
Emmaus Evangelical Lutheran Church

1925 SUMMIT AVENUE
RACINE, WISCONSIN 53404

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1995
Annual Report to the Congregation

Annual Congregational Meeting

January 21, 1996

AGENDA

Opening Devotion - Pastor Janz

Approval of Minutes of Last Annual Meeting

Pastors' Reports

President's Report

Recognition of 1995 Church Council

Election of 1996 Church Council

Approval of the Proposed Budget for 1996

Unfinished Business

New Business

First Communion Policy

Closing Prayer - Pastor Nuechterlein

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CANDIDATES FOR 1996 COUNCIL

President (1 year)	Cathy Knuteson
Vice President (1 year)	Lyle Zielke
Secretary (2 years)	Irene Pechman
Worship & Music (2 years)	Kathy Christensen
Deacons (1 year)	Carol Yust
WELCA (2 years)	Cheryl Dexter
Financial Secretary (2 years)	Tim Van Berg
Youth Ministry (2 years)	Chris Olson

Continuing on council with one more year to term:

Treasurer	Amy Larsen
Stewardship	Peter Bayer

Vacancies:

Congregational Life (2 years)
Building & Grounds (1 year)
Social Concerns (1 year)
Parish Education (2 years)

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PASTOR NUECHTERLEIN'S 1995 ANNUAL REPORT

I would like to begin with a simple story about growth:

Henry Doggett, expert grandfather and almost as expert a gardener, was patient in most things and particularly in his hobby of vegetable gardening. However, his eight-year-old grandson Gregory had not yet learned the fine art of patience. He wanted instant results in anything he tried. Henry had given him some space in his garden to plant seeds, and was now trying to instill a bit of patience in his grandson.

"You can't control when the garden will produce," he told Gregory as they examined the little shoots peeking out of the spring soil. "And you know what? Your stomping around and poking into the soil isn't going to make growth happen any faster. One of the most important things to remember about gardening is that you have to be patient, which means you have to wait for the plants to grow on their own time."

"I hate waiting," Gregory declared as he continued to poke his little fingers into the soil.

"Well, waiting is part of learning what we call patience," Henry continued in his soft sell approach. "Look at this garden, for instance. We just plant the seeds and water them; then we have to wait while nature does the rest. And you know, I guess none of us is born with patience -- and probably no one really enjoys waiting. But waiting with patience is something we all have to work at; it doesn't come naturally. It's like developing a skill. The main thing, though, is to remember that, if what you're waiting for is really important, then the waiting is easier, and in the end is really worth it."

This is a simple story, but it carries a simple reminder that I need to hear as I look back on 1995. I need to be patient when it comes to growth. It is easy to be impatient like Gregory, especially when we made some significant strides forward in 1994. We responded to a financial crisis with phenomenal growth in our financial support. That we have finished 1995 having met all our commitments is something to truly

celebrate!

Yet I sometimes impatiently expect us to keep growing at an accelerated pace. Like Gregory, I need to remember that growth is a process that takes its own time. In general, this is always more difficult for a pastor in the early years of a ministry. We want to come in offering all of our favorite programs and things to do in a ministry. We'd like to have instant results. We would sometimes like to be able to control growth. But you can't. Not with gardens, and especially not with people. Like plants, people grow on their own time. And communities of people growing together adds another timetable to follow. The growth of our relationships, and of our ability to work together in a healthy manner, simply takes time. The first several years of a new pastorate need to be patient years of building relationships and establishing a healthy process of working together.

By that measure of growth, I think that 1995 has been another good year. I am grateful to the 1995 council for continuing to make progress in laying a good foundation for growth. We have continued the improvements in communicating to the congregation, a vital step in the process of growing together. We took some steps forward in establishing a joint leadership style that will serve us well in the years ahead. I look forward to continuing such progress with the new 1996 council.

A real 'nuts-and-bolts' example of my role in some of this has been the many hours I have spent working with the church finances. Our transition to a new Treasurer did not go well this year. Joan Larsen needed to resign in August, primarily for personal time-conflicts. But I feel that we did not adequately help her to do her job as treasurer, either. It is easily the most involved and detailed task that we hand to volunteers in the church, and the transitions to new treasurers are often painful and time-consuming, because each treasurer tends to have to establish their own procedure—these days on their own computer. Then the next

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treasurer starts over again adjusting the job to their way of doing things on their own computer.

When Joan resigned this summer, I stepped in out of necessity to do much of the treasurer's job. Church secretary, Paul Berge, has taken up quite a bit of the work, as well. We now have a new Treasurer, Amy Larsen, but with one significant difference: the church has its own portable computer, the new laptop, that Amy can take home with her for doing the work. There now is an easier transition time, because we do not have to change computers. And Paul Berge can continue to do a significant portion of the Treasurer's work. With this prospect in mind, I have spent *many* hours trying to establish our financial processes in writing, so that Amy's, and any future treasurer's, work will be made much more clear. The last step in this process is to undergo an audit of our books this month and receive some input from an expert, concerning how to make our treasurer's task efficient and manageable.

One further ingredient in this recipe for growth is to say a few words about maturity. In these days of the computer-information explosion, we love to quantify things. We most often talk about growth in numbers and in techniques whose results we can measure with numbers. But the point of this report has been to remember first that growth is an organic process that takes its own time. A word that is not used as much these days is maturity. Human growth, especially, is about maturing, which is not in any simple way reducible to a matter of techniques and measurable results. Especially if we honor the fact that each of us is unique, with our own unique gifts, then each of us will take different courses in coming to maturity. And the task of bringing those different courses together for a joint journey in faith is even more complicated, and less reducible to easy formulas or techniques. It becomes more a matter of personal character and maturity.

In this regard, I continue to count myself fortunate to work with Pastor Mary. Above all, I consider her to be a mature person—and I mean that more than simply the fact that we celebrated

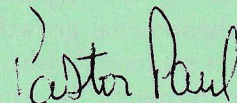
her 50th birthday with her this past year! Pastor Mary is a person of good character who has good skills in working with other people, largely because she knows herself well and is comfortable with herself. I think she truly lives by that grace of God of being loved and of knowing that she is lovable. It is a pleasure to work with her.

As for myself, I can assure you that my own personal maturity is always an important factor to me. I am taking a continuing education this year of one day a month, in which I work with a group of pastors on issues of our personal maturity and leadership styles.

A tremendous factor for me in my own faith growth has been my work in the last several years with the insights of René Girard, into who we are as human beings, and into who God is revealing the Godself to be through Jesus Christ. I find his work, and that of his followers, to be extremely enlightening in guiding us to further growth in our faith journey. I did two speaking engagements this past year, and may have further opportunities this year. I will also have some articles published this year, as I do some writing 'on the side.' I feel this to be helpful to my own faith maturity, and so helpful to our growing together as one of your faith leaders.

It will always be a goal of mine as one of your pastors, then, to persistently invite each of you to give attention to your faith journey, to challenge each of you to grow and mature in your faith. In these early years of building relationships, I will hope to do more calling, to take time to get to know each of you, as we patiently nurture the growth in faith in one another. Sometimes it is difficult to have patience. But, as Henry Doggett told his grandson, "if what you're waiting for is really important, then the waiting is easier, and in the end is really worth it." I firmly believe that God has great things in store for us in the years ahead. May the Spirit continue to bless us and guide us.

In Christ,



Pastor Paul

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PASTOR JANZ'S 1995 ANNUAL REPORT

From Flicker to Flame is the title of a book I recently purchased, and the meditations and sermons found in that book begin in the darkness of Advent with the first candle of the Advent wreath being lit. Each week, that light becomes brighter as yet another candle is lit, moving toward the Christ candle. "From Flicker to Flame" is the image of Christ's people moving through the church year, climaxing with the point beyond the death and resurrection of Jesus, when the fire of the Holy Spirit appears at Pentecost. That movement through the liturgical church year -- from the anticipation of Christ's birth, to his ministry, to his death and resurrection and beyond -- points out the possibilities that are ours as Christians.

Since I arrived at Emmaus four and a half years ago, I have observed what was a sometimes faltering flickering flame, often a bit tentative, begin to burn more boldly. Are we perhaps allowing God's spirit to move a bit more freely in our midst, fanning what may have been some smoldering flames and allowing them to revive and begin to burn again? I believe this is what I am observing.

Considerable groundwork has been and is being laid to provide an environment for that flicker to move toward being that flame. Some of that groundwork has taken place **administratively**. The generous gifts of more efficient computers and additional software programs have been used to interface membership and financial records, providing the means to more efficiently track and report **and** to have some built-in checks and balances in the process. The procedures have taken considerable time to implement, and are just now reaching the point where they are truly a tool, meaning greater ease of operation and a better ability to communicate important financial and other information to you, the congregation.

As a congregation, that flicker is also moving toward a flame in the area of **stewardship**. Many of you members, in

response to God's love for you, have grown substantially in your commitment to give during the past two years. At year's end, **all** of our financial commitments were met (including benevolence giving to the wider mission of the church) without using any funds such as undesignated memorials. This is a "first" during my ministry here, and I celebrate that with you. I also celebrate that the Church Council took the "leap of faith" to pay our benevolence commitments monthly during the past year, rather than to "wait and see" at year's end. Your faithful giving made that possible. Thank you!

Also very important to a vibrant ministry is the **ability to communicate openly and honestly** at all levels. I have seen the church council make every attempt to improve those communications -- through newsletter articles, printed council minutes made available to all members (posted on a bulletin board and also available in the Sunset Room) and at cottage meetings. When a need to better communicate surfaces in other areas, every effort is made to bring people together to talk openly (e.g., the recently formed Kitchen Committee) to air concerns and to work cooperatively. We **all** need to continue to work on listening to and talking with one another.

In cottage meetings and elsewhere, **youth ministry** was addressed as an area of major concern. That feeble flicker is now being very intentionally fanned -- we now have a council position representing youth; there are more parents becoming involved in planning youth activities; and a youth leadership workshop is being sponsored by Emmaus on January 20. Once again -- moving from flicker to flame!

Still an area of major concern is that of **evangelism**. How do we reach more people with the Gospel message? How can we share our faith stories and invite others to worship with us? That faint flicker desperately needs our attention during the year to come. I'm enthusiastic about an upcoming training

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PASTOR MARY'S REPORT, CONTINUED

program beginning in March, and I urge a number of you to join me as we learn more about being **caring** evangelists. It's an opportunity to move from flicker to flame in yet another area.

How are we doing in our **spiritual lives**? Is our faith growing and becoming more mature? Are we moving from flicker to flame? To allow those fires to be fanned, we need a commitment to regular worship, prayer and study of God's word. Neglect in any of those areas causes the fire to fade away and die.

"From flicker to flame" reminds me of the song I learned in Sunday School as a child:

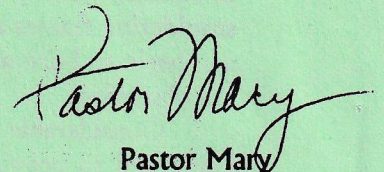
This little light of mine,
I'm going to let it shine!
This little light of mine,
I'm going to let it shine,
Let it shine, let it shine!

We have something truly incredible to share with the world, and that is the Good News of the love of God in Jesus Christ. It's time to take that light, that good news, from under the bushel basket and let it shine **for all to see!** Or, as our Pentecostal brothers and sisters would say, "It's time to be 'on fire' for the Lord!" May the breath and the fire of the Holy Spirit move among us that we make that significant journey "from flicker to flame!"

In addendum: In this household of

believers, Emmaus *Evangelical* Lutheran Church, it takes a lot of work to keep things running smoothly. And, as is the case in any busy household, everything moves more smoothly and more efficiently when **everybody** pitches in. I would personally like to thank each and every one of you who has said "yes" countless times during the past year and has pitched in to make the ministry here move ahead. A special thank-you goes to a fine, hardworking and faithful colleague, Pastor Paul -- he is collegiality personified when it comes to our working together. Thank you, too, to all the support staff who do everything from editing the newsletter to shoveling sidewalks to arranging and offering a variety of music to planning weekly programs for the seniors. Your gifts continue to amaze me, and I'm grateful for your support and service in our ministry together. Blessings to each and every one of you in the year to come.

In Christ's love,



Pastor Mary

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REPORT OF THE PRESIDENT

1995 was a year of more change, more challenges and responding to you at Emmaus. We are still seeing the effects of the co-pastor model and the further defining of the model as it applies to Emmaus.

I am stepping down after two years as your President but I would like to make a few comments. The people of Emmaus have responded at the times we, the council, have asked for your prayers and your financial support. You asked for continuing input and feedback, and we have responded, two-fold. One, by the cottage meetings this summer, and two, by making all information known to you, *i.e.*, financial items, action taken at council and general business information. Again you responded at Consecration Sunday with an increase in your giving for 1996. The Church thanks you.

Now for the challenges for Emmaus. One, to get rid of the debt. It is costing us in the budget \$2,400 per month to make the payments. We looked at a fund-raising firm; cost was \$12,000, payable in 1996; I did not move on it due to the additional burden it would have placed on our budget. Let us find a way to pay

off the mortgage so we can use the funds to further the mission of Emmaus.

Two, let us move beyond the lot lines and become leaders in Racine. We have active committees; let's get active members. This way we can make the mission known.

Three, to the pastoral staff at Emmaus, go out and visit all members of Emmaus, be "fishers of people," teach us to assist you in the "fishing process" to show people the warmth that is here at Emmaus. The people need not only the Sunday or Saturday but visits to the home. We have approximately 700 members; let us grow and become 1,000.

You have responded to the various challenges and I sincerely hope you continue to meet the challenges and go beyond what is hoped for. Through this we can move Emmaus beyond the lot lines to a leadership role.

In closing, I would like to thank all those on council, the committee members, Pastor Paul and Pastor Mary and especially you, the members of Emmaus. I hope we have made a difference.

--Randy Sanders

EMMAUS LUTHERAN CHURCH
MINUTES OF THE CONGREGATIONAL MEETING
January 22, 1995

- I. OPENING DEVOTION - The Annual Meeting was called to order by President Randy Sanders at 11:15 a.m. Pastor Nuechterlein opened the meeting with a devotion.
- II. APPROVAL OF MINUTES - Minutes recorded by the secretary of the council, Kathy Decker, were not available. The minutes presented were a recollection by the pastors. Moved to approve the minutes as presented, seconded, motion carried.
- III.
APPROVAL OF REPORTS - moved to accept the Pastors' reports and the President's report as submitted. Seconded. Motion carried.
- IV. RECOGNITION OF CHURCH COUNCIL MEMBERS - Outgoing church council members, Nancy Martinsen and Fred Van Nice, were recognized with a gift and words of appreciation for their dedicated work on the council.
- V. ELECTION OF 1995 CHURCH COUNCIL MEMBERS - moved to elect 1995 Church Council members as follows:
Randy Sanders, President (2 year term)
Bill Loendorf, Vice-President (2 year term)
Joan Larsen, Treasurer (2 year term)
Chris Hansen, Deacons (2 year term)
Peter Bayer, Stewardship (2 year term)
Gilbert Toslek, Jr., Building and Grounds (2 year term)
Carol Rudey, Education (1 year term)
Kathy Christensen, Secretary (continuing term)
Tim VanBerg, Financial Secretary (continuing term)
Jess Sedgwick, Worship & Music (continuing term)
Mildred Schroth, WELCA (continuing term)
- Vacancies in Social Concerns, Congregational Life, and Youth positions remain.
- VI. APPROVAL OF 1994 BUDGET - Discussion re: mortgage payments. The mortgage still stands at \$220,000. The bulk of each payment goes toward interest, but we did make 4 extra principal payments in 1994. Motion to approve, seconded, motion carried.

VII. NEW BUSINESS - Proposed constitutional change was presented for approval as follows: Be it resolved that the congregation adopt on the first reading the following constitutional amendment to Article VI.B.4, to go into effect immediately upon its adoption: Voting members are confirmed members who shall have communed and made a contribution of record during the current or preceding year.

Rationale: This change is in keeping with the model ELCA constitution for congregations and opens full-voting membership to our high school youth when they have been confirmed. An implication of this change is to allow youth to hold voting positions on Church Council. Moved to accept, seconded, motion carried.

The meeting was adjourned at 11:45 followed by a closing prayer offered by Pastor Mary Janz.

Respectfully submitted,

Kathy Christensen
Secretary

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BUILDINGS & GROUNDS COMMITTEE

The year 1995 saw work on various projects, the most noteworthy being the Parsonage upgrading. Painting was and still is a major area of concern, and fortunately, one area that requires little money to be invested. Some small success has come in regard to controlling our energy usage, but lack of funding still is the biggest hurdle to overcome. Until we as a congregation decide that significant changes must be made, little relief on our utility bills should be

expected.

Again, as in the past, I would like to personally thank all who gave of their time or money to the betterment of the church, and ask that you keep on with your giving as we truly need as much and even more than in the past. Here is to a better New Year.

--G. Toslek
Chairperson

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CONGREGATIONAL LIFE COMMITTEE

I would like to thank the Congregational Life Committee who helped coordinate all of our events. The members of the committee are: Cheryl Dexter, Bev Hansen, Marge Jensen, Arvilla Nemer, Ellen Nuechterlein, Al and Jan Svendsen and Carol Yust.

In February, we served a reception for our seminarians: Claire Warren, Sharon Georgi and Bev Rautenberg.

On July 16, 1995, members of Emmaus and friends attended a Brewers ballgame, sponsored by Aid Association for Lutherans (AAL). We had a tailgate party previous to the game. A special thank-you to AAL officers Mildred Schroth and Barb Toslek for help in coordinating our outing, and to AAL for providing the bus for the game.

Our Congregational Picnic was held Rally Day, September 10, 1995. A special thanks to those who helped with the games.

Congregational Life assisted WELCA in serving an Æbelskiver Dinner in November.

We also served the Birthday Party for Jesus held after the Sunday School program, December 7. O & H Bakery provided a beautifully decorated cake.

Dinners for Eight are being planned for 1996. I hope many of you will decide to join us. There will be good food and fellowship. It is a good way to meet new people and to renew acquaintances.

--Betty Barth,
Chairperson

SOCIAL CONCERNS COMMITTEE

Social Concerns Committee members are Julia Durand, Pastor Mary Janz, Cathy Knuteson, Nancy Martinsen, Jim Palmer, and Lyle Zielke. The committee meets monthly on the fourth Monday to exchange information and to share ideas of ways Emmaus can help meet the social needs of our community.

Emmaus members have generously reached out in the following ways:

Community Meal Program: Having participated in this program for 14 years, members of Emmaus provide and serve a meal on the first Thursday Evening of the months of February, April, June, August, October and December at St. Patrick's Church. Thank you so much to those who work hard to meet the nutrition needs of those who are hungry.

Northside Food Pantry: Members generously donated food and other supplies (hand soap) to stock the pantry shelves. Others gave of their time to transport or distribute these items at the food pantry. All

your effort is deeply appreciated!!

Lutheran World Relief Clothing Drive: Hand-made quilts, donated clothes, health kits, and school supplies filled lots of boxes and were transported by Vern Peterson to the Sturtevant train station last fall. Many thanks to the ladies who worked hard on the beautiful quilts and to Marge Zielke and Marge Jensen for sewing the school bags.

REST Program: Emmaus members generously continued their involvement with the REST program for a third season of providing warm shelter to the homeless from October through April. One of seven churches on a rotating pattern, Emmaus is the site on Friday nights. Through the leadership of the site coordinator, Jim Palmer, and the many volunteer hours donated by members of Emmaus, a serious need for shelter is being met. As of the end of November, 50 different people had sought shelter for a total of 411 "guest" nights. Those of us who are actively

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SOCIAL CONCERNS COMMITTEE, CONTINUED

involved with this program reap many benefits from helping the homeless. A heartfelt thank you to all of you who prepare food, serve as site volunteers, or donate much-needed money and supplies. As secretary on the REST Board, I assure you that the need for shelter in this community is growing, and we welcome your support.

CROP Walk: Nancy Martinsen coordinated the CROP Walk efforts this year. Thank you to all who participated!!

Christmas Giving Tree: This year, children involved with the Foster Care organization of Racine received over 100 gifts generously donated by members of Emmaus. While their need surpassed our ability to assist, they were nonetheless deeply grateful and moved to tears when they saw all the beautifully wrapped presents. With only two weeks between Thanksgiving and their Christmas party, we had to shop and wrap quickly to meet the deadline. Thank you to all who helped.

Heinz Baby Food Redemption Program: Heinz baby food labels are worth money to children's hospitals all over the

country, including Children's Hospital of Wisconsin. The hospital receives \$.06 from Heinz for each label. A small yellow box is placed in the food cart in the narthex for any food labels.

Each of these activities address important local and global social issues. We welcome all who are interested in being a member of the committee or helping with any of the projects.

As the Social Concerns Committee Chairperson, I would personally like to thank the committee members for their hard work and dedication to addressing the needs of our community. Further, I am deeply humbled by the selfless generosity of so many members of this church. There is always someone who answers the call for a casserole, a sewing project, or food to be transported to the food pantry. While all of these activities require time and effort, the benefit of knowing you have helped someone in need lightens the load and makes all the work worthwhile. God bless you for your willingness to help others!!

--Cathy Knuteson,
Chairperson

STEWARDSHIP COMMITTEE

The Stewardship Campaign for 1995 is now completed. For the second year in a row, we used the Consecration Sunday theme to focus our attempt on greater understanding and awareness by our congregation in their individual stewardship mission with Christ and its rewards.

Although we did fall somewhat short of our tremendous 1994 campaign in the number of pledges and the total amount pledged, we did enjoy a 10% increase from those who did pledge. This year's 118 pledges total \$151,467.20 as compared to last year's total of \$164,263.25, a decrease of 7.8%. The average annual pledge last

year was \$1,173.31, while this year it increased to \$1,283.62 for a 10% gain.

While the congregation may not have perceived the same urgency and need as last year, we must continue to educate and emphasize our individual and collective commitment to our stewardship mission here at Emmaus.

I wish to thank the committee members, Pastor Paul, and all of the volunteers who helped to make Consecration Sunday and our Stewardship Campaign a success.

--Peter F. Bayer,
Chairperson

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WORSHIP & MUSIC COMMITTEE

In 1995, Emmaus continued to use a traditional Sunday Liturgical or Service of the Word format for worship. As in prior years, Emmaus continues to offer the contemporary Chicago Folk Service on the third Sunday of each month. Saturday night services were provided throughout 1995.

Holy Communion was celebrated on the first and third Saturdays and Sundays every month, and at special services including Easter, Thanksgiving, and Christmas. Worship leadership at other special services were provided by the youth, and women of Emmaus.

Lay people continue to be very active in the worship service providing support to the pastors. Members of Emmaus assisted in ministry as readers, worship story tellers, as musicians, special music, and with preaching.

The Worship and Music Committee met monthly to help plan services and special events. Representatives of the committee are involved in ushering, altar guild, choir and hymn selection.

Marsha Connet continues to direct the Adult Choir with Joyce Kaiser, Church Organist, providing the accompaniment. Cathy Meyer is the choir director for the Carpenter's Kids (children's choir) and Sunrise Singers (youth choir).

Some highlights of suggestions to Council

or actions taken include:

- ▶ Recommended to Church Council to take the necessary initiatives to have **Open First Communion** presented to the congregation at the 1995 annual meeting.
- ▶ The balcony gates, paid for by donations, were installed this last fall. Our special thanks to Cathy Meyer and her father, Chester, for installing the gates, and reorganizing the different choir and music closets.
- ▶ Attendance pads were approved by the committee for the 1996 budget.
- ▶ Recommended to Council that the Saturday accompanist position be changed from an honorarium position to a paid position, and that the Council commit to this for one year.
- ▶ Recommended that the Church purchase forty (40) United Methodist Hymnals to be used as a supplement for the *Lutheran Book of Worship*.

--Jess Sedgwick,
Chairperson

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YOUTH MINISTRY COMMITTEE

The High School Group B.I.C. (Believers In Christ), under the guiding hand of Sandy Strini, continued their activities and funded their expenses on their own!

The Middle School Group K.F.C. (Kids For Christ), under the guiding hands of Cindi and Loren Larsen and Pat Leisch, have continued their activities and have come close to breaking even on expenses! The Middle School Group picked the name K.F.C. for their own identity.

Both groups have participated in Racine Mission Cluster activities. Cluster consists of youth groups from other area Racine churches.

I accepted this position in late July. Since that time, a youth committee has been formed. We are always looking for more members for the committee! Kelly Toslek has accepted the position of Editor for the youth paper which is included in the *Visitor*.

We submitted a budget request for 1996. This budget is to help cover the expenses

involved in running a youth program. The committee and I feel the adults are giving their time for this important Christian fellowship, and should have their expenses covered by the budget!

We have been working to have a Youth Leader Training. This will be taking place January 20, 1996.

I have talked to other churches about their Youth programs, and the one thing that stands out in my mind from the discussions is that **you don't start a Youth program, you build one!** This takes time and dedicated adult leaders.

With your support and God's guidance, I would like to continue my position on the church council.

Yours in Christ,

--Christopher C. Olson
Chairperson

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PARISH EDUCATION COMMITTEE

Our goals for 1996:

- ▶ Maintain current programs at an effective level
- ▶ Continue work on expanding and maintaining adult and children's libraries
- ▶ Provide support and training sessions for educators at Emmaus
- ▶ Support and evaluate summer opportunities for Day Camp and other programs at Emmaus.

The Parish Education Committee members are Glenn Olson (Senior Fellowship Center), Karen Olson and Grace Falaschi (Sunday School Co-Superintendents), Joy Kousek (Assistant Sunday School Superintendent), Linda Meteyard (Sunday School Treasurer), Pastor Paul (Pastoral Leadership), and Ellen Nuechterlein (Vacation Church School). Other people who support education programs include June Beck, Pat Jensen, Bob Anderson, Caren Lamberton, Pastor Mary, Karen Sedgwick, all the dedicated Sunday School and VCS teachers. Thanks to all of these people for making our programs such a success!

Accomplishments for 1995:

- ▶ Senior Center had another successful year (see Glenn Olson's report for details).
- ▶ Vacation Church School and Lutherdale Day Camp had a great summer under the direction of Ellen Nuechterlein.

- ▶ Cradle Roll and Nursery are being faithfully maintained by Caren Lamberton.
- ▶ Emmaus Wednesday Nights met for 35 sessions in 1995. The attendance varies from between 20 to 45 adults and children.
- ▶ Work continues on maintaining our libraries.
- ▶ Sunday School has enjoyed another successful year. Thanks to Pat Shields (our departing Sunday School Superintendent) and Joy Kousek for their valuable contributions. We also welcome Grace Falaschi and Karen Olson as new Sunday School Superintendents. They have worked very hard at getting the year off successfully. Also, our Sunday School teachers are a dedicated group of individuals who provide our children with Christian education. Thanks to all of you!
- ▶ Adult Forum continues to provide adults with educational opportunities.
- ▶ Chris Olson serves on the Church Council as a representative for educational and recreational opportunities for our youth.

Thanks to all the people who supported the efforts of the Parish Education Committee this year. Many people contributed to our success. With everyone's prayers and efforts great or small, we will continue to succeed at Emmaus in 1996! Thank you!

--Carol Rudey
Chairperson

1995 ANNUAL REPORT TO THE CONGREGATION
 Emmaus Evangelical Lutheran Church ♦ 1925 Summit Avenue ♦ Racine, Wisconsin

SUNDAY SCHOOL CO-SUPERINTENDENTS

Each month we support a child through the Christian Children's Fund. Due to the disaffiliation this year of CCF and Rotary Family Helper Project, the program helping Cristina Ogardo, we have been assigned to help an eight-year-old Indonesian girl named Suriyati instead. We send \$21 a month to help her out in her education and medical treatments, if needed. We think this is great, children helping children.

Our second Sunday cash offering along with all the non-perishable items brought in go to help supply the Northside Food Pantry.

With money from our offering, we purchased gifts for ten children through Racine County Foster Parent Association to put under the Giving Tree. these gifts are given to children who otherwise wouldn't receive a Christmas gift.

Our students also helped to warm up our bare tree with mittens, hats and gloves. All these items have been or will be delivered to Racine County Foster Parent Association by Cathy Knuteson and the Social Concerns Committee.

Special thanks to our Sunday School teachers: Joy Kousek, Heidi Van Nice, Barb Toslek, Julie Field, Susan Page, Caren Lamberton, Kelley Toslek, Pat LeRoux-Sodke, Fay Pearson, Sharon Devine, Ellen Nuechterlein, Diane Lasko, John Liesch, Irene Pechman, Vicki Steger, Chris Olson, Sandy Strini, and the parents of the 7th-8th grade class who give of their time.

--Grace Falaschi and Karen Olson,
 Co-Superintendents

SUNDAY SCHOOL TREASURER

Beginning Balance January 1, 1995		\$ 426.25
Receipts		\$ 954.55
Disbursements		
Supplies	\$ (315.59)	
Northside Food Pantry	\$ (262.88)	
<u>Mission</u>	<u>\$ (252.00)</u>	
Total Disbursements	\$ (830.47)	
Ending Balance	\$ (530.33)	
Supplies	\$ (392.95)	
Northside Food Pantry	\$ 0.00	
Missions	\$ (73.52)	
Birthday Bank	\$ (83.86)	

	\$ (550.33)	

The Sunday School offerings collected on the second, fourth, and fifth 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 twelve of our community's needy children.

As of October, 1995, the Sunday School is now managing the monies collected on the first

and third 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.

--Linda Meteyard
 Treasurer

1995 ANNUAL REPORT TO THE CONGREGATION
Emmaus Evangelical Lutheran Church ♦ 1925 Summit Avenue ♦ Racine, Wisconsin

SENIOR FELLOWSHIP CENTER

52 Tuesdays

Closed: July 4
Aug. 7 (VBS)
Nov. 28 (weather)
Dec. 26

Attendance: High 45
Median 32
Low 21

Programs:

- ▶ Al & June Beck presented 4 travelogues
- ▶ 16 speakers
- ▶ 16 videos; some videos required two days to show
- ▶ 6 films
- ▶ Out to eat twice
- ▶ Wadewitz Children's Choir once
- ▶ 3 programs cancelled; played bingo or cards and games.

Cheers: Supported by coin collection at our meals. This year, we have sent more than 120 cards. We find many reasons to send them--Thinking of you, Thank you, get well, sympathy and just to say "Hello." Members receive their birthday card at the birthday lunch. This lunch is always the last Tuesday of the month. Esther

Jensen takes care of the card sending. The Cheer fund also provides funds for gifts to the director and the kitchen mechanic.

Speaking of the kitchen, we must continue to thank Pat Jensen, Bob Anderson, Wes Mohr, June Beck and many of the members who have pinch-hit at the last minute. Their meals are always so good and appreciated very much. This is due to the dedication and willingness to spend a couple or more hours on Monday in preparation.

Our pastors lead us in devotion before the meals and also help us worship during Lent. Many visitors enjoy a meal with us during the Lenten season.

Our members who have visual difficulties receive the large print *Portals of Prayer*. These are furnished by the Center.

We as a group have sent a donation for the last several years to the United Way.

Again, you are invited to the program, the meal or the social activity, or any combination of the three parts of our day. We would especially welcome you to the luncheon and the Lenten services.

--Glenn Olson, Center Director

1995 ANNUAL REPORT TO THE CONGREGATION
 Emmaus Evangelical Lutheran Church ✦ 1925 Summit Avenue ✦ Racine, Wisconsin

WELCA TREASURER'S REPORT

Beginning Balance	January 1, 1995	\$2,807.51
Receipts:		
	Circle Offerings	\$ 471.63
	Sale or resource books	116.50
	General meeting offerings	159.00
	Thankoffering	220.52
	Funeral Food Service	300.00
	Subscription - <i>Lutheran World Today</i>	242.00
	Retreat receipts	675.00
	World Hunger Appeal	80.71
	Mother/Daughter ticket sales	559.50
	Cluster Brunch ticket sales	223.50
	Sweatshirt sales	58.00
	Designated gifts	40.00
	Lutheran Brotherhood Branch 8013	400.00
	Æbelskiver Brunch	276.51
	Kitchen shower	173.00
	Kitchen remodeling	200.00
	Augsburg Fortress refund	<u>16.00</u>
	Total receipts - 1995	<u>\$4,211.87</u>
		\$7,019.38
Disbursements:		
	Emmaus Church for VCR: \$ 200.00	
	LWT subscriptions, resource books & leader guides	427.25
	Expenses for General meetings	283.89
	Programs for General meetings & Thankoffering service	335.00
	Retreat expense	570.00
	Siena Center - reservation for 1996 retreat	90.00
	WELCA - Half circle offerings	235.81
	WELCA Fellowship Accounts	212.75
	Expense Cluster Brunch	98.02
	Expense Æbelskiver Brunch	129.05
	Fabric for quilts and bibs	400.71
	Convention delegate and offering	96.00
	Kitchen supplies	77.00
	Nursery items	16.70
	Electric Work - kitchen	198.00
	Thankoffering	220.52
	World Hunger Appeal	87.89
	Adopt-a-Sunday	50.00
	Adopt-a-Neighborhood - Rev. Carter	25.00
	Dr. Katakshamma Raj	101.00
	Emmaus Emergency Fund	100.00
	Emmaus REST Program	100.00

1995 ANNUAL REPORT TO THE CONGREGATION
Emmaus Evangelical Lutheran Church ✦ 1925 Summit Avenue ✦ Racine, Wisconsin

	Center for Community Concerns	50.00	
	Northside Food Pantry	<u>50.00</u>	
	Total Disbursements 1995		<u>\$4,154.59</u>
Ending Balance	December 31, 1995		<u>\$2,864.79</u>

--Janet Svendsen
Treasurer

EMMAUS WOMEN OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA

Board members: Audrey Rasmussen, Margaret Christensen, Mildred Schroth, Ruth Hlavka, Linda Meteyard, Jan Svendsen, Betty Barth, Kathy Cook, and Fran Burdick.

Lutheran Brotherhood provided \$400.00 to be used to purchase fabric and sewing supplies which were used by the Quilting Group to make 62 quilts for Lutheran World Relief and 395 bibs were made for use at Lincoln Lutheran Home by many of the women.

In addition to the Lenten Brunch and the Mother/Daughter/Other dinner, we hosted the Racine Mission Cluster Fall Brunch in September for approximately 100 women.

Our annual retreat at Siena Center was attended by 28 women, and the next retreat is scheduled for April 26 and 27, 1996 at Siena Center.

Cheryl Dexter represented Emmaus WELCA at the ELCA Synodical Convention at the Cousins Center in October.

In October, we had an Æbelskiver Brunch, which was served after each service with proceeds to be matched by Lutheran Brotherhood. These funds will be used to defray expenses for all women who attend the WELCA Triennial Convention in Minneapolis in 1996.

Cookies for 28 shut-ins were packed at our Christmas party, which included a kitchen shower of staples and monetary contributions of \$173.00 to replace needed kitchen items. In addition, one of our members contributed \$200.00 to be used for kitchen renovation. The offering that evening of \$101.00 was sent to Dr.

Katakshamma Raj in honor of her ordination. Thankofferings totaled \$220.52.

Our women are active in Lincoln Lutheran Auxiliary, Northside Food Pantry, the Altar Guild and Candle Care, funeral food service, and also serve on the church council and council committees.

This year, some of our money was spent as follows:

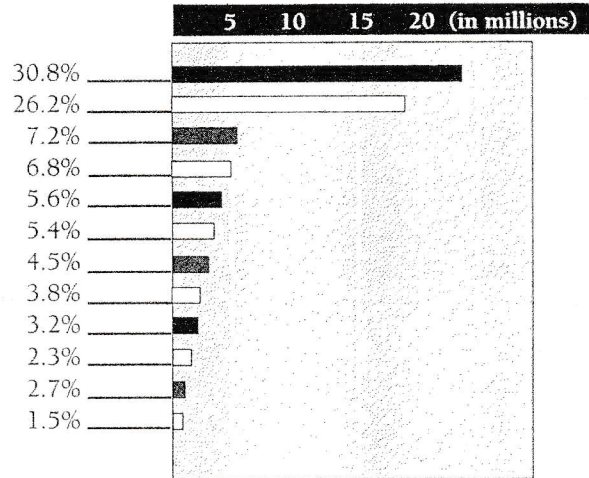
- ▶ \$235.81, or 50% of Circle offerings were sent to Synod in Milwaukee;
- ▶ \$66.00: WELCA delegate to Synodical Convention;
- ▶ \$198.00: Goebel Electric for two electrical circuits for kitchen;
- ▶ \$25.00: Adopt-a-Neighborhood program;
- ▶ \$101.00: Christmas offering to Dr. Katakshamma Raj;
- ▶ \$100.00: Emmaus Emergency Fund;
- ▶ \$50.00: Center for Community Concerns;
- ▶ \$50.00: Northside Food Pantry;
- ▶ \$220.52: ELCA Thankoffering;
- ▶ \$87.89: World Hunger Appeal;
- ▶ \$200.00: toward purchase of TV-VCR for Sunday School;
- ▶ \$78.00: purchase of items for kitchen.

--Margaret Christensen
and Audrey Rasmussen
Co-Presidents

1996 Churchwide Operating Budget

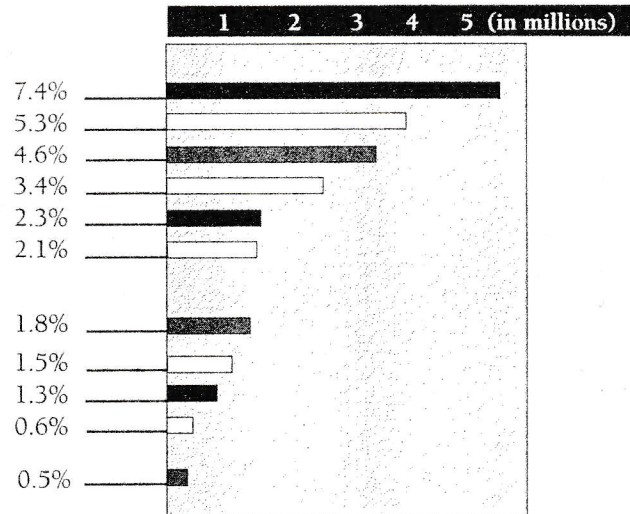
1996 Churchwide Current Fund Operating Budget BY EXPENSE TYPE

Financial Support Grants (See breakdown below.)	\$23,172,665
Churchwide Staff Compensation	19,711,250
Retiree/Health Premium Benefits	5,450,000
Missionary Compensation	5,142,685
Other (Occupancy, insurance, equipment, computer operations, misc.)	4,230,370
Mission Developer Compensation	4,090,000
Travel	3,382,040
Interest	2,856,185
Purchased Services/Office Expenses	2,447,600
Printing	1,713,320
Mission Operating/Expanded Ministry Support	2,015,000
Special Events (Conferences/gatherings/workshops)	1,113,885
Total:	\$75,325,000



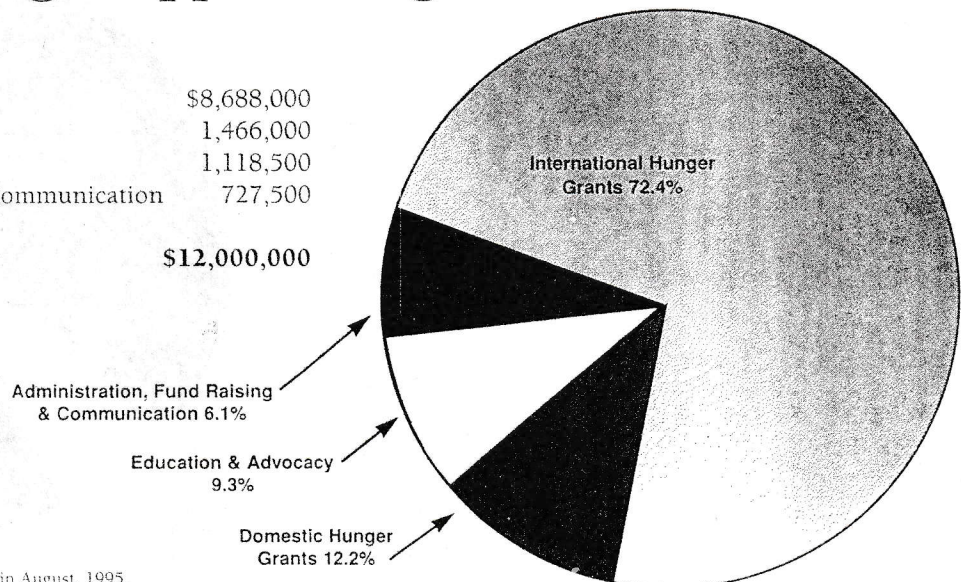
FINANCIAL SUPPORT GRANTS

Congregation Support	\$5,555,900
Seminaries	3,960,380
Global Partner Churches/Ministries	3,448,140
Synod & Region Support	2,571,545
Lutheran World Federation	1,735,500
Colleges & Universities	1,581,315
Other (Support for public policy offices, ecumenical and inter-Lutheran agencies for shared ministry; and subsidy to Augsburg Fortress for <i>The Lutheran</i>)	1,328,655
Campus Ministries	1,163,750
Leadership Development	951,255
Social Ministry Organizations	468,065
NCCC & WCC (National Council of Churches of Christ & World Council of Churches.)	408,160



1996 World Hunger Appeal Budget BY PURPOSE

International Hunger Grants	\$8,688,000
Domestic Hunger Grants	1,466,000
Education & Advocacy	1,118,500
Administration, Fund Raising & Communication	727,500
Income Goal:	\$12,000,000



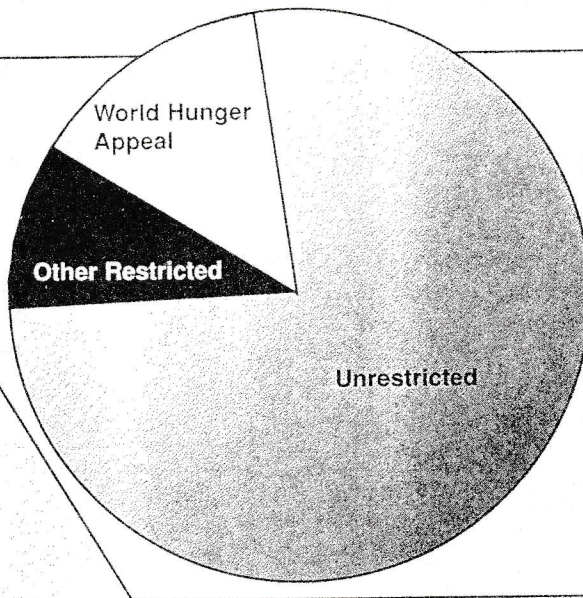
As presented to the ELCA Churchwide Assembly in August, 1995.

1996 Churchwide Current Fund Operating Budget INCOME PROPOSAL

UNRESTRICTED			RESTRICTED		
Mission Support	\$63,000,000		Gifts:		
Investment Income	400,000		Missionary Support	\$3,500,000	
Gifts:			Unit Designated	650,000	
Through WELCA	600,000		Through WELCA	300,000	
Vision for Mission	1,500,000		Bequests & Trusts	1,000,000	
Bequests & Trusts	700,000		Grants	900,000	
Endowment	375,000		Endowment	1,200,000	
Miscellaneous	1,200,000				
Total Unrestricted	\$67,775,000	77.6%	Total Restricted	\$7,550,000	8.6%
			Total Operating Budget	\$75,325,000	

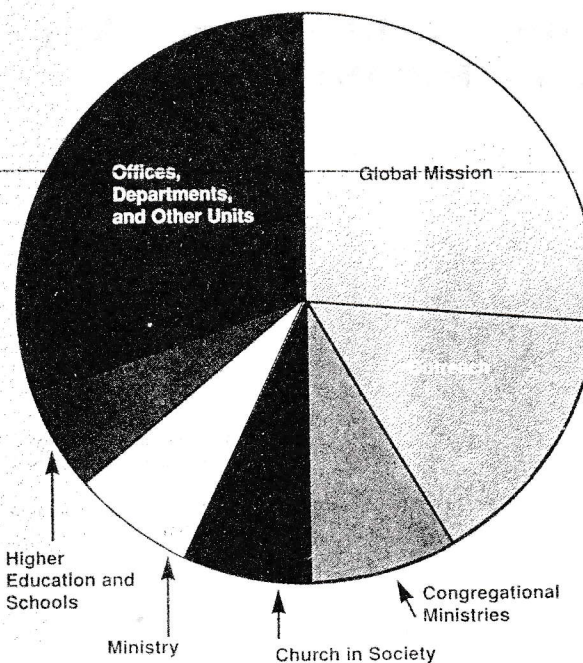
1996 WORLD HUNGER APPEAL INCOME PROPOSAL

Gifts:		
Through Synods	\$10,000,000	
Through Individuals	1,625,000	
Through WELCA	200,000	
Endowment	75,000	
Bequests & Misc.	100,000	
Total World Hunger Income Goal	\$12,000,000	13.7%
Total Income Proposal	\$87,325,000	
<small>(Includes \$12 million in anticipated income from the ELCA World Hunger Appeal.)</small>		



Evangelical Lutheran Church in America 1996 Expense Proposal By Churchwide Unit - Including World Hunger

DIVISIONS		
Global Mission	\$23,492,100	26.9%
Outreach	13,384,260	15.3%
Congregational Ministries	7,074,695	8.1%
Church in Society	5,573,925	6.4%
Ministry	5,390,140	6.2%
Higher Education & Schools	4,511,005	5.2%
COMMISSIONS		
Multicultural Ministries	1,093,440	1.3%
Women	370,555	0.4%
OFFICES/DEPARTMENTS		
Bishop	743,150	0.9%
Communication	2,335,560	2.7%
Ecumenical Affairs	1,403,710	1.6%
Human Resources	356,185	0.4%
Occupancy	4,443,515	5.1%
Research & Evaluation	552,165	0.6%
Synodical Relations	1,081,810	1.2%
Secretary	1,114,195	1.3%
Church Council	55,000	0.1%
Legal Expenses	225,000	0.3%
Churchwide Assembly	750,000	0.9%
Treasurer	2,813,735	3.2%
OTHER UNITS		
ELCA Foundation	1,718,825	2.0%
Church Periodical	245,000	0.3%
Compensation Increases	244,000	0.3%
Strategy Implementations	88,030	0.1%
General Treasury	800,000	0.9%
Retiree Health & Benefit Costs	5,450,000	6.2%
Total Operating Expense	\$85,310,000	97.7%
Total Income Proposal	\$87,325,000	100%
<small>(Includes \$12 million in anticipated income from the ELCA World Hunger Appeal.)</small>		
Mission Operating/Expanded	\$2,015,000	2.3%



01/12/96

Emmaus Lutheran Church 1995 Treasurer's Report January through December 1995

	Jan - Dec '95	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Expense				
6000 · Benevolence Funds				
6010 · Milwaukee Synod	11,280.13	12,000.00	-719.87	94.0%
6020 · Lutheran Social Services	3,760.05	4,000.00	-239.95	94.0%
Total 6000 · Benevolence Funds	15,040.18	16,000.00	-959.82	94.0%
6100 · Payroll Expenses				
6110 · Pastor Janz				
6120 · MJ-Salaries				
6121 · MJ-Base Salary	22,660.20	22,660.00	0.20	100.0%
6122 · MJ-Social Security Offset	1,732.85	1,733.00	-0.15	100.0%
6123 · MJ-Auto Allowance	3,199.82	3,200.00	-0.18	100.0%
6124 · MJ-Housing Allowance	12,000.00	12,000.00	0.00	100.0%
Total 6120 · MJ-Salaries	39,592.87	39,593.00	-0.13	100.0%
6130 · MJ-Benefits				
6131 · MJ-Pension	3,645.28	3,639.36	5.92	100.2%
6132 · MJ-Major Medical	3,718.11	3,712.08	6.03	100.2%
6133 · MJ-Reimburse Medical	398.00	500.00	-102.00	79.6%
6134 · MJ-Continuing Education	422.73	700.00	-277.27	60.4%
Total 6130 · MJ-Benefits	8,184.12	8,551.44	-367.32	95.7%
Total 6110 · Pastor Janz	47,776.99	48,144.44	-367.45	99.2%
6140 · Pastor Nuechterlein				
6150 · PN-Salaries				
6151 · PN-Base Salary	24,988.07	24,988.00	0.07	100.0%
6152 · PN-Social Security Offset	1,912.08	1,912.00	0.08	100.0%
6154 · PN-Parsonage Allowance	2,499.85	2,500.00	-0.15	100.0%
Total 6150 · PN-Salaries	29,400.00	29,400.00	0.00	100.0%
6160 · PN-Benefits				
6161 · PN-Pension	3,771.54	3,747.00	24.54	100.7%
6162 · PN-Major Medical	6,936.37	6,857.16	79.21	101.2%
6163 · PN-Reimburse Medical	1,500.00	1,500.00	0.00	100.0%
6164 · PN-Continuing Education	1,056.44	1,020.00	36.44	103.6%
6165 · PN-Housing Equity Fund	2,100.00	2,100.00	0.00	100.0%
6166 · PN-Auto Reimbursement	1,200.00	1,200.00	0.00	100.0%
Total 6160 · PN-Benefits	16,564.35	16,424.16	140.19	100.9%
Total 6140 · Pastor Nuechterlein	45,964.35	45,824.16	140.19	100.3%
6170 · Support Staff				
6180 · Salaries, Wages, & Honorariums				
6181 · Secretary	12,392.01	12,081.00	311.01	102.6%
6182 · Custodian	9,675.63	9,200.00	475.63	105.2%
6183 · Organist	5,967.00	5,967.00	0.00	100.0%
6184 · Adult Choir Dir.	4,338.00	4,338.00	0.00	100.0%
6185 · Youth Choir Dir.	4,120.20	4,120.02	0.18	100.0%
6186 · Youth Choir Acc.	100.00	0.00	100.00	100.0%
6187 · Senior Ctr. Dir.	800.01	800.00	0.01	100.0%
Total 6180 · Salaries, Wages, & Honorariums	37,392.85	36,506.02	886.83	102.4%
6190 · Benefits				
6191 · Payroll Taxes				
6192 · FICA	2,262.43	2,212.00	50.43	102.3%
6193 · Medicare	529.12	520.00	9.12	101.8%
Total 6191 · Payroll Taxes	2,791.55	2,732.00	59.55	102.2%
6195 · Worker's Comp. Ins.	388.00	388.00	0.00	100.0%
6196 · Continuing Education	0.00	100.00	-100.00	0.0%
Total 6190 · Benefits	3,179.55	3,220.00	-40.45	98.7%
Total 6170 · Support Staff	40,572.40	39,726.02	846.38	102.1%

01/12/96

Emmaus Lutheran Church
1995 Treasurer's Report
 January through December 1995

	Jan - Dec '95	Budget	\$ Over Budget	% of Budget
Total 6100 · Payroll Expenses	134,313.74	133,694.62	619.12	100.5%
6200 · Worship & Music				
6201 · Altar Supplies	1,071.19	1,100.00	-28.81	97.4%
6202 · Flowers	0.00	150.00	-150.00	0.0%
6203 · Choir Music	0.00	0.00	0.00	0.0%
6204 · Instrument Tuning	761.00	825.00	-64.00	92.2%
6205 · Guest Musicians	2,000.00	1,200.00	800.00	166.7%
6206 · Guest Speakers	0.00	100.00	-100.00	0.0%
6207 · Organist's Music	66.17			
6208 · Copyright Fees/Liturgies	20.00			
6209 · Children's Bulletins	175.28			
Total 6200 · Worship & Music	4,093.64	3,375.00	718.64	121.3%
6210 · Christian Education				
6211 · Sunday School	1,446.97	1,650.00	-203.03	87.7%
6212 · Vacation Church School	0.00	0.00	0.00	0.0%
6213 · Adult Bible Study	0.00	0.00	0.00	0.0%
6214 · Confirmation	390.20	150.00	240.20	260.1%
6215 · Library	0.00	0.00	0.00	0.0%
6216 · Cradle Roll	0.00	200.00	-200.00	0.0%
6217 · Bibles	517.70	200.00	317.70	258.9%
6218 · Lay Workshops/Conf.	250.00	100.00	150.00	250.0%
Total 6210 · Christian Education	2,604.87	2,300.00	304.87	113.3%
6220 · Witness/Deacons				
6221 · Advertising	1,321.88	1,300.00	21.88	101.7%
6222 · Evangelism	0.00	150.00	-150.00	0.0%
6223 · The Lutheran	119.00	150.00	-31.00	79.3%
6224 · New Members	0.00	150.00	-150.00	0.0%
6225 · Devotional Booklets	603.50			
6226 · Member Care	111.80			
Total 6220 · Witness/Deacons	2,156.18	1,750.00	406.18	123.2%
6230 · Stewardship				
6231 · Campaign Expenses	311.07	200.00	111.07	155.5%
6232 · Guest Speaker	0.00	200.00	-200.00	0.0%
6233 · Offering Envelopes	737.62	800.00	-62.38	92.2%
Total 6230 · Stewardship	1,048.69	1,200.00	-151.31	87.4%
6240 · Youth				
6241 · Middle School	11.00	100.00	-89.00	11.0%
6242 · High School	289.00	300.00	-11.00	96.3%
6243 · Retreats/Camping	0.00	100.00	-100.00	0.0%
Total 6240 · Youth	300.00	500.00	-200.00	60.0%
6250 · Social Concerns	0.00	100.00	-100.00	0.0%
6260 · Congregational Life				
6261 · Fellowship Events	136.55	100.00	36.55	136.6%
6262 · Fellowship Paper Goods	526.21	100.00	426.21	526.2%
Total 6260 · Congregational Life	662.76	200.00	462.76	331.4%
6300 · Administrative				
6310 · Office Supplies				
6311 · Paper	1,091.03			
6310 · Office Supplies - Other	1,388.23	3,039.00	-1,650.77	45.7%
Total 6310 · Office Supplies	2,479.26	3,039.00	-559.74	81.6%
6320 · Office Equipment				
6321 · Equipment Repairs	1,376.00	1,200.00	176.00	114.7%
6322 · Equipment Leasing	811.45	561.00	250.45	144.6%
6323 · Equipment Supplies	1,143.75	1,200.00	-56.25	95.3%
Total 6320 · Office Equipment	3,331.20	2,961.00	370.20	112.5%
6330 · Postage	1,485.59	1,660.00	-174.41	89.5%
6340 · Telephone	1,259.97	1,500.00	-240.03	84.0%

Emmaus Lutheran Church
1995 Treasurer's Report
 January through December 1995

	Jan - Dec '95	Budget	\$ Over Budget	% of Budget
6350 · Synod Assembly	340.00	200.00	140.00	170.0%
6360 · Cluster Dues	150.00	150.00	0.00	100.0%
Total 6300 · Administrative	9,046.02	9,510.00	-463.98	95.1%
6400 · Building & Grounds				
6410 · Utilities				
6411 · Church Gas	5,363.65	4,940.00	423.65	108.6%
6412 · Church Electric	4,957.99	4,400.00	557.99	112.7%
6413 · Parsonage Gas	786.55	760.00	26.55	103.5%
6414 · Parsonage Electric	709.92	800.00	-90.08	88.7%
6415 · Water	602.47	400.00	202.47	150.6%
6416 · WI Gas Loan	1,266.90	1,500.00	-233.10	84.5%
Total 6410 · Utilities	13,687.48	12,800.00	887.48	106.9%
6420 · Janitorial Supplies	1,337.68	1,500.00	-162.32	89.2%
6430 · Maintenance/Repairs				
6431 · Church	1,795.47	2,000.00	-204.53	89.8%
6432 · Parsonage	442.04	200.00	242.04	221.0%
6433 · Elevator	0.00	500.00	-500.00	0.0%
Total 6430 · Maintenance/Repairs	2,237.51	2,700.00	-462.49	82.9%
6440 · Insurance	3,247.00	3,072.00	175.00	105.7%
Total 6400 · Building & Grounds	20,509.67	20,072.00	437.67	102.2%
6500 · Capital Expenditures				
6510 · Mortgage				
6511 · Regular/Monthly				
6512 · Prinicpal	5,593.88	5,595.26	-1.38	100.0%
6513 · Interest	20,764.12	20,762.74	1.38	100.0%
Total 6511 · Regular/Monthly	26,358.00	26,358.00	0.00	100.0%
6515 · Extra Principal	4,292.17	3,234.00	1,058.17	132.7%
Total 6510 · Mortgage	30,650.17	29,592.00	1,058.17	103.6%
Total 6500 · Capital Expenditures	30,650.17	29,592.00	1,058.17	103.6%
Total Expense	220,425.92	218,293.62	2,132.30	101.0%
Net Ordinary Income	-220,425.92	-218,293.62	-2,132.30	101.0%
Other Income/Expense				
Other Expense				
8100 · Memorials--Designated--Out				
8110 · Library Fund	1,728.42			
8120 · Choir Music Fund	213.74			
8130 · Sound System	770.00			
8140 · Landscaping	74.84			
8150 · Other Designated				
8151 · Choir Loft Gates	749.00			
8152 · Christmas Music/Decor.	250.00			
Total 8150 · Other Designated	999.00			
8190 · Evelyn Binder Bequest				
8191 · Youth Fund C.D.	322.63			
Total 8190 · Evelyn Binder Bequest	322.63			
Total 8100 · Memorials--Designated--Out	4,108.63			
8200 · Memorials--Undesig.--Out	418.85			
8300 · Benev.--Desig.--Out				
8320 · Lutheran World Relief	20.00			
8330 · Lutheran Social Services	86.00			
8340 · ELCA Disaster Response				
8341 · '95 Lenten Bank	186.82			
8340 · ELCA Disaster Response - Other	386.82			

01/12/96

Emmaus Lutheran Church
1995 Treasurer's Report
 January through December 1995

	Jan - Dec '95	Budget	\$ Over Budget	% of Budget
Total 8340 · ELCA Disaster Response	573.64			
8350 · Other Designated				
8351 · Food Pantry	350.00			
8352 · Shepherd's Home	122.00			
8353 · Center for Community Concerns	60.00			
Total 8350 · Other Designated	532.00			
Total 8300 · Benev.--Desig.--Out	1,211.64			
8400 · Wish List--Desig. Gifts--Out				
8410 · Flowers				
8411 · Altar Flowers	588.00			
8412 · Easter Flowers	537.39			
8413 · Pentecost Geraniums	391.56			
8414 · Christmas Poinsettias	279.50			
Total 8410 · Flowers	2,066.45			
8420 · Scholarships/Stipends				
8421 · VBS	831.29			
8422 · Confirmation Retreat	240.00			
Total 8420 · Scholarships/Stipends	1,071.29			
8430 · Kitchen Update	64.00			
8440 · Computer/Office	2,967.46			
8450 · Other Designated				
8452 · Parsonage Gutters	1,270.00			
8453 · R.E.S.T.	200.00			
8454 · Parsonage Kitchen	495.91			
8456 · Nursery	2,110.68			
8459 · Brass Nickel	50.00			
Total 8450 · Other Designated	4,126.59			
Total 8400 · Wish List--Desig. Gifts--Out	10,295.79			
8500 · Capital Improvements-Out	1,319.60			
8800 · In & Out--Out	314.00			
Total Other Expense	17,668.51			
Net Other Income	-17,668.51			
Net Income	<u>-238,094.43</u>	<u>-218,293.62</u>	<u>-19,800.81</u>	<u>109.1%</u>

Emmaus Lutheran Church

JAN FEB MAR APR MAY JUN JUL AUG SEP OCT NOV DEC 1995

General Fund:

Received in General Envelope	18,485.50	13,392.00	12,433.50	15,860.00	10,833.00	11,494.00	13,610.00	11,597.00	12,291.50	13,822.00	13,239.00	19,785.00	166,842.50
Holiday:	36.00		425.00	2,825.00	10.00						396.00	2,989.00	6,681.00
Loose Offerings - Members	2,735.00	5,335.18	1,526.00	875.00	286.40	235.00	710.00	422.00	426.00	715.00	1,285.00	1,460.00	16,010.58
Memorials	910.84	70.00		1,000.00				1,000.00					
Loose Offerings - Other	184.92	123.25	163.20	396.24	105.00	158.20	78.88	401.60	126.17	225.97	176.00	411.85	2,551.28
Subtotal	22,352.26	18,920.43	14,547.70	20,956.24	11,234.40	11,867.20	14,396.88	13,420.60	12,843.67	14,762.97	15,096.00	24,645.85	192,085.36

The Lutheran													
Flowers	60.00	42.00	120.50	152.00	75.00	60.00	45.00	60.00	60.00	120.00	45.00	75.00	914.50
Initial Offering	181.75	24.00	12.00	8.00	3.00			2.00		1.00	5.00	15.00	251.75
Gift of Love									238.00				238.00
Subtotal	241.75	66.00	132.50	160.00	78.00	60.00	45.00	62.00	298.00	121.00	50.00	90.00	1,404.25

Total Offerings	22,594.01	18,986.43	14,680.20	21,116.24	11,312.40	11,947.20	14,443.88	13,482.60	13,141.67	14,883.97	15,146.00	24,735.85	193,489.61
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Other Receipts													
YWCA / Bell Stamp	800.00		800.00	400.00	400.00	400.00	24.50	100.00	9.00	490.00	410.50	800.00	4,634.00
World Hunger													
Science Camp													
WELCA	250.00	16.70										200.00	466.70
Lutheran World Relief										20.00			20.00
Luther Social Services			5.00	20.00		1.00	5.00				45.00	10.00	86.00
Mission Interest	138.89						183.74						322.63
Rest													
Camperships / Vac Bible Sc	400.00	15.00			15.00	135.00	970.75		30.00			250.00	1,815.75
Nursery												1,405.34	1,405.34
Wish List				100.00						185.00			285.00
Northside Food										100.00	150.00	100.00	350.00
Lunches											232.00		232.00
Pictures					6.00					107.00		12.00	125.00
Holiday Plants			361.25						40.00		208.00	65.50	674.75
Other	68.93		290.00	313.64		88.50	10.00		10.00	109.71	277.00	81.49	1,249.27
Subtotal Other	1,657.82	31.70	1,456.25	833.64	421.00	624.50	1,193.99	100.00	89.00	1,011.71	1,322.50	2,924.33	11,666.44

1995 Receipts	24,251.83	19,018.13	16,136.45	21,949.88	11,733.40	12,571.70	15,637.87	13,582.60	13,230.67	15,895.68	16,468.50	27,660.18	205,156.05
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Transfers from Savings:													
Heritage - Mortgage/Prin					2,466.00	2,466.00				4,063.17	2,466.00		11,461.17
Heritage - Misc		1,558.45		620.20	1,600.00	4,462.30		5,315.90		1,043.34	845.34		15,445.53
Total Transfers		1,558.45		620.20	4,066.00	6,928.30		5,315.90		5,106.51	3,311.34		26,906.70

1995 Receipts / with Transfers	24,251.83	20,576.58	16,136.45	22,570.08	15,799.40	19,500.00	15,637.87	18,898.50	13,230.67	21,002.19	19,779.84	27,660.18	232,062.75
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Attendance:

Saturday	24	21	27	20	33	38	33	40	34	28	32	79	34
Sunday - 1st	62	70	64	94	72				54	88	53	53	68
Sunday - 2nd	120	107	110	169	112	138	118	126	119	127	114	114	123
Total	206	198	201	283	217	176	151	166	207	243	199	246	208

1995 ANNUAL REPORT TO THE CONGREGATION
Emmaus Evangelical Lutheran Church + 1925 Summit Avenue + Racine, Wisconsin

REPORT OF THE FINANCIAL SECRETARY

1995 ANNUAL REPORT TO THE CONGREGATION
 Emmaus Evangelical Lutheran Church + 1925 Summit Avenue + Racine, Wisconsin

1995 MEMORIALS

DESIGNATED MEMORIALS

BUILDING FUND

Dr. Victoriano Baylon	\$25.00
George Dudek	\$1,310.00
Christine LaBlanc	\$1,020.00
Rosalind G. Lombardo	\$10.00
Leo Nemer	\$205.00
Shirley Psiones	<u>\$175.00</u>
	\$1,362.00

CHOIR

Joanne Van Berg	\$50.00
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CHOIR MUSIC & FLOWER GARDEN

Richard Carrington	\$200.00
Richard Carrington & Irene C.	
	<u>\$200.00</u>
	\$400.00

CHRISTMAS MUSIC/DECORATIONS/ETC.

Harold F. Wiley	\$320.00
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GENERAL FUND

Lois Gueldenzopf	\$1,000.00
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KITCHEN FUND

Arthur Burdick	\$25.00
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LIBRARY BOOK

Christine LaBlanc	\$30.00
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METHODIST HYMNALS

Dorothy Bagley (Honor)	\$10.00
Kathy Bagley (Honor)	\$10.00
Mason W. Bagley (Honor)	\$10.00
Randall Bagley (Honor)	\$10.00
William D. Bagley	\$10.00
Louise Halverson	\$10.00
Mary Janz (Honor)	\$10.00
Bernice Klees	\$25.00
Chris McDaniel	\$10.00
Chester & Mabel Meyer (H	\$10.00
Leo Nemer	\$10.00
Richard Sukus	\$10.00
Baby Emily & Baby Tommy	<u>\$10.00</u>
	\$145.00

PASTORS' DISCRETIONARY FUND

Rev. Clarence Jensen	\$100.00
Christine LaBlanc	<u>\$25.00</u>
	\$125.00

NON-DESIGNATED MEMORIALS

George Dudek	\$125.00
Philomena Foreman	\$175.00
Katherine George	\$105.00
Lois Gueldenzopf	\$1,000.00
Bernice Klees	\$317.00
Christine LaBlanc	\$120.00
Ole Nielsen	\$80.00
Kenneth Plonsky	\$30.00
Shirley Psiones	<u>\$2,870.00</u>
	\$4,170.00

1995 ANNUAL REPORT TO THE CONGREGATION
Emmaus Evangelical Lutheran Church ✦ 1925 Summit Avenue ✦ Racine, Wisconsin

PASTORAL REPORT AND SUMMARY OF STATISTICS FOR 1995

Ministerial Acts

Baptisms (children)	12	Weddings (member)	3
Baptisms (adult)	0	Weddings (non-member)	4
Funerals (member)	7	Confirmations (children)	9
Funerals (non-member)	6	Affirmations of faith	0

Church Services:

Regular Sunday Worship	99	Thanksgiving Eve	1
(37 with Holy Communion)		Christmas Eve	2
Lenten Mid-week Worship	15	New Year's Eve	0
(3 with Holy Communion)		Sunday School/Christmas	1
Saturday Worship Services	48	Funerals in Church	7
Total number of church services 172		

Total Saturday-Sunday Attendance:

52 Sundays = 10,604 - with average monthly attendance = 883.7 (Figures at left include total
with average weekly attendance = 200.1 Sat. attendance = 1,401;
with average weekly, Sept.-May = 212.6 average = 29.2)
with average weekly, June-August = 161.5 20 Midweek services = 1,210

Holy Communion

# of communions given:	4,091	# of shut-in communions given:	97
# of members communing:	420	# of non-members communing	
(includes preconfirmed:	108)	more than once:	19
Total number of communions given 4,446		

MEMBERSHIP AS OF DECEMBER 31, 1994:

	<u>Baptized</u>	<u>Confirmed</u>
	777	443
<u>Members Received:</u>		
a. by baptism: children	12	
b. by baptism: adult	0	0
c. by affirmation of faith	0	0
d. by transfer from other ELCA	13	9
e. by transfer from other Lutheran	0	0
f. by transfer from non-Lutheran	2	2
g. baptized members confirmed	---	9
h. renewed membership	<u>3</u>	<u>3</u>
TOTAL MEMBERS ADDED:	30	23
 <u>Members Removed:</u>		
a. by death	7	7
b. by transfer to other ELCA	15	9
c. by transfer to other Lutheran congregations	11	7
d. to non-Lutheran	<u>2</u>	<u>2</u>
TOTAL MEMBERS REMOVED:	<u>35</u>	<u>25</u>
 <u>TOTAL MEMBERSHIP AS OF DECEMBER 31, 1995:</u>	772	441

1995 ANNUAL REPORT TO THE CONGREGATION
Emmaus Evangelical Lutheran Church ✦ 1925 Summit Avenue ✦ Racine, Wisconsin

PASTORAL ACTS, 1995

BAPTISMS:

Madelyn Rose Johnson
Deborah Virginia Sandleback
Christopher Friis
Kyle Vincent Jansen
Joseph Julius Ford
Daniel Richard Rieves
Alexander Maryland
Stefanie Deanna Noack
Adam Matthew Van Nice
Samuel James Hierseman
Genevieve Elizabeth Crull
Alexander Winter Page

CONFIRMED:

Ryan Scott Halsey
Bradley Alan Kousek
Christopher Townsend Pearson
Adam Joseph Pechman
David Milton Rudey
Joshua James Sanders
Adam David Schultz
Ryan Foster Sedgwick
Eric Steven Toslek

WEDDINGS:

Brian P. Smith & Debra L. Ruetz
Fred W. Van Nice & Heidi Lamberton
Dan Haas & Patricia Debish
Pamela Burmeister & Ralph Olle
Mary Lyden & Richard Pekrul
Jacki Schilcher & Richard Lasko
Bobbie Jo Ager & Frank Williams

FUNERALS/MEMORIAL SERVICES:

Katherine George
Philomena Beyel Foreman
Christine LaBlanc
Leo Nemer
Mildred Linstroth Helgesen

George Dudek
Ole Gordon Nielsen
Kenneth A. Plonski
Helen Reginski Troyan
Harold Wiley
Shirley Scheel Psiones
Bernice Jensen Klees

TRANSFERS IN/REACTIVATED:

Adam Reinhold Skelley
Jerry & Lisé Hierseman
Judith Berndt
Peter & Marsha Connet
Marissa
Brian Keller
Jim & Joan Larsen
Esther Markus
Bob & Beth Naughton
Kathryn, Mark
Lisa Ziehlke

TRANSFERS OUT:

Susan Kiger
Amy, Beth, Sara
Jenny Masilian
Lauren Muzenski
Gordon & Leaura Pallesen
Lance, Darren, Grant,
Garrett, Collin
Michael Schendel
Clareen Chars
Richard & Mary Sollman
Amy
Louis & Dorothy Szabo
Tim Pie, Jr.
William & Gayle Krug
Terry
Lisa Brown
Kaitlyn, Lauren
Dori Jane Henrickson

*** 1996 PLEDGE ANALYSIS ***
EMMAUS LUTHERAN CHURCH

CONTRIBUTORS		CUMUL. PERCENT	WEEKLY RANGE	MONTHLY RANGE	ANNUAL RANGE
NUMBER	PERCENT				
4	3.3%	3.3%	\$0.00 TO 1.00	\$0.00 TO 4.33	\$0.00 TO 52.00
13	10.7%	14.1%	\$1.01 TO 5.00	\$4.34 TO 21.67	\$52.01 TO 260.00
25	20.7%	34.7%	\$5.01 TO 10.00	\$21.68 TO 43.33	\$260.01 TO 520.00
18	14.9%	49.6%	\$10.00 TO 15.00	\$43.34 TO 65.00	\$520.01 TO 780.00
15	12.4%	62.0%	\$15.01 TO 20.00	\$65.01 TO 86.67	\$780.01 TO 1040.00
12	9.9%	71.9%	\$20.01 TO 25.00	\$86.68 TO 108.33	\$1040.01 TO 1300.00
5	4.1%	76.0%	\$25.01 TO 30.00	\$108.34 TO 130.00	\$1300.01 TO 1560.00
3	2.5%	78.5%	\$30.01 TO 35.00	\$130.01 TO 151.67	\$1560.01 TO 1820.00
8	6.6%	85.1%	\$35.01 TO 40.00	\$151.68 TO 173.33	\$1820.01 TO 2080.00
4	3.3%	88.4%	\$40.01 TO 45.00	\$173.34 TO 195.00	\$2080.01 TO 2340.00
3	2.5%	90.9%	\$45.01 TO 50.00	\$195.01 TO 216.67	\$2340.01 TO 2600.00
1	0.8%	91.7%	\$50.01 TO 60.00	\$216.68 TO 260.00	\$2600.01 TO 3120.00
2	1.7%	93.4%	\$60.01 TO 70.00	\$260.01 TO 303.33	\$3120.01 TO 3640.00
1	0.8%	94.2%	\$70.01 TO 80.00	\$303.34 TO 346.67	\$3640.01 TO 4160.00
2	1.7%	95.9%	\$80.01 TO 90.00	\$346.68 TO 390.00	\$4160.01 TO 4680.00
1	0.8%	96.7%	\$90.01 TO 100.00	\$390.01 TO 433.33	\$4680.01 TO 5200.00
4	3.3%	100.0%	OVER \$100.00	OVER \$433.33	OVER \$5200.00
121					

	1996	1995	% Increase/Decrease
# OF PLEDGES	121	140	-13.57%
TOTAL PLEDGED	\$156,387.20	\$164,263.25	-4.79%
AVERAGE WEEKLY	\$24.85	\$22.56	10.15%
AVERAGE MONTHLY	\$107.70	\$97.78	10.15%
AVERAGE ANNUAL	\$1,292.46	\$1,173.31	10.16%

Last Updated: January 4, 1996

Emmaus Lutheran Church

Racine, WI

1996 Income Projection							
Income Category		1991	1992	1993	1994	1995	1996
Regular Offering	Pledging	\$166,492 ^a	\$170,509	\$143,512 ^b	\$120,433	\$164,263	\$156,387
	Non-Pledging			\$11,576 ^c	\$37,756	\$19,038	\$31,500 ^d
Sub-Total		\$166,492	\$170,509	\$155,088	\$158,189	\$183,301	\$187,887
Special Offering	Building	\$13,480	\$18,186	\$12,933	\$19,228	\$12,000	\$15,165 ^e
	Special Env.	\$9,341	\$8,551	\$8,600	\$8,997	\$8,591	\$8,816
	Loose Offering	?	?	?	?	\$2,694	\$2,700
	Church Use ^f	\$4,164	\$3,602	\$4,307	\$3,863	\$4,814	\$4,150
Sub-Total		\$26,985	\$30,339	\$25,840	\$32,088	\$28,099	\$30,831
TOTALS		\$193,477	\$200,848	\$180,928	\$190,277	\$211,400	\$218,718

Last Updated: January 10, 1996

^aThe regular offering figures for 1991-1992 are based on the actual income from the Financial Secretary's reports for those years; the pledge amounts, however, are unavailable.

^bThe pledged offering figures for 1993-1996 are based on the actual records of amounts pledged.

^cThe non-pledged offering figures for 1993-1995 are simply the total regular offerings minus the pledged amounts.

^dThe non-pledged offering figure for 1996 is based on the 1995 contributions of members who did not pledge for 1996.

^eAll the 1996 figures for "special offerings" are projections made by averaging the actual amounts for 1991-1995.

^f"Church Use" income is largely the rent we receive from the Teen Parenting Program.

**EMMAUS LUTHERAN CHURCH
1996 BUDGET PROPOSAL**

ANNUAL CONGREGATIONAL MEETING—January 21, 1996
Approved by Church Council January 8, 1996

	1995 BUDGET	1996 BUDGET	BUDGET CHANGE	% CHANGE
INCOME				
UNIFIED FUND				
Regular Envelopes				
4011 Pledging Members	164,263	156,387	-7,876	-4.8%
4012 Non-Pledging Members	<u>23,000</u>	<u>31,500</u>	<u>8,500</u>	<u>37.0%</u>
Sub-Total -- Regular Envelopes	187,263	187,887	624	0.3%
4020 Special Envelopes	8,591	8,816	225	2.6%
4030 Loose Offering	2,694	2,700	6	0.2%
4040 Building Use/Rent	<u>3,863</u>	<u>4,150</u>	<u>287</u>	<u>7.4%</u>
Total -- UNIFIED FUND	202,411	203,553	1,142	0.6%
4100 BUILDING FUND	15,957	15,165	-792	-5.0%
Total INCOME	218,368	218,718	350	0.2%

EXPENSE

BENEVOLENCE FUNDS

6010 Milwaukee Synod	12,000	13,000	1,000	8.3%
6020 Lutheran Social Services	<u>4,000</u>	<u>4,000</u>	<u>0</u>	<u>0.0%</u>
Total -- BENEVOLENCE FUNDS	16,000	17,000	1,000	6.3%

PAYROLL EXPENSES

Pastor Janz

6120 Salaries				
6121 Base Salary	22,660	23,340	680	3.0%
6122 Social Security Offset	1,733	1,786	53	3.1%
6123 Auto Allowance	3,200	2,200	-1,000	-31.3%
6124 Housing Allowance	<u>12,000</u>	<u>13,000</u>	<u>1,000</u>	<u>8.3%</u>
Sub-Total -- Salaries	39,593	40,326	733	1.9%
6130 Benefits				
6131 Pension	3,639	3,813	174	4.8%
6132 Major Medical	3,712	3,889	177	4.8%
6133 Reimburse Medical	500	500	0	0.0%
6134 Continuing Education	<u>700</u>	<u>700</u>	<u>0</u>	<u>0.0%</u>
Sub-Total -- Benefits	<u>8,551</u>	<u>8,902</u>	<u>351</u>	<u>4.1%</u>
Total -- Pastor Janz	48,144	49,228	1,084	2.3%

Pastor Nuechterlein

6150 Salaries				
6151 Base Salary	24,988	25,746	758	3.0%
6152 Social Security Offset	1,912	1,970	58	3.0%
6153 Auto Allowance	0	0	0	??
6154 Parsonage Allowance	<u>2,500</u>	<u>2,500</u>	<u>0</u>	<u>0.0%</u>
Sub-Total -- Salaries	29,400	30,216	816	2.8%

**EMMAUS LUTHERAN CHURCH
1996 BUDGET PROPOSAL**

	1995 BUDGET	1996 BUDGET	BUDGET CHANGE	% CHANGE
6160 Benefits				
6161 Pension	3,747	3,853	106	2.8%
6162 Major Medical	6,857	7,475	618	9.0%
6163 Reimburse Medical	1,500	1,050	-450	-30.0%
6164 Continuing Education	1,020	1,500	480	47.1%
6165 Housing Equity Fund	2,100	2,100	0	0.0%
6166 Auto Reimbursement	<u>1,200</u>	<u>1,200</u>	<u>0</u>	<u>0.0%</u>
Sub-Total -- Benefits	<u>16,424</u>	<u>17,178</u>	<u>754</u>	<u>4.6%</u>
Total -- PASTOR NUECHTERLEIN	45,824	47,394	1,570	3.4%
SUPPORT STAFF				
6180 Salaries, Wages, & Honorariums				
6181 Secretary	12,081	12,449	368	3.0%
6182 Custodian	9,200	9,495	295	3.2%
6183 Organist	5,967	6,146	179	3.0%
6184 Adult Choir Dir.	4,338	4,468	130	3.0%
6185 Youth Choir Dir.	4,120	4,244	124	3.0%
6186 Youth Choir Acc.	0	0	0	??
6187 Senior Ctr. Dir.	800	800	0	0.0%
6188 Saturday Accompanist	<u>0</u>	<u>1,250</u>	<u>1,250</u>	<u>??</u>
Sub-Total -- Salaries, Wages, & Hon.	36,506	38,852	2,346	6.4%
6190 Benefits				
6191 Payroll Taxes				
6192 FICA	2,214	2,359	145	6.5%
6193 Medicare	<u>518</u>	<u>552</u>	<u>34</u>	<u>6.6%</u>
Sub-Total--Payroll Taxes	2,732	2,911	179	6.6%
6195 Worker's Comp. Ins.	388	361	-27	-7.0%
6196 Continuing Education	<u>100</u>	<u>100</u>	<u>0</u>	<u>0.0%</u>
Sub-Total -- Benefits	<u>3,220</u>	<u>3,372</u>	<u>152</u>	<u>4.7%</u>
Total -- SUPPORT STAFF	39,726	42,224	2,498	6.3%
TOTAL -- PAYROLL EXPENSES	133,694	138,846	5,152	3.9%
WORSHIP & MUSIC				
6201 Altar Supplies	1,100	1,000	-100	-9.1%
6202 Flowers	150	150	0	0.0%
6203 Choir Music	0	0	0	??
6204 Instrument Tuning	825	825	0	0.0%
6205 Guest Musicians	1,200	1,000	-200	-16.7%
6206 Guest Speakers	100	100	0	0.0%
6207 Organist Music	0	100	100	??
6208 Copyright Fees/Liturgies	0	50	50	??
6209 Children's Bulletins	<u>0</u>	<u>125</u>	<u>125</u>	<u>??</u>
Total -- WORSHIP & MUSIC	3,375	3,350	-25	-0.7%

**EMMAUS LUTHERAN CHURCH
1996 BUDGET PROPOSAL**

	1995 BUDGET	1996 BUDGET	BUDGET CHANGE	% CHANGE
CHRISTIAN EDUCATION				
6211 Sunday School	1,650	1,500	-150	-9.1%
6212 Vacation Church School	0	0	0	??
6213 Adult Bible Study	0	150	150	??
6214 Confirmation	150	150	0	0.0%
6215 Library	0	0	0	??
6216 Cradle Roll	200	200	0	0.0%
6217 Bibles	200	300	100	50.0%
6218 Lay Workshops/Conf.	<u>100</u>	<u>400</u>	<u>300</u>	<u>300.0%</u>
Total -- CHRISTIAN EDUCATION	2,300	2,700	400	17.4%
WITNESS/DEACONS				
6221 Advertising	1,300	1,300	0	0.0%
6222 Evangelism	150	150	0	0.0%
6223 The Lutheran	150	120	-30	-20.0%
6224 New Members	150	100	-50	-33.3%
6225 Devotional Booklets	0	600	600	??
6226 Member Care	<u>100</u>	<u>100</u>	<u>0</u>	<u>0.0%</u>
Total -- WITNESS/DEACONS	1,850	2,370	520	28.1%
STEWARDSHIP				
6231 Campaign Expenses	200	300	100	50.0%
6232 Guest Speaker	200	150	-50	-25.0%
6233 Offering Envelopes	<u>800</u>	<u>600</u>	<u>-200</u>	<u>-25.0%</u>
Total -- STEWARDSHIP	1,200	1,050	-150	-12.5%
YOUTH				
6241 Middle School	100	100	0	0.0%
6242 High School	300	500	200	66.7%
6243 Retreats/Camping	100	100	0	0.0%
6244 Pre-School/Elementary	<u>0</u>	<u>50</u>	<u>50</u>	<u>??</u>
Total -- YOUTH	500	750	250	50.0%
6250 SOCIAL CONCERNS	100	100	0	0.0%
CONGREGATIONAL LIFE				
6261 Fellowship Events	100	150	50	50.0%
6262 Fellowship Paper Goods	<u>0</u>	<u>600</u>	<u>600</u>	<u>??</u>
Total -- CONGREGATIONAL LIFE	100	750	650	650.0%
ADMINISTRATIVE				
6310 Office Supplies	3,039	1,200	-1,839	-60.5%
6311 Paper	0	1,200	1,200	??

**EMMAUS LUTHERAN CHURCH
1996 BUDGET PROPOSAL**

	1995 BUDGET	1996 BUDGET	BUDGET CHANGE	% CHANGE
6320 Office Equipment				
6321 Equipment Repairs	1,200	1,200	0	0.0%
6322 Equipment Leasing	561	900	339	60.4%
6323 Equipment Supplies	<u>1,200</u>	<u>1,200</u>	<u>0</u>	<u>0.0%</u>
Sub-Total -- Office Equipment	2,961	3,300	339	11.4%
6330 Postage	1,660	1,500	-160	-9.6%
6340 Telephone	1,500	1,250	-250	-16.7%
6350 Synod Assembly	200	200	0	0.0%
6360 Cluster Dues	<u>150</u>	<u>150</u>	<u>0</u>	<u>0.0%</u>
Total -- ADMINISTRATIVE	9,510	8,800	-1,910	-20.1%
 BUILDING & GROUNDS				
6410 Utilities				
6411 Church Gas	4,940	5,000	60	1.2%
6412 Church Electric	4,400	4,700	300	6.8%
6413 Parsonage Gas	760	790	30	3.9%
6414 Parsonage Electric	800	725	-75	-9.4%
6415 Water	400	600	200	50.0%
6416 WI Gas Loan	<u>1,500</u>	<u>1,508</u>	<u>8</u>	<u>0.5%</u>
Sub-Total -- Utilities	12,800	13,323	523	4.1%
6420 Janitorial Supplies	1,500	1,100	-400	-26.7%
6430 Maintenance/Repairs				
6431 Church	2,000	2,000	0	0.0%
6432 Parsonage	200	400	200	100.0%
6433 Elevator	500	500	0	0.0%
6434 Snow Removal	<u>0</u>	<u>500</u>	<u>500</u>	<u>??</u>
Sub-Total -- Maintenance/Repairs	2,700	3,400	700	25.9%
6440 Insurance	<u>3,072</u>	<u>2,944</u>	<u>-128</u>	<u>-4.2%</u>
Total -- BUILDING & GROUNDS	20,072	20,767	695	3.5%
 CAPITAL EXPENDITURES				
6510 Mortgage				
6511 Regular/Monthly	29,592	23,124	-6,468	-21.9%
6515 Extra Principal	0	0	0	??
Sub-Total -- Mortgage	<u>29,592</u>	<u>23,124</u>	<u>-6,468</u>	<u>-21.9%</u>
Total -- CAPITAL EXPENDITURES	29,592	23,124	-6,468	-21.9%
 TOTAL EXPENSE	 218,293	 218,407	 114	 0.1%
 NET INCOME	 75	 311	 236	 314.7%

EMMAUS LUTHERAN CHURCH
1996 BUDGET PROPOSAL

NOTES OF EXPLANATION

General Notes

1. Suggested increases, with some measure of choice and deliberation, are for the following: a 1% increase in benevolence giving to the Greater Milwaukee Synod, from 6% of our regular income to 7%; additions and increases to our youth ministry program; and a 3% increase in wages/salary for all employees.
2. The most significant decrease is in our mortgage payment, which was restructured last August, saving us \$539/month in our mortgage payments. Our current mortgage payment is \$1927/month.
3. For the most part, the remainder of the budget is the same as last year, except for adjustments for fixed costs.
4. The following are new line items (and so have \$0 in the 1995 budget column):

6188	Saturday Accompanist	6244	Youth: Pre-school/Elementary
6207	Organist Music	6262	Fellowship Paper Goods
6208	Copyright Fees/Liturgies	6311	Office Supplies: Paper
6209	Children's Bulletins	6434	Snow Removal
6225	Devotional Books		

One line item was moved from Congregational Life to Deacons and changed numbers: 6226 Member Care. Most of these additions were made to continue tracking our expenses with greater precision so that we can be better stewards of our funds. Dramatic decreases were made in Office Supplies (6310) and Janitorial Supplies (6420), since these two have been used as all-purpose line items to take any expenses that did not seem to have their own category. Examples: paper coffee cups listed as Janitorial Supplies and devotional books listed as Office Supplies. Further explanation for some of the new items may be found below.

Specific Notes by Line Item

1. 6010 & 6020: Our regular benevolence giving is on a percentage basis, 7% for the Greater Milwaukee Synod and 2% for Lutheran Social Services. We use a percentage of regular income for the Unified Fund only. All other designated gifts, including designated benevolences, are passed on strictly as they are designated.
2. 6123 & 6124: Pastor Mary is shifting \$1000 from Auto Allowance to Housing Allowance for tax benefits.
3. 6131, 6132, 6161, & 6162: the pastors' pension/medical insurance saw a slight increase for 1996, which is added to the increase in salaries.
4. 6153, 6154, & 6166: Last year Pastor Paul made the decision to shift the \$3200 Auto Allowance to \$1200 in Auto Reimbursement and \$2000 additional to the already \$500 Parsonage Allowance (for tax benefits).
5. 6164 & 6163: Pastor Paul's totals are higher than Pastor Mary's for Reimburse Medical and Continuing Education, because he elects to shift monies from his salary for tax benefits.
6. 8181: The suggested Secretary's wages this year are \$7.98/hour for 30 hours/week.

Notes of Explanation for the 1996 Budget Proposal, continued

7. 6182: The suggested Custodian's wages are \$8.30/hour and show a 3.2% increase because his hours have been raised to 22 hours/week.
8. 6188: We would like to pay our Saturday Accompanist, Heather Bowen, as a regular employee this year, at a rate of \$25/Saturday.
9. 6218: the increase for Lay Workshops was requested by the Youth Ministry Committee to help with the January 20 workshop.
10. 6225: Devotional Books were previously entered under various line items, such as Office Supplies and *The Lutheran*, but deserve their own line item. We purchase copies of *Christ in Our Home* for the use of our members, including large print editions taken to shut-ins.
11. 6226: Member Care is for the purchase of greeting cards used to send cheer to the sick and shut-in, etc.
12. 6262: Fellowship Paper Goods are the paper plates, cups, etc. used for coffee hour and other fellowship activities. They were formerly listed under Janitorial Supplies and Office Supplies but deserve their own line item.
13. 6311: The cost of paper for *The Visitor*, bulletins, council materials/reports, etc. is quite significant and one we would like to track separately this year. It was formerly lumped in with all the other office supplies.
14. 6434: Council is suggesting that we pay Wes Mohr separately for his snow removal hours at \$10/hour. These hours are at odd times and generally require extra trips from home for him to complete under difficult weather conditions.

1995 ANNUAL REPORT TO THE CONGREGATION
Emmaus Evangelical Lutheran Church ✦ 1925 Summit Avenue ✦ Racine, Wisconsin

Resolution: FIRST COMMUNION POLICY

Whereas we believe that the gift of communion is the birthright of the baptized; and

Whereas baptism is entry into the family of Christ's church, and communion is the family meal; and

Whereas, since the baptized are welcomed into the Body of Christ which lives by grace, all are welcome to commune for the first time during the service in which they are baptized, including infants; and

Whereas this was the common practice throughout the Church for the first twelve centuries (and has remained the practice in the Eastern Orthodox churches to the present day);

Therefore be it resolved: that Admission to the Sacrament of Holy Communion is by invitation of the Lord, presented through the Church to those who are baptized.

In Practice

1. When baptized and communed as an infant, children would not ordinarily continue communing regularly until they normally eat and drink at their own family tables (e.g., one years-old). And even when young children do commune more regularly (e.g., ages 1-3), it may be practical to give them bread only.
2. Recognizing that communion at a young age is a renewal of earlier church practice and not of our more immediate past, the age for first communion will vary among families and individual children, but is decided upon by the parents and child in consultation with the pastor(s). In all cases, participation is accompanied by catechesis appropriate to the age of the communicant. (For infants, for example, the instruction would be with parents, as it is for baptism.) Catechesis continues throughout the life of the believer.
3. Special dates to make first communion will be the first Sundays in November, February, and May. Parents who would like their children to take first communion should contact one of the pastors at least one month prior to one of the above dates. Other dates may occasionally be arranged with one of the pastors.

Reviewed and recommended by:

Worship & Music Committee on July 26 & September 5, 1995

Executive Committee on August 7, 1995

Presented to Church Council on September 11, 1995:

Action: tabled for further review with the congregation.