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# Emmaus<sup>+</sup> Evangelical Lutheran Church

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# 1999

## Annual Report to the Congregation

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Agenda

- Opening Devotion — Pastor Janz
- Approval of Minutes of Last Annual Meeting — February 7, 1999
- Pastors' Reports
- President's Report
- Recognition of 1999 Church Council
- Election of 2000 Church Council
- Approval of the Proposed Budget for 2000
- Unfinished Business
- New Business
- Closing Prayer — Pastor Nuechterlein

Candidates for 2000 Council

- |                                   |                       |                      |
|-----------------------------------|-----------------------|----------------------|
| Full two-year terms:              | Secretary             | Amy Eschmann         |
|                                   | Financial Secretary   | Margaret Christensen |
|                                   | Congregational Life   | _____                |
|                                   | Parish Education      | Carol Rudey          |
|                                   | WELCA                 | Betty Barth          |
|                                   | Worship & Music       | _____                |
| Second year of a two-year term:   | Youth Ministry        | Ken Larsen           |
|                                   | President             | _____                |
|                                   | Vice President        | Mark Purath          |
|                                   | Member Care (Deacons) | _____                |
|                                   | Social Concerns       | Cathy Knuteson       |
| Continuing in second year of term | Stewardship           | Gregg Albright       |
|                                   | Treasurer             | Andy Hetchler        |
|                                   | Building & Grounds    | Bill Irvine          |
| Additional nominations:           |                       |                      |

Minutes of the Congregational Meeting  
February 7, 1999

OPENING: The Annual Congregational Meeting was called to order by President, Cathy Knutesen at 10:45 a.m. Pastor Paul led those present with an opening devotion.

APPROVAL OF MINUTES: Minutes were approved for the three(3) congregational meetings that were held in 1998 as follows:

-A motion was made & seconded to accept the minutes of the previous Annual Meeting, January 18, 1998. The motion was approved & the minutes were accepted as submitted. [MOTION 2:1:99]

-A motion was made & seconded to accept the minutes of the Special Congregational Meeting, May 17, 1998. The motion was approved with the following correction to be noted; present minutes read that Chris Olson proposed that the various groups within Emmaus which conduct fund raising activities would then keep their earnings. CORRECTION should read that Mr. Olson proposed that all proceeds from various fund raising efforts should go to the General Fund. [MOTION 2:2:99]

-A motion was made & seconded to accept the minutes of the Special Congregational Meeting, November 19, 1998. The motion was approved & the minutes were accepted as submitted. [MOTION 2:3:99]

APPROVAL OF REPORTS: A motion was made & seconded to accept the Pastors' Reports & the President's Report as submitted. The motion carried. [MOTION 2:4:99]

RECOGNITION OF CHURCH COUNCIL MEMBERS: The following Emmaus members were recognized for their dedication & contributions of time & talent as they served the congregation as Council Board members for 1998.

President	Cathy Knuteson
Vice President	Chris Lamberton
Secretary	Irene Pechman
Treasurer	Amy Larsen
Financial Treasurer	Margaret Christensen
Congregational Life	Ellen Nuechterlein
Deacons	Carol Yust
Building & Grounds	Bill Irvine
Parish Education	Caren Lamberton
Stewardship	Lyle Zielke
W.E.L.C.A.	Cheryl Dexter
Youth Ministry	Chris Olson

The following Board positions were left open for the year.

Social Concerns	vacant
Worship & Music	vacant

ELECTION OF 1999 CHURCH COUNCIL MEMBERS: The Nominating Committee proposed the candidates for the following positions & terms.

Full Two-year term (2 yr. term):

President	Cathy Knuteson
Vice President	Chris Lamberton
Treasurer	Andy Hetchler
Member Care (Deacons)	_____
Building & Grounds	Bill Irvine
Social Concerns	Kylee Albright
Stewardship	_____

Second Year of a Two-year Term (1 yr. term):

Secretary	Sandy Strini
W.E.L.C.A.	Celia Weber
Worship & Music	_____
Congregational Life	_____

The President asked for additional nominations from the floor for Board positions that were presently vacant, but there was no response. All proposed candidates were elected to the 1999 Emmaus Church Council by unanimous vote. [MOTION 2:5:99]

The following present Council Members are scheduled to continue for a second year of a two-year term (1 yr. term):

Financial Secretary	Margaret Christensen
Parish Education	Caren Lamberton
Youth Ministry	Chris Olson

#### APPROVAL OF 1999 BUDGET & BEQUEST PLAN:

The proposed spending plan for the recently received Ella Reckhow Bequest was prepared & approved by the Emmaus Church Council at its January 11, 1999 meeting. It was submitted to the congregation for final consideration as outlined in the 1998 Annual Report - Gold Page 1. A motion was made, seconded & approved that the spending plan for the Reckhow Bequest be followed as presented. [MOTION 2:6:99]

The 1999 Budget was approved by vote as proposed. [MOTION 2:7:99]

ADJOURNMENT: There were no old or new business concerns presented. The meeting was adjourned at 11:30 a.m. & was followed by a closing prayer offered by Pastor Mary.

Respectfully submitted,

Irene Pechman  
Secretary

## Pastor Mary's Report

### The Foundation is Jesus Christ!

*"...neither the one who plants nor the one who waters is anything, but only God who gives the growth. The one who plants and the one who waters have a common purpose ... for we are God's servants working together; you are God's field, God's building. According to the grace of God given to me, like a skilled master builder I laid a foundation, and someone else is building on it. Each builder must choose with care how to build on it. For no one can lay any foundation other than the one that has been laid; that foundation is Jesus Christ."*

—I Corinthians 3:7-11

Planting, watering and growth are all images used by St. Paul when referring to the church on earth. He is so clear that the growth comes from God and God alone, and that our task as servants is to plant and to water. Paul is also very clear that the one and only foundation of the church is Jesus Christ.

As I look back over this past year and ahead to the next year and beyond, I get excited about seeds that have been planted and watered and are beginning to sprout at Emmaus. The Spirit has been active making the ground fertile, and I have seen signs of new energy and growth during this past year. For me personally, this past year has perhaps been the one of highest energy since I arrived 8½ years ago. And, by that I mean more than full calendar and long hours; I've also sensed a moving forward in commitment toward a mission of outreach in our neighborhood and our world.

The ad hoc outreach committee (Carol Rudey, Pat Liesch, Julie Field and I—together with other resource people from time to time) took the initiative to launch our hosting the **Imaginarium's Camp-a-palooza** last summer, bartering space for scholarships given to deserving neighborhood kids. As a result, **thirty children received full scholarships** for a week of the hands-on day camp held at Emmaus. The committee has

also been evaluating other ways to do Sunday School so that it might be engaging to all who come.

Work is currently being done to develop a **hands-on Sunday School** known as Workshop Rotation Model. The **Bank of Elmwood has donated seven computers** to one of our learning centers and other preparations are taking place as we anticipate beginning the rotation model next fall. I thank this creative committee for being so willing to "think outside the box."

Another area of energy and of seeds sprouting is that of the upcoming **mission trips for our young people**. As Pastor Paul plans to lead the middle schoolers to South Dakota and as I plan to accompany the high school students to Mexico, support and enthusiasm for the trips seems to be growing and contagious. Seeds planted and growing ... it's exciting to know that because God's hand is at work in this that a growth in faith and love is inevitable. What fruits all of this will bring remains to be seen! I expect roots of faith to grow deeper and arms of love to stretch even farther in the name of Jesus, our foundation.

Still another energized group hard at work is the **2001 Anniversary Committee**. Last summer, a number of us were trained in church anniversary planning, and seeds planted at Luther College are growing. The committee has a vision of Emmaus being the **major sponsor of a Habitat for Humanity House** in 2001 as our anniversary gift to the community. Even as we look back at our history and heritage, we will be encouraged to be focusing on our future mission.

As we enter the new millennium, we do so with updated **computers networked** in the three main offices. These were made possible due to generous memorial and bequest gifts.

Gifts from the **Ella Reckhow bequest** as well as from the very successful **"Above and Beyond"** campaign (initiated

by a \$5,000 challenge from one of our members) made a big impact this past year. Those special gifts helped cover a growing gap in our budget, allowing us to concentrate on the positive energy being generated.

As we look ahead to 2000 and beyond, it is time for us to **clarify and identify the mission of Emmaus** even further. Doing so will allow us to vision and strategize and prioritize. Always remembering that Jesus Christ is our foundation and that our mandate is "to make disciples of all nations," we will be watering the seeds that have been planted in the area of outreach. What will that look like? What other areas need our attention? Our outgoing church council has endorsed the upcoming **Mission Exploration Process** which will begin this February. This process is one where we invite a synod representative, Sue Ruehle, to be involved. All members of the congregation will be asked for input as we explore and identify our mission together. As our mission is identified more clearly, that may mean recommendations for restructuring of staff. I will go into this process open to whatever possibilities or suggestions are made to me personally and to the congregation as a whole. With prayer and a commitment from all of us, I trust that the Spirit will guide and direct us to what is best for Emmaus.

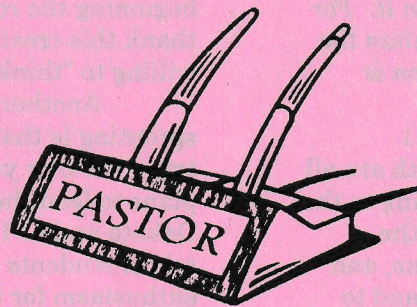
**For the year 2000**, some ears that merit special attention include: plans for 150<sup>th</sup> anniversary, mission trips, mission exploration and identification, neighborhood outreach, stewardship education and development of new Sunday School program.

I want to take this opportunity to

express my **appreciation** to so many who give of themselves as servants and ministers. Those who aren't acknowledged often enough are those who faithfully pray for the people of Emmaus and the ministry of the church. I also want to thank all the dedicated people who serve behind the scenes and who quietly plant seeds and then water and nurture them. One key person from outside our congregation who has been a tremendous support and resource is Assistant to the Bishop, Sue Ruehle. I'd

also like to acknowledge Pat and Jim and Carol, those who work with REST and our Senior Center so faithfully week in and week out. To Andy Hetchler and Margaret Christensen for countless hours of fine work in the area of finances, I admit that even thanks is not enough. For Joyce, Karla and Marsha and all who join them to make music at Emmaus, I am **so** grateful! I also thank Rick and

Harvey for their faithful work as they keep the building and grounds in top order. And last but not least, are the two Pauls — both who bring computer expertise and so many other gifts. I thank both of them for being so gracious when I disrupt their days because of something spontaneous on my agenda or when I turn into a "bulldozer" because of a sense of urgency about a particular project. Their balance is a godsend! Both are **very** committed church people, and I count it a privilege to work with them. I continue to appreciate the open, honest communication with Pastor Paul and the flexibility and the give-and-take we enjoy. And, above all, I give thanks to God for planting me in this place at this time. It's a good place to be!



*Pastor Mary*

## Pastor Paul's Report

Dear Disciples of Emmaus,

As we embark on a Mission Evaluation Team (MET) process over the next several months, it will be helpful to evaluate where we've been together in order to better navigate where we're going. In that vein, I'd like to look back not only on 1999 but over the last six years that I've been privileged to be one of your pastors.

Early on, in both the call process and getting started in the ministry at Emmaus, I heard that healing trust in the pastoral office was a priority. Pastor Mary and I attended an "after-pastors" group — a group of pastors who followed after a pastoral removal because of sexual misconduct. We have made it a priority to pay close attention to the dynamics of trust in the pastoral office (or lack thereof) and to how leadership communicates with the congregation. Emmaus has needed healing in both these areas.

When I look back over these first six years at Emmaus, then, I take some measure of accomplishment in helping to facilitate that healing. Having a successful co-pastorate has helped, I think, to model trust and communication. This is what I feel best about when it comes to my being a pastor, an "after-pastor," at Emmaus. At the same time, we might ask in the months ahead: is this job of healing done? What needs to happen in the future, especially staff-wise, to avoid relapses?

The other thing that stands out the most for me from the call process was the need expressed to have leadership for youth ministry. Perhaps my response wasn't communicated to the congregation at-large, but I was quite candid with the call committee that I was not interested in providing the brand of leadership in that area which means spending 15-20 hours a week really focusing on making that part of the ministry happen — in other words, being a "youth pastor." That is what I was coming from doing in my previous call and was looking to move in other directions, most especially the kind of co-pastorate that I began these reflections with.

On the other hand, this hasn't meant I'm not interested in being involved with youth ministry and trying to oversee its happening. Youth ministry is a vital part of parish ministry. Over these six years, I feel good about getting youth more involved in our worship life, especially in music (with the wonderful support of Joyce Kaiser, our organist). Pastor Mary and I have put a lot into continually trying to update the confirmation program. I'm particularly excited about the youth mission trips this summer and hope it becomes a tradition at Emmaus, a keystone in the youth program.

I anticipate that these next several months will bring considerable talk about youth ministry. Emmaus will want to decide if it wants a staffing configuration in which someone is dedicating 15-20 hours/week to it.

The other broad category of evaluation has to do with growth. Most congregations wish to grow in numbers for membership, worship, participation, stewardship, etc. The church growth experts these days will emphasize that old real estate adage: "location, location, location." Emmaus has to recognize, then, that it is simply not located to grow according to the same formulas as a Mt. Pleasant Lutheran or Grace Baptist. We have accomplished at least a small measure of success by holding our own number-wise. It doesn't mean we can't grow, but it does mean we have to take into account where we are planted.

I think we have made good strides in the last several years in planting the seeds of knowing who we are and where we are. We have begun to explore being a more vital part of this neighborhood. I hope that this next several months brings an even clearer picture of what Emmaus needs to do in order to reach out in this urban setting and do ministry in Christ's name.

One thing that I am most proud of in being your pastor is the way in which you reach out to those in need. The strength of our congregation has been providing the



R.E.S.T. program every Friday, doing the Thursday night meal site, supporting the Northside food pantry, quilting and collecting for Lutheran World Relief, overflowing with generosity at Christmas-time with gifts for children in need, raising money for CROP Walks and M.S. Walks, and so many other ways in which the people of Emmaus reach out to people in need.

This strength will serve us well in continuing to find ways of reaching out to those more immediately in our neighborhood. We will grow, if we do so as a neighborhood church. We don't have a mall sort of location like Mt. Pleasant, but we do have a great neighborhood full of folks who would benefit from knowing the love of Jesus Christ.

Another vital piece of outreach has been maintaining a the Senior Center program. Emmaus wants to reach out to the young in our parish, but not at the cost of neglecting the aging among us. Our sense of history and tradition is a strength that we can look forward to celebrating with gusto next year.

A big decision over the last several years has been to change our Sunday morning schedule. There are actually a number of our sister congregations who are now considering a similar move to follow our lead. It has not meant bigger overall numbers (which we anticipated) but has meant a better, more joyful climate for worship — which will be the key for growth in the future.

Finally, in looking back over Emmaus' ministry these past six years, I'd like to briefly address what I consider an area of growth: stewardship. It was only my third council meeting at Emmaus (March 1994) that I had realized that, based on the previous year's stewardship, Emmaus couldn't afford two pastors. Well, it's definitely been a struggle from time to time, but, guess what, here we both are six years later. We have seen the

blessing in recent years of incredibly gracious bequests. And the amazing response to last fall's "Above and Beyond" challenge is something I will long remember as a pastor.

What a blessing.

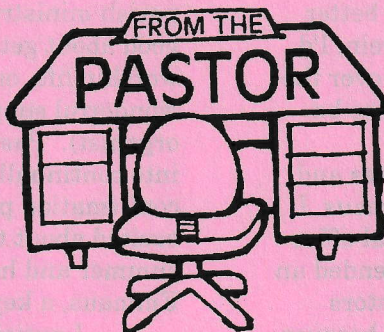
I think we have a good year-long stewardship program in the works this year. Gregg Albright and Mark Purath have already begun to lead us in a new ELCA stewardship program called "Ventures," attending their first meeting in January! We will meet in February to seek further input, and then attend an all-day workshop in March. This will truly be a year-round effort, and I think it will serve Emmaus well.

Nevertheless, Emmaus' ability to afford a two-pastor staffing configuration will be part of what we need to look at with the coming Mission Exploration Team (MET) process. I am open to whatever staffing would best meet our needs and look forward to the Spirit's guidance in clarifying our sense of mission at this turning of the millennium.

\* \* \* \* \*

One last piece of this that I'd like to share with you is my own sense of call, which I will also be reflecting on as we go through the MET process together. The thing that I have always been most candid about — in my call papers six years ago and on many occasions since — is my passion for the work of René Girard. I have long felt, and my conviction only grows each day, that Girard's work will eventually have an even greater impact on the life of the church than someone like our patron saint, Martin Luther. I'm convinced that there's nothing more important to bring substantial growth for the preaching and teaching of the gospel than Girard's cross-centered understanding of who we are as human beings.

In the last number of years, I have begun to be recognized as leader in helping others to know and make use of his work. I was quite flattered this spring to find out from Girard himself that he reads and enjoys my



work on the Internet.

I believe I have something of great value to share with the church. This might mean sharing it in a different venue, like I'm doing this spring at Carthage College. But I've also seen it work in the parish. I know of a church in the Chicago area in which both pastors are working together to have Girard's insights into the Gospel inform every area of their church life, including Sunday School. Yes, knowing more clearly who we are as human beings can be communicated to children, too. I continue to have a passion for parish ministry and definitely do not count that out as we all go through the MET process together. But I am most clear for myself about desiring a setting where my gifts for sharing Girard's work will best be put to use.

As always, I cherish your prayers for guidance and for the love of Christ. You remain in mine.

\* \* \* \* \*

It continues to be a pleasure to receive gracious support from Paul Berge, our Church Secretary; Carol Eschmann, Parish Nurse and Senior Center Director; Joyce Kaiser, Organist; Marsha Connet, Adult Choir Director; Karla Bielewicz, Youth Music Director; Rick Muhammad, custodian; and Harley Slater, groundskeeper. I would also like to acknowledge the continuing support from our Assistant to the Bishop, Pastor Sue Ruehle. A hearty "thank you" to all!

Sharing pastoral responsibilities with Pastor Mary and with you, the ministers of Emmaus, has continued to be a great privilege for which I truly give thanks to God. May the Lord richly bless us in this ministry in 2000.

In the Spirit's love,

*Pastor Paul*

## Council President's Report

When I look back at the last year, I'm amazed at both what we accomplished and what we plan to do. We've made great progress in reducing our debt, developed technologically, and continued our outreach commitment through such programs as community meals and REST. Next year we have exciting plans for our 2001 celebration, youth mission trips, Sunday School education, and stewardship. None of this work could have been or will be accomplished without the hard work of you, the members and friends of Emmaus. I again found myself humbled by your generosity whether it was to increase your financial giving in times of need or to work on projects raising money for the youth.

This leads me to what I really want to write about. This is my fourth and final year as your Council President. When I accepted the position, my thoughts were focused on my contributions, motivating others to become involved and working with others to make thoughtful decisions. Imagine my surprise when, looking back, I see that I gained far more than I gave. I didn't expect to be grateful for accepting the position as your council president. I fully expected to do the best I could but that it was a service I was giving. Well, maybe the old saying is true. Only through giving do you receive. What did I receive? I received the gift of you.

Because I was President, I came to church more and made it a point to introduce myself to people. At first, I saw it as a responsibility of the position but it soon became necessary for my spirit. Greeting you on Sundays, joking with you in the narthex, giving and receiving hugs or words of support filled my spirit. It replenishes me so that I can more joyfully meet life's demands.

Because I was President, I heard stories of your giving. I can't tell you how many times I found myself in awe of anonymous financial giving or incredible donations of time and

talent. I would shake my head in wonder at such generosity. This filled me with hope for our congregation and with the desire to be more generous myself.

Because I was President, I witnessed creative and positive thinking. Both of our pastors are incredible people. They each bring unique gifts that result in a holistic pastoral care approach. Council members work hard to make decisions with your best interest in mind. There were many moments when, stuck solving hard problems, someone would make an "out-of-the-box" suggestion that opened up the realm of potential solutions. This reaffirmed my belief that everyone brings something to the table, they just need to be heard.

For all of this, and more, I thank you for the opportunity to serve as your Council President and look forward to continue working with you in other ways as we fulfill the mission of Emmaus Lutheran Church.

In Christ's name,  
*Cathy Knuteson*



Council Reports

## Parish Education Committee Report

### Goals for 1999:

- Provide education programs at an effective level
- Continue to work on Supporting Youth Education
- Continue to support opportunities for Day Camp and other Programs at Emmaus

The Parish Education Committee was dissolved in 1996 and since then individuals and adhoc groups have helped in the planning and development of educational programs this year, including (but not limited to):

#### Education Leaders:

- |                       |                                   |
|-----------------------|-----------------------------------|
| - Carol Eschmann      | Senior Fellowship Center          |
| - Pat Liesch          | Sunday School Co-Superintendent   |
| - Pat Sodke-LeRoux    | Sunday School Co-Superintendent   |
| - Linda Meteyard      | Sunday School Treasurer           |
| - Pastor Mary         | Pastoral Leadership               |
| - Karla Bielewicz     | Youth Music                       |
| - Chris & Karen Olson | Kids for Christ (Middle School)   |
| - Cindi Larsen        | Believers in Christ (High School) |
| - Dave Christensen    | Believers in Christ (High School) |
| - Kylee Albright      | Special Programs                  |
| - Marsha Connet       | Special Programs                  |

#### Special Programs

##### Sunday School 1999-2000

- |                                   |   |
|-----------------------------------|---|
| Joy Halberstadt                   | 3 Year Olds                             |
| Caren Lamberton                   | 4 Year Olds                             |
| Denise Keller                     | K & 1 <sup>st</sup> Grade               |
| Pat Sodke LeRoux                  | 2 <sup>nd</sup> & 3 <sup>rd</sup> Grade |
| Terese Heinen & Dave Higgins      | 4 <sup>th</sup> & 5 <sup>th</sup> Grade |
| Ellen Nuechterlein                | Middle School                           |
| Carol Rudey                       | Middle School                           |
| Pastor Paul and Pastor Mary       | Confirmation                            |
| Cindi Larsen and Dave Christensen | High School                             |

\* in addition to the above staff Irene Pechman, Chris and Karen Olson were Sunday School teachers in the winter and spring of 1999.

#### Others who support the program:

Julie Field, Denise Piplol (Cradle Roll), and all the dedicated individuals who have helped in the past year

#### Accomplishments for 1999:

- Vacation Church School and Lutherdale Day Camp had a great week in August
- Camp A Palooza, the Imaginarium's summer day camp was hosted by Emmaus with 30 full scholarships awarded to various neighborhood children.

- Nursery began strong during the year, but was discontinued due to lack of participation
- 9<sup>th</sup> Grade confirmation students and other youth repainted and decorated the children's library
- Sunday School enrollment has enjoyed another successful year. Thanks to Pat Liesch and Pastor Mary for their valuable contributions. Our Sunday School teachers are a dedicated group of individuals who provide our children with Christian education. Thanks to all of you!
- Adult Forum provided adults with a variety of educational opportunities.
- Chris Olson served on the Church Council as a representative for educational and recreational opportunities for our youth.

### Opportunities for the future

New Sunday School Curriculum – Workshop rotational method is being developed for the fall of 2000. We need adults to help with developing the program. If interested, please contact Carol Rudey

### Adult Forum

Because there is no adult education committee, there will be a break in programming until 2 or 3 people are willing to work with Pastor Mary to form this committee.

Many 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 2000! Thank you!

—Caren Lambertson  
Parish Education Council

## Social Concerns Committee

The Social Concerns Committee has again been active and effective this year thanks to *you*, the members of our congregation, and your support of our numerous programs.

We started the year with our endorsement of the efforts of Lutheran World Relief, supplying them with beautiful quilts and colorful school kits. Think about the joy you felt opening that new box of crayons on your first day of school. A special thanks to June Beck and Jan Svendsen for organizing those efforts and to our quilters and sewers ... we couldn't have done it without you!

Walk, walk, walk is what we did for Church World Service in October to help and remember those who must walk long distances every day to have food and water. The CROP Walk has become an annual event for us. Thank you to those who walked or sponsored walkers this year and a special thanks to Cindi Larsen for organizing the

walk. You didn't get to walk or sponsor someone last year? Well, there's always next year!

The grocery cart in the narthex continues to help the Northside Food Pantry provide area families put food on their tables. Food and fellowship is also the theme of our work with the Community Meal Program (every other month, first Thursday, at St. Patrick's Church) organized by Margaret Christensen (Thanks, Margaret). If you're looking for rewarding volunteer opportunities, check these out. You can bake, shop, bag, or serve. They're great eye-openers for children also.

REST (Racine Emergency Shelter Taskforce) has provided an important and needed service in our community and the dedication of the REST volunteers goes above and beyond. This year we had the privilege of hosting REST guests on Christmas Eve and New Year's Eve. What a momentous way to

begin the new millennium! A heartfelt thank you to everyone who volunteers at REST, especially Pat Liesch and Jim Palmer, who organize the whole thing. You truly are sharing God's love. We're always looking for new volunteers (no experience necessary), and I promise you will receive as much as you give.

Our congregation helped the light of Christmas shine a little brighter for one family this year. We adopted a mother and two children for the Christmas season and provided them with gifts and food to celebrate the season. Thank you to "Santa" for the last-minute shopping.

The Christmas gifts for foster care

children on the "Giving Tree" have become a tradition at Emmaus as well as the mittens and hats that replace the names and go to Lutheran Social Services. This year, there was one adult name on the tree, a 35-year-old woman. One of our members took that name, bought and wrapped a simple \$15 gift. That gift brought tears of thankfulness and joy to the eyes of several people. Sometimes it's the simplest things we do that bring the most joy to others.

God's blessings to you as you continue to bring the joy of God's love to those in need.

—Kylee Albright,  
Committee Chair

## Building & Grounds Committee Report

This past year has been a busy year for Building and Grounds Committee. The volunteer support was just tremendous! The following projects were completed:

1. Replaced the mailbox on the front of the church.
2. Replaced the air filter cartridge on the parsonage furnace.
3. Repaired a water leak on one of the basement toilets.
4. Replaced a floodlight in the choir loft.
5. Working with Hydronics, we corrected our boiler steam pressure control problem.
6. Painted the steeple and rear entrance areas, window recesses and baseboard heaters in the sanctuary, in addition to general touch-up painting throughout the first floor.
7. Repaired the center railing in the front entrance to the church.
8. Replaced the inside and outside lights at the front entrance to the church.
9. Replaced a missing electrical switch cover in one of the basement storage rooms.
10. Replaced the fluorescent lights over the two north access doors to the church.
11. Started a general housecleaning of the boiler room.
12. We installed an electrical outlet in the sanctuary for the piano.
13. We replaced an electrical switch in the janitor's sink room in the basement.
14. Painted the northeast entrance to the kitchen and sanctuary.
15. Re-plastered and touch-up painted the northwest entrance to the kitchen and sanctuary.
16. Painted the east narthex stairway from the basement to the choir loft.
17. Replaced the light in the east choir loft stairway.
18. We did some additional painting in the south entrance to the church.
19. We removed the broken TV antenna from the parsonage roof.
20. The spring clean-up on Saturday, May 8 was very successful; 21 people participated.
21. We installed the air conditioners in the Sunset Room
22. We cleaned out all the gutters and downspouts around the church and parsonage.
23. We installed two window air conditioners in church second floor

- rooms from the parsonage.
  24. Removed a hornets' nest from the front of the church.
  25. Replaced two electrical switches in the choir loft.
  26. Replaced broken floor tile in Fellowship Hall.
  27. Repaired the window in Pastor Mary's office.
  28. Repaired the water fountain on the first floor.
  29. Replaced the steeple lights.
  30. Replaced lights on the outside of the church.
  31. Replaced an electrical switch in Fellowship Hall.
  32. Completed the cleaning and repair of all gutters and downspouts around the church.
  33. Re-hung a bookcase in the children's library.
  34. Set up a watering program for our new tree in the front of the church.
  35. Installed new faucets in the men's and women's first floor bathrooms.
  36. Repaired the utility room faucet in the basement.
  37. Repaired the gutters over the boiler room.
  38. Re-stripped the alley parking area adjacent to the church.
  39. Trimmed the trees over the south alley parking area.
  40. Replaced the scraper blade on the snow blower.
  41. Had Hydronics in with Harley Slater to go over the heating system in September; it was found to be in good operating condition.
  42. Hung the storm windows at the parsonage.
  43. Repaired the stockade fence around the parsonage.
  44. Reset the railroad ties in the parking lot area.
  45. Trimmed the trees around the parsonage.
  46. Replaced the spotlights under the cross on the north side of the church.
  47. Reviewed the heating system with Harley Slater in October; he has been taking over routine maintenance of the system.
  48. Repainted south wall of the steeple area.
  49. Repainted the sanctuary seating area.
  50. Replaced the lights under the cross.
  51. Remounted the heater to the wall in the second floor Sunday School room.
  52. Repaired and repainted the wall next to the first floor water fountain.
  53. Weather-stripped the front door.
  54. Did touch-up painting in the stairwells.
  55. Repaired the starter on the garden tractor.
  56. Caulked leaks above the church offices.
  57. Scheduled the cracked sidewalk section on the side of the church to be replaced in the spring by Johnson and Son.
- Items to be completed include adding a larger sink in the second floor kitchen area and additional painting in the sanctuary and church offices.
- We have the physical plant in good operating condition and repair.
- Bill Irvine,  
Committee Chair

## Youth Ministry 1999 Report

Another year has gone by! I can't believe I've been in this job for 5½ years. It has been my privilege to know the youth of the church and watch them grow into young

adults!!

The last year was filled with bowling, lock-ins, camping trip, overnight canoe trip on the Crystal River, and ice-skating.

Plans & meetings are in progress for 2 mission trips this summer! The overwhelming support of the congregation is great.

The youth of our church don't realize just how much support they get from the adults. God bless you all for your past, present, and future support.

I would like to thank the Youth Committee ( Cindy Larsen, Pat Leisch, Dave Christensen, and Sandy Strini ) both pastors,

and Paul Berge for all their help. Without the committee we could not have the activities! Many thanks to all the adults who were always willing to help when asked.

Finally I would to thank Karen, Jen, Mel, and Laura for all of their help and support.

Yours in Christ!  
—Christopher C. Olson  
Committee Chair





## Sunday School Superintendents' Report

Something is stirring in our Sunday School. Can you hear it? Can you feel the excitement? We have more children this year than in the past — along with some new teachers. We had a wonderful Christmas program complete with new helpers — and some great costumes, too. While the children are doing their weekly lessons, are you hearing whispers of computers, drama, crafts, videos and temple time? ... While YAC has been inactive this year, KFC and BIC are making big plans for mission trips this coming summer. Something is stirring.

We have a wonderful and dedicated group of Sunday School staff: Joy Halberstadt, Caren Lamberton, Denise Keller, Pat LeRoux-

Sodke, Terese Heinen, David Higgins, Ellen Nuechterlein, Carol Rudey, Chris Olson, Karen Olson, Cindi Larsen, David Christensen and Linda Meteyard.

Something is stirring. Great plans are in the works for next year's curriculum. Computers. Drama. Crafts. Videos. And Temple Time. It's too hard to explain here, but watch ... and listen for details...

We'll need all of you to help. To teach, to sew, to paint. To build. *All of you.*

Something is stirring.....

Yours in Christ,

Pat Liesch

### **Sunday School Treasurer's Report**

Beginning balance, Jan. 1, 1999	\$211.86
Receipts	\$501.02
Disbursement	
Supplies	(\$55.87)
Northside Food Pantry	(\$135.07)
Mission	(\$252.00)
Total disbursements	(\$442.94)
Ending balance, Dec. 31, 1999	\$270.00
Supplies	\$90.36
Northside	\$00.00
Mission	\$79.74
Birthday Bank	\$99.90
Total	\$270.00

The Sunday School offering collected on the second and fourth Sunday of the month are used for projects such as Northside Food Pantry and supporting a child through Christian Children's Fund. The Sunday School offering collected on the first and third Sundays are designated for supplies.

## Outreach Committee Report

For the past eighteen months, an Outreach Committee, consisting of Pastor Mary, Julie Field, Pat Liesch, Carol Rudey, and Nancy Smith, has been exploring new ways Emmaus can expand and improve the way God can touch the lives of our youth. From these efforts, a new Sunday School format has been researched and suggested by the committee to be installed for the 2000-2001 academic school year.

While we were brainstorming, the following concerns became apparent:

1. We were alarmed at our decreasing Sunday School attendance.
2. We wanted to reach out to our neighborhood and appeal to visitors.
3. It has become increasingly hard to recruit Sunday School teachers.
4. We had the potential to turn our available space into fun, appealing and imaginative classrooms.
5. We believe all children learn differently, and we need to teach different learning styles.
6. We believe Bible literacy is important.
7. We wondered if there was a better way to teach Sunday School (than the 1950's model we were still using).

Because of these concerns, we decided to recommend a new Sunday School program called the Workshop Rotation Method of Sunday School. It will incorporate a computer workshop, an art workshop, a drama workshop, a video workshop, and a game and story-telling workshop into the second floor of Sunday School classrooms.

It will be geared to children from first through fifth grades, but may be expanded to include other grades. The Bank of Elmwood has already donated eight used computers for our new computer room, and work has been started on the other classrooms to be ready for fall. We have relied heavily on the guidance and expertise of Elizabeth Moses, Christian Education Director at First Presbyterian Church of Racine, and are deeply indebted to her for her friendship and help along the way.

An example of a five-week program entitled "Moses and His Covenant with God" could look like the following:

1. **Video Room** shows "The Prince of Egypt," a Disney animated movie about Moses from childhood to parting the Red Sea.
2. **Drama Room** has children writing and rehearsing a play about the Ten Plagues and Passover (to be performed in church).
3. **Computer Room** has children using software about the life of Moses.
4. **Art Room** has children drawing permanent mural of Moses and the Ten Commandments on the wall of the art room.
5. **Temple Room** (used for games and story-telling) is where the children are playing Bible Jeopardy and answering questions about Moses.

Each week each class moves to a different room so that the story of Moses is taught in five different ways. Sunday School teachers are asked to stay in the classroom and teach the same lesson for five weeks in a row (adjusting the difficulty of the story to the appropriate grade level for that week).

Teachers are recruited for five-week sessions (instead of the 30-week sessions under the traditional Sunday School model). Children are escorted by "shepherds," after the whole Sunday School meets as a group for about 15 minutes in church, to their Sunday School rooms. (Shepherds are adult parishioners involved in the Sunday School program, but don't have the responsibility of teaching.)

It may sound confusing at first, but once the Sunday School workshops are set up, learning about the Bible and the life of Jesus is going to be a fun and unforgettable experience. If anyone has any questions about the Workshop Rotation Model for Sunday School, we have prepared instructional notebooks on the subject. Just ask Pastor Mary for one. Also, we will be attending a workshop in Oak Brook, Illinois,

on March 24-25 to prepare for next year. If anyone is interested in attending this conference or helping on the Outreach

Committee, please contact Pastor Mary.  
—Carol Rudey

## Emmaus Women of the Evangelical Lutheran Church in America

In 1999, our circles studied Revelation and Genesis. Some of our women took part in the Bible studies at Circles. However, we have women contributing their time and talents to many activities in our church. Thank you to Pastor Mary and all the women for your support.

Some of our major activities in 1999 have been bake sales, housecleaning of the church, Siena Center retreat, all-church rummage sale, Lincoln Lutheran Ice Cream Social and luncheons, Cinnabon Sunday, Altar Guild and prayer chain.

Several women attended our Racine Cluster spring and fall meetings. We had four women attend our Greater Milwaukee Synod convention in Menomonee Falls. Five representatives, including Pastor Mary, attended our women's church-wide convention in St. Louis, Missouri. The theme of the convention was "Live God's Justice" and will continue on for our women's theme for the next three years.

One of the highlights of the year is always our women's Thankoffering Service, which was December 5, 1999. Women took part in all areas of the service. The guest speaker was a missionary to El Salvador, Mary Campbell.

Women also sent 24 school kits and 54 quilts to Lutheran World Relief. Marge Jensen, Marge Zielke and Jan Svendsen sewed all the bags for the school kits. June Beck organized the sewing of the quilts.

In December, we always look forward to baking and packing cookies for our shut-

ins. Thirty-six shut-ins received cookies or fruit this year. Thank to those who baked and delivered our "goodies."

In 1999, Emmaus women contributed during the year to various missions, including: World Hunger, Crossroads Ministries, Lutheran World Relief, Emmaus Debt

Retirement, Indian Oaks Center and the Youth Mission Trips. Various supplies were also contributed to the REST program and the Northside Pantry.

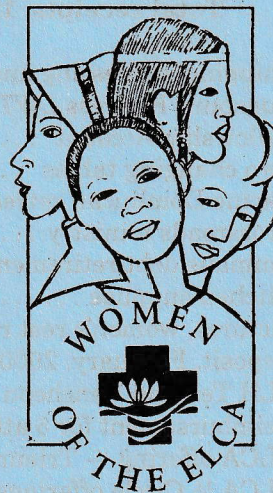
For many years, our women have contributed to the Library Fund for each baptism during the year. A contribution is also made to the Altar

Fund in memory of Emmaus women who have died during the year.

We are happy we have so many women involved in many areas. We pray each one of us will be challenged to "Live God's Justice."

WELCA Board members in 1999 were: Celia Weber, Ruth Hlavka, Jan Svendsen, Judy Berndt, Marge Jensen, Audrey Rasmussen, Marge Zielke, and Betty Barth.

—Betty Barth,  
President



### WELCA Treasurer's Report

<b>Beginning balance</b>	January 1, 1999 .....	<b>\$1,077.35</b>
<b>Receipts:</b>		
	Circle offerings .....	\$ 383.15
	General meeting offerings .....	32.00
	Thank Offerings .....	102.01
	Funeral food service .....	775.00
	Subscriptions: <i>Lutheran Woman Today</i> .....	265.05
	World Hunger Appeal .....	52.13
	WELCA bake sale .....	114.75
	Retreat .....	601.00
	Rummage and bake sale .....	297.19
	Cinnabun Sunday for World Hunger .....	<u>106.25</u>
	<b>Total receipts, 1999 .....</b>	<b><u>\$2,728.53</u></b>
<b>Disbursements:</b>		
	Shipping, processing and postage, 21 health kits ..	\$ 39.92
	Augsburg Fortress <i>LWT</i> subscriptions .....	303.05
	Fellowship Account .....	13.66
	Two changing tables .....	282.00
	Racine Dominican retreat .....	484.50
	Crossroads ministry .....	50.00
	Emmaus debt retirement .....	200.00
	Kitchen supplies .....	44.26
	Pictures, women's rest room .....	34.86
	Deposit, February, 2000 retreat .....	75.00
	LLH Tea and Luncheon .....	15.81
	Reimbursement for 5 attending Triennial Assembly ..	250.00
	ELCA offering — Triennial Assembly .....	100.00
	ELCA ½ Circle offerings to Synod .....	191.58
	Fabric & supplies — school kits .....	69.45
	Synodical Assembly delegate and visitor .....	65.00
	Synodical Assembly offering .....	25.00
	Mary Campbell, preaching Thank You Service .....	125.00
	ELCA Thank Offering .....	102.01
	Church Women United dues .....	10.00
	Bags & fruit, cookie pack for shut-ins .....	18.19
	Emmaus youth Mission Trip .....	200.00
	Oaks Indian Mission .....	100.00
	World Hunger Appeal .....	<u>158.38</u>
	<b>Total disbursements, 1999 .....</b>	<b><u>\$2,957.67</u></b>
<b>Ending balance</b>	<b>December 31, 1999 .....</b>	<b><u>\$ 848.21</u></b>
	Janet Svendsen, Treasurer	

## Parish Nurse's report

I am pleased to continue as the Parish Nurse for Emmaus Lutheran Church. Parish Nurses use their professional nursing expertise to facilitate the healing mission of the church. I am looking forward to another year of service to this congregation as we continue to reach out to one another and to our community.

The for primary roles of the parish nurse are educator, health counselor, referral advocate, and facilitator. As an educator, I have provided current health information in the monthly newsletter. I have met, either personally or by phone with several congregation members regarding their individual or family health concerns and problems. 10-12 persons attend the first Sunday blood pressure clinic. I am excited that this number is an increase from last year and plan to continue this time of service. Many have also shared concerns other than their blood pressure during this time. I am able to serve as a referral liaison and advocate to assist individuals in obtaining community

resources.

As a facilitator, I may be able to help organize, or provide training so that volunteers and committees can better meet special needs of the congregation. I also attend monthly meetings with parish nurses of our community. These serve as times of renewal, networking, and continuing education.

I can be reached through the church office or at home (835-2372) most evenings. If you have personal needs or requests, or suggestions for newsletter topics, please do not hesitate to phone and leave a message. I will return your call as soon as I am able, usually on the same day. If a visit to your home is needed, we will set a mutually agreeable time. You continue to be in my prayers.

—Carol Eschmann



## Senior Fellowship Center Director's report

50 Tuesdays: 2 cancellations  
Attendance: high 24; median 15; low 7

### Programs:

- Lunch outings on fifth Tuesdays
- Speakers from RSVP, Women's Resource Center, Racine Police Department, Consumer Awareness, Peggy Isaacson, Nancy Smith, Marion Keller
- Video presentations occasionally
- Joyce Kaiser at the piano with Dave Schulz
- Kids of Emmaus recital
- Travel with Al Beck and Lila Berge
- Bingo with Michelle Kreimer
- Christmas brunch with a special Al Beck presentation

• Y2K and Computer Savvy with Tom Rudey

**Cheers:** Our card ministry is supported by coin collection at our meals. Esther Jensen retired after many years of reasons — Thank you, Get Well, Sympathy, Thinking of You, or to remember a special friend. The Cheer Fund also provides memorial gifts for deceased members and other gifts for special occasions.

**Kitchen:** We are thankful to Pat Jensen and Jan Svendsen, Cheryl Dexter, Shirley Dunham, and Caren Larsen, who prepare and serve delicious and nutritious meals. Many other willing hands help with set-up, serving and clean-up. All your efforts are greatly appreciated. Because our volunteers are such careful shoppers, we have

been able to have lunch out on the fifth Tuesday of any month. We are grateful for all the willing hands and for the many hours spent in food preparation and clean-up.

**Hostess:** We have had frequent volunteer hostesses during the school year. They greet members, serve the coffee and introduce the programs. If you would like to participate or have a program idea, please let me know.

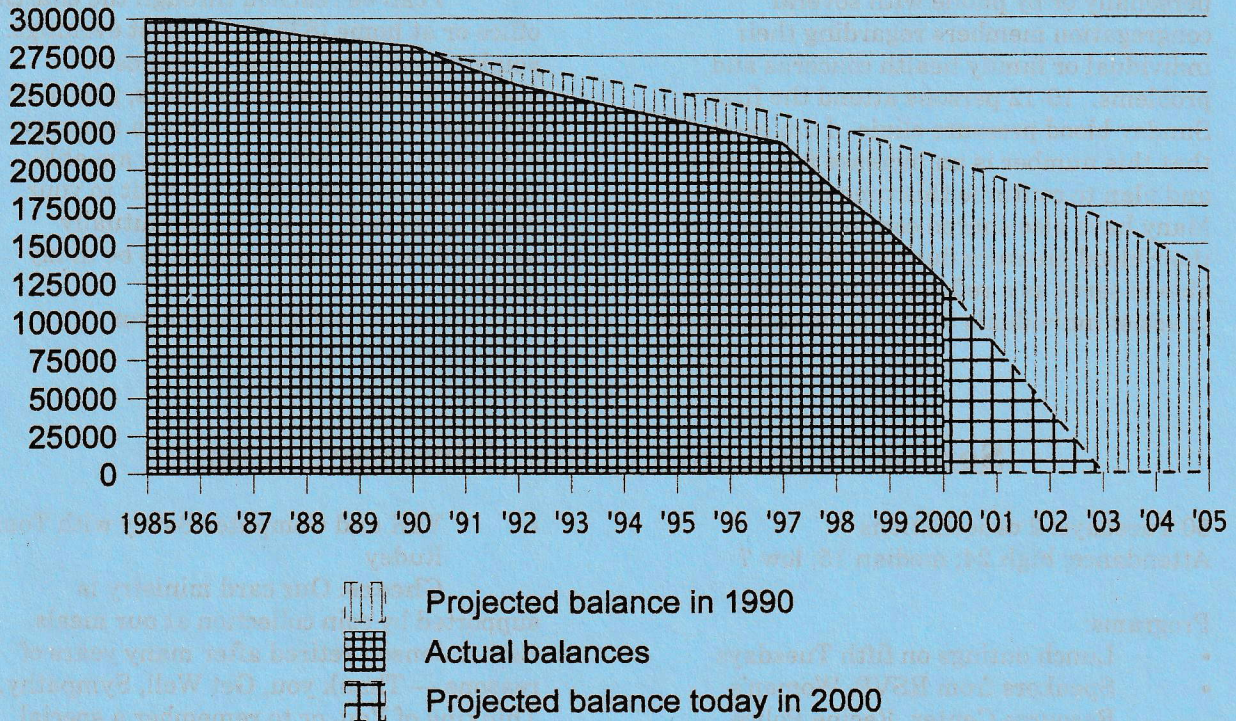
**Devotions:** Pastor Mary and Pastor

Paul lead us devotions before meals. We also participate in worship services during Lent. We invite visitors to join us for lunch during Lent.

You are invited to the program, the meal, the social activity, or any combination. We always enjoy visitors and welcome new members.

—Carol Eschmann,  
 Center director

### Mortgage balance over time



### “2001—A Faith Odyssey” Committee Report

Let's begin by recapping some basic facts and figures about our mortgage:

**Beginning Date:** August 1, 1985

**Original Balance:** \$300,000 (which paid for

about half the cost of the education wing addition; the other half was paid up-front through a capital funds campaign).

**Loan Structure:** 20-year mortgage, with a 30-year amortization schedule — which means that, without extra principal payments, there is a substantial “balloon payment” at the end of the 20 year mortgage (August 1, 2005).

**Interest Rate:** Renewable every five years. Here are the 4 scheduled interest rate and payment adjustments, with one *unscheduled* adjustment taking place in February 1998 at our request (for a fee) because of favorable interest rates:

- ▶ **1<sup>st</sup> Interest Rate / Payment** (1985-1990): 10¼ % / \$2,802/month.
- ▶ **2<sup>nd</sup> Interest Rate / Payment** (1990-1995): 10 % / \$2,492/month.
- ▶ **3<sup>rd</sup> Interest Rate / Payment** (1995-1997): 8½ % / \$1,927/month.
- ▶ **Current Interest Rate / Payment** (since Feb. '98): 7¾ % / \$1,490/month
- ▶ **Last Scheduled Interest Rate and Payment Renewal:** *due August 1, 2000!! Unless interest rates go down in the next several months, ours will probably go up in August, so this is a good time to trim even more from the principal.*

Let's also recap some of the **details on the balloon payment**. When our first payment was made August 1, 1985, the balloon payment after 20 years of payments projected out to be: \$204,100.35! Twenty years of payments would have amounted less than a third of the principal! Thankfully, interest rates have gone down and we have been able to renew our amortization schedule. When we began our latest interest rate and payment schedule in February 1998, the projected balloon payment was \$142,693.11.

But, now, here's a major feature of the impact of the 2001 Fund extra principal payments: as of this month, our balloon payment is projected to be only \$67,378.08! Each extra principal payment we make is now cutting directly into the balloon payment.

With the progress we have made in 2½ years of the 2001 Fund, we have good reason to expect that we will have the entire loan paid off before the due date of August 1, 2005. Just how soon depends on the progress we continue to make.

So let's ask: what progress have we made with the 2001 Fund since it began in August 1997? Here is a **year-by-year accounting of the moneys banked** and then distributed as extra principal payments:

1997 (August-December)	\$26,023.30
1998	\$23,032.70
1999	\$24,069.19
2000 (already in first weeks)	\$2,020.00
<b>Campaign Total</b>	<b>\$75,145.19</b>

What does that mean in terms of progress on the balance of principal? Combining the 2001 Fund extra principal payments with the regular principal paid in our monthly payment, Lutheran Brotherhood has logged our balance on principal as follows:

When we began the 2001 Fund in August 1997:	\$213,700.68
Currently, January 2000:	\$125,605.56
<b>Total Principal Paid during 2001 Fund Campaign:</b>	<b>\$88,095.12</b>

At this current rate, then, we should be able to pay off our mortgage in 3-4 years — or about 2 years early! Actually, it's more than two years early because we otherwise would still have a balloon payment to take care of.

*In short, the progress made on our mortgage these past 2½ years is truly worth celebrating!*

—Pastor Paul

**Pastoral Report and Summary of Statistics for 1999**

Ministerial acts

Baptisms (children) . . . . .	7	Weddings (member) . . . . .	0
Baptisms (adult) . . . . .	1	Weddings (non-member) . . . . .	1
Funerals (member) . . . . .	12	Confirmations (children) . . . . .	5
Funerals (non-member) . . . . .	7	Affirmations of faith . . . . .	0

Church services

Regular Sunday worship . . . . .	52	Thanksgiving Eve (w/Holy Communion)	1
(24 with Holy Communion)		Christmas Eve (w/Holy Communion) . .	2
Lenten midweek worship . . . . .	16	New Year's Eve (w/Holy Communion) .	1
(4 with Holy Communion)		Sunday School programs . . . . .	2
Saturday worship services . . . . .	49	Funerals in church . . . . .	11
(48 with Holy Communion)			

**Total number of church services . . . . . 134**

Total Saturday-Sunday attendance:

51 weeks = 8,484	with average monthly attendance =	707.00	Total Saturday
(includes Saturdays,	with average weekly attendance =	163.15	attendance:
Christmas Eve;	with average weekly, Sept.-May =	169.00	1,705
no services Jan. 2-3	with average weekly, June-August =	145.62	average: 35
17 midweek services (not including Saturdays, Christmas Eve = 458			

Holy Communion

# of communions given . . . . .	4,528	# of shut-in communions given . . . . .	125
# of members communing . . . . .	336	# of non-members communing	
(includes preconfirmed: 85)		more than once . . . . .	19
Total number of communions given . . . . .	4,653		
<i>(Communion counts not recorded 8/14-15, 8/21, 11/24)</i>			

**Total membership as of December 31, 1998:**

		<u>Baptized</u>	<u>Confirmed</u>
		<b>759</b>	<b>428</b>
<u>Members Received:</u>	a. by baptism: children	7	-
	b. by baptism: adult	1	-
	c. by affirmation of faith	-	-
	d. by transfer from other ELCA	1	1
	e. by transfer from other Lutheran	5	5
	f. by transfer from non-Lutheran	1	1
	g. baptized members confirmed	-	5
	h. renewed membership	3	5
	i. statistical adjustment	=	=
	<b>Total members added</b>	<b>18</b>	<b>13</b>

Members Removed:

a. by death	11	11
b. by transfer to other ELCA	4	4
c. by transfer to other Luth. congregations	1	2
d. to non-Lutheran/no transfer	-	1
e. by inactivity	17	14
<b>Total members removed</b>	<b>33</b>	<b>32</b>

**Total membership as of December 31, 1999: 744 409**



PASTORAL ACTS, 1999

BAPTISMS:

Kaitlin Eliza Krug  
Jamie Steeves  
Cailey May Lambrecht  
Allison McManus  
Jordan Cardell Gallagher  
William John Syty  
Rebecca Kennedy Connet  
Ashley Renee Villalobos

Carol & Dennis Eschmann;  
Alan, Nicholas, Ellen  
Yvonne French  
Ray & Rose Rommelfaenger  
Cheryl Orth Lojeski  
Don & Jackie Orth; Andrew  
Marty & Kathryn Aiken  
Amy Eschmann  
Mark & Tracy Purath; Anicka & Eilis  
Theresa Bose; Jessica & Tyler  
Delmar & Alice Burman

CONFIRMED:

Kristen Clinton  
Rebecca Fiebig  
Rebecca Gottfredsen  
Katherine Sanders  
Alyssa Yorgan

TRANSFERS OUT/ MEMBERS REMOVED  
FOR INACTIVITY:

Brian & Nancy Roosa  
Betty Petersen  
Pamela McPhillips  
Jessica Hall  
Brad Christensen; Hollie  
Christopher Friis  
*Tom & Jackie Ahrens; Katrina  
Jason Battisti  
William & Linda Christman;  
Michelle, William  
Genevieve Crull  
Janet Doerpinghaus; Ryan  
Monica Eisel; Erica  
Natasha Eisel  
Helga Hill  
Chuck & Sandee Schuleit*

WEDDING:

Todd Svoboda & Tanya Crum

FUNERALS/MEMORIAL SERVICES:

Josephine Baggesen  
Richard Steven Andersen  
Mabel Poulsen Melvin  
Ralph Gallo  
Elsie Miller Skibb  
Marian B. Bower  
Donald E. LaFave  
Gladys DeBack Sorensen  
Richard E. Fors  
Allene Worden Bose  
Harold Thomas Traeger  
Michael Sovelenko  
John W. Christopherson  
Charles M. Wells  
Ella Pedersen Allen  
Raymond Knapp  
Harvey Allen Thorson  
LaVerne Keykal Jepsen  
Dagny Pedersen Thomsen

OTHER MEMBERS REMOVED BY DEATH:

Olga Scheel Johnson  
Eleanor Eggert

TRANSFERS IN/REACTIVATED:

Kevin Bose; Eric  
Shirley Dunham

# Emmaus Lutheran Church 1999 Treasurer's Report

01/26/00

January through December 1999

	Jan - Dec '99	Budget	\$ Over Budget	% of Budget
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
4000 · Unified Fund				
4011 · General Envelopes	164,556.05	182,197.00	-17,640.95	90.3%
4012 · ELCA Benevolence	1,055.00			
4020 · Special Envelope				
4021 · Initial Offering	104.00			
4022 · Lent	1,846.00			
4023 · Easter	1,086.91			
4024 · Thanksgiving	902.00			
4025 · Christmas	2,023.00			
4026 · Gift of Love	235.00			
4027 · Adopt-a-bill	608.44			
4028 · Above and Beyond	10,846.00			
4020 · Special Envelope - Other	0.00	9,500.00	-9,500.00	0.0%
<b>Total 4020 · Special Envelope</b>	<b>17,651.35</b>	<b>9,500.00</b>	<b>8,151.35</b>	<b>185.8%</b>
4030 · Loose Offering	2,913.87	3,000.00	-86.13	97.1%
4031 · Fund Raising	1,369.91	4,000.00	-2,630.09	34.2%
4032 · Outside Income	803.00	1,500.00	-697.00	53.5%
4033 · Bequest/Memorial Monies-Budget	12,681.78	9,600.00	3,081.78	132.1%
4040 · Building Use/Rent				
4041 · YWCA	5,000.00			
4042 · Stamp Club	320.00			
4043 · TOPS	125.00			
4040 · Building Use/Rent - Other	0.00	4,000.00	-4,000.00	0.0%
<b>Total 4040 · Building Use/Rent</b>	<b>5,445.00</b>	<b>4,000.00</b>	<b>1,445.00</b>	<b>136.1%</b>
<b>Total 4000 · Unified Fund</b>	<b>206,475.96</b>	<b>213,797.00</b>	<b>-7,321.04</b>	<b>96.6%</b>
4200 · Weekly Transfer Income				
4210 · Mortgage Payments				
4211 · Debt Retirement	6,916.65			
4212 · Adopt-A-Sunday	2,200.00			
4213 · Geraniums	540.00			
4210 · Mortgage Payments - Other	0.00	13,500.00	-13,500.00	0.0%
<b>Total 4210 · Mortgage Payments</b>	<b>9,656.65</b>	<b>13,500.00</b>	<b>-3,843.35</b>	<b>71.5%</b>
<b>Total 4200 · Weekly Transfer Income</b>	<b>9,656.65</b>	<b>13,500.00</b>	<b>-3,843.35</b>	<b>71.5%</b>
<b>Total Income</b>	<b>216,132.61</b>	<b>227,297.00</b>	<b>-11,164.39</b>	<b>95.1%</b>
<b>Expense</b>				
6000 · Benevolence Funds				
6010 · Milwaukee Synod	11,247.48	12,960.00	-1,712.52	86.8%
6020 · Lutheran Social Services	1,656.80	1,860.00	-203.20	89.1%
6030 · Racine Mission Cluster	270.00	270.00	0.00	100.0%
6040 · Special	195.00	1,000.00	-805.00	19.5%
<b>Total 6000 · Benevolence Funds</b>	<b>13,369.28</b>	<b>16,090.00</b>	<b>-2,720.72</b>	<b>83.1%</b>
6100 · Payroll Expenses				
6110 · Pastor Janz				
6120 · MJ-Salaries				
6121 · MJ-Base Salary	25,675.00	25,675.00	0.00	100.0%
6122 · MJ-Social Security Offset	1,964.00	1,964.00	0.00	100.0%
6123 · MJ-Auto Allowance	2,200.00	2,200.00	0.00	100.0%
6124 · MJ-Housing Allowance	13,000.00	13,000.00	0.00	100.0%
<b>Total 6120 · MJ-Salaries</b>	<b>42,839.00</b>	<b>42,839.00</b>	<b>0.00</b>	<b>100.0%</b>
6130 · MJ-Benefits				
6131 · MJ-Pension	4,064.76	4,064.76	0.00	100.0%
6132 · MJ-Major Medical	4,674.60	4,674.60	0.00	100.0%
6133 · MJ-Reimburse Medical	521.20	500.00	21.20	104.2%
6134 · MJ-Continuing Education	656.06	700.00	-43.94	93.7%
<b>Total 6130 · MJ-Benefits</b>	<b>9,916.62</b>	<b>9,939.36</b>	<b>-22.74</b>	<b>99.8%</b>
<b>Total 6110 · Pastor Janz</b>	<b>52,755.62</b>	<b>52,778.36</b>	<b>-22.74</b>	<b>100.0%</b>
6140 · Pastor Nuechterlein				
6150 · PN-Salaries				
6151 · PN-Base Salary	28,757.00	28,757.00	0.00	100.0%
6152 · PN-Social Security Offset	2,200.00	2,200.00	0.00	100.0%
6154 · PN-Parsonage Allowance	2,500.00	2,500.00	0.00	100.0%

**Emmaus Lutheran Church**  
**1999 Treasurer's Report**  
 January through December 1999

	Jan - Dec '99	Budget	\$ Over Budget	% of Budget
<b>Total 6150 · PN-Salaries</b>	33,457.00	33,457.00	0.00	100.0%
<b>6160 · PN-Benefits</b>				
6161 · PN-Pension	4,274.40	4,274.40	0.00	100.0%
6162 · PN-Major Medical	9,617.40	9,617.40	0.00	100.0%
6163 · PN-Reimburse Medical	1,300.00	1,300.00	0.00	100.0%
6164 · PN-Continuing Education	1,000.00	1,000.00	0.00	100.0%
6165 · PN-Housing Equity Fund	1,800.00	1,800.00	0.00	100.0%
6166 · PN-Auto Reimbursement	1,200.00	1,200.00	0.00	100.0%
<b>Total 6160 · PN-Benefits</b>	19,191.80	19,191.80	0.00	100.0%
<b>Total 6140 · Pastor Nuechterlein</b>	52,648.80	52,648.80	0.00	100.0%
<b>6170 · Support Staff - Salaries, Wages</b>				
6171 · Secretary	13,884.70	13,416.00	468.70	103.5%
6172 · Custodian	6,977.00	8,280.00	-1,303.00	84.3%
6173 · Organist	6,615.00	6,615.00	0.00	100.0%
6174 · Adult Choir Dir.	4,716.90	4,716.99	-0.09	100.0%
6175 · Youth Music Director	3,600.00	3,600.00	0.00	100.0%
6176 · Groundskeeper	2,089.25	3,120.00	-1,030.75	67.0%
6177 · Senior Ctr. Dir.	1,200.00	1,200.00	0.00	100.0%
6178 · Saturday Accompanist	950.00	950.00	0.00	100.0%
6179 · Parish Nurse	0.00	1,000.00	-1,000.00	0.0%
6180 · Youth Choir Accompanist	80.00			
<b>Total 6170 · Support Staff - Salaries, Wages</b>	40,112.85	42,897.99	-2,785.14	93.5%
<b>6190 · Support Staff - Benefits</b>				
6191 · Payroll Taxes				
6192 · FICA	2,406.08	2,523.00	-116.92	95.4%
6193 · Medicare	562.72	590.00	-27.28	95.4%
<b>Total 6191 · Payroll Taxes</b>	2,968.80	3,113.00	-144.20	95.4%
6195 · Worker's Comp. Insurance	850.00	850.00	0.00	100.0%
6196 · Continuing Education	0.00	100.00	-100.00	0.0%
6197 · Support Staff Benefits	900.00	900.00	0.00	100.0%
<b>Total 6190 · Support Staff - Benefits</b>	4,718.80	4,963.00	-244.20	95.1%
<b>Total 6100 · Payroll Expenses</b>	150,236.07	153,288.15	-3,052.08	98.0%
<b>6200 · Worship &amp; Music</b>				
6201 · Altar Supplies	1,293.06	750.00	543.06	172.4%
6202 · Flowers	55.00	175.00	-120.00	31.4%
6203 · Choir Music	50.96	200.00	-149.04	25.5%
6204 · Instrument Tuning	396.00	796.00	-400.00	49.7%
6205 · Guest Musicians	950.00	1,000.00	-50.00	95.0%
6206 · Guest Speakers	0.00	100.00	-100.00	0.0%
6207 · Organist's Music	54.75	100.00	-45.25	54.8%
6208 · Worship Resources/Copyright Fee	109.50	200.00	-90.50	54.8%
6209 · Children's Bulletins	84.10	115.00	-30.90	73.1%
<b>Total 6200 · Worship &amp; Music</b>	2,993.37	3,436.00	-442.63	87.1%
<b>6210 · Christian Education</b>				
6211 · Sunday School	1,235.20	1,200.00	35.20	102.9%
6212 · Vacation Church School	448.55	500.00	-51.45	89.7%
6213 · Adult Bible Study	4.75	100.00	-95.25	4.8%
6214 · Confirmation	266.42	100.00	166.42	266.4%
6215 · Library	169.36	500.00	-330.64	33.9%
6216 · Cradle Roll	0.00	50.00	-50.00	0.0%
6217 · Bibles	51.94	100.00	-48.06	51.9%
6218 · Lay Workshops/Conf.	157.36	400.00	-242.64	39.3%
<b>Total 6210 · Christian Education</b>	2,333.58	2,950.00	-616.42	79.1%
<b>6220 · Witness/Deacons</b>				
6221 · Advertising	1,435.31	1,000.00	435.31	143.5%
6222 · Evangelism Supplies	0.00	50.00	-50.00	0.0%
6224 · New Members	75.26	100.00	-24.74	75.3%
6225 · Devotional Booklets	406.50	500.00	-93.50	81.3%
6226 · Member Care	60.00	100.00	-40.00	60.0%
<b>Total 6220 · Witness/Deacons</b>	1,977.07	1,750.00	227.07	113.0%
<b>6230 · Stewardship</b>				
6231 · Campaign Expenses	32.70	300.00	-267.30	10.9%
6232 · Guest Speaker	100.00			

01/26/00

**Emmaus Lutheran Church**  
**1999 Treasurer's Report**  
 January through December 1999

	Jan - Dec '99	Budget	\$ Over Budget	% of Budget
6233 · Offering Envelopes	840.74	900.00	-59.26	93.4%
<b>Total 6230 · Stewardship</b>	<b>973.44</b>	<b>1,200.00</b>	<b>-226.56</b>	<b>81.1%</b>
6240 · Youth				
6242 · High School	0.00	500.00	-500.00	0.0%
6244 · Pre-School/Elementary	0.00	100.00	-100.00	0.0%
<b>Total 6240 · Youth</b>	<b>0.00</b>	<b>600.00</b>	<b>-600.00</b>	<b>0.0%</b>
6250 · Social Concerns	0.00	100.00	-100.00	0.0%
6260 · Congregational Life				
6261 · Fellowship Events	185.34	150.00	35.34	123.6%
6262 · Fellowship Paper Goods	178.32	600.00	-421.68	29.7%
<b>Total 6260 · Congregational Life</b>	<b>363.66</b>	<b>750.00</b>	<b>-386.34</b>	<b>48.5%</b>
6300 · Administrative				
6310 · Office Supplies				
6311 · Paper	1,063.61	1,400.00	-336.39	76.0%
6310 · Office Supplies - Other	721.22	600.00	121.22	120.2%
<b>Total 6310 · Office Supplies</b>	<b>1,784.83</b>	<b>2,000.00</b>	<b>-215.17</b>	<b>89.2%</b>
6320 · Office Equipment				
6321 · Equipment Repairs	1,070.96	1,600.00	-529.04	66.9%
6322 · Equipment Leasing	35.00	35.00	0.00	100.0%
6323 · Equipment Supplies	659.30	600.00	59.30	109.9%
6324 · Computer Soft/Hardware	408.01	250.00	158.01	163.2%
<b>Total 6320 · Office Equipment</b>	<b>2,173.27</b>	<b>2,485.00</b>	<b>-311.73</b>	<b>87.5%</b>
6330 · Postage	2,054.64	1,500.00	554.64	137.0%
6340 · Telephone				
6341 · ISDN line	292.47			
6340 · Telephone - Other	1,181.84	1,200.00	-18.16	98.5%
<b>Total 6340 · Telephone</b>	<b>1,474.31</b>	<b>1,200.00</b>	<b>274.31</b>	<b>122.9%</b>
6350 · Synod Assembly	255.00	300.00	-45.00	85.0%
6370 · Church Council	126.72	150.00	-23.28	84.5%
<b>Total 6300 · Administrative</b>	<b>7,868.77</b>	<b>7,635.00</b>	<b>233.77</b>	<b>103.1%</b>
6400 · Building & Grounds				
6410 · Utilities				
6411 · Church Gas	4,739.32	5,800.00	-1,060.68	81.7%
6412 · Church Electric	4,914.26	4,800.00	114.26	102.4%
6413 · Parsonage Gas	609.21	800.00	-190.79	76.2%
6414 · Parsonage Electric	1,179.16	1,100.00	79.16	107.2%
6415 · Water/Sewer	726.06	850.00	-123.94	85.4%
6416 · WI Gas Loan	1,508.28	1,508.28	0.00	100.0%
<b>Total 6410 · Utilities</b>	<b>13,676.29</b>	<b>14,858.28</b>	<b>-1,181.99</b>	<b>92.0%</b>
6420 · Janitorial Supplies	1,081.04	1,200.00	-118.96	90.1%
6430 · Maintenance/Repairs				
6431 · Church	1,526.80	1,600.00	-73.20	95.4%
6432 · Parsonage	746.60	500.00	246.60	149.3%
6433 · Elevator	957.17	500.00	457.17	191.4%
<b>Total 6430 · Maintenance/Repairs</b>	<b>3,230.57</b>	<b>2,600.00</b>	<b>630.57</b>	<b>124.3%</b>
6440 · Insurance	3,362.12	3,350.00	12.12	100.4%
<b>Total 6400 · Building &amp; Grounds</b>	<b>21,350.02</b>	<b>22,008.28</b>	<b>-658.26</b>	<b>97.0%</b>
6500 · Capital Expenditures				
6510 · Mortgage				
6511 · Regular/Monthly				
6512 · Principal	7,344.35			
6513 · Interest	10,535.65			
6511 · Regular/Monthly - Other	0.00	17,880.00	-17,880.00	0.0%
<b>Total 6511 · Regular/Monthly</b>	<b>17,880.00</b>	<b>17,880.00</b>	<b>0.00</b>	<b>100.0%</b>
6515 · Extra Principal	77.44			
<b>Total 6510 · Mortgage</b>	<b>17,957.44</b>	<b>17,880.00</b>	<b>77.44</b>	<b>100.4%</b>
6500 · Capital Expenditures - Other	100.00			
<b>Total 6500 · Capital Expenditures</b>	<b>18,057.44</b>	<b>17,880.00</b>	<b>177.44</b>	<b>101.0%</b>
<b>Total Expense</b>	<b>219,522.70</b>	<b>227,687.43</b>	<b>-8,164.73</b>	<b>96.4%</b>

01/26/00

## Emmaus Lutheran Church 1999 Treasurer's Report

January through December 1999

	Jan - Dec '99	Budget	\$ Over Budget	% of Budget
Net Ordinary Income	-3,390.09	-390.43	-2,999.66	868.3%
Other Income/Expense				
Other Expense				
8100 · Memorials--Designated--Out				
8110 · Library Fund	77.88			
8120 · Choir Music Fund	365.29			
8140 · Landscaping	72.33			
8150 · Other Designated				
8153 · Youth Missions	3,877.43			
8150 · Other Designated - Other	1,335.06			
Total 8150 · Other Designated	5,212.49			
8190 · Evelyn Binder Bequest				
8191 · Youth Fund C.D.	118.35			
Total 8190 · Evelyn Binder Bequest	118.35			
8100 · Memorials--Designated--Out - Other	555.00			
Total 8100 · Memorials--Designated--Out	6,401.34			
8200 · Memorials--Undesig.--Out	4,659.13			
8300 · Benev.--Desig.--Out				
8310 · ELCA Hunger Appeal	10.00			
8340 · ELCA Disaster Response	250.00			
8350 · Other Designated				
8351 · Food Pantry	130.00			
8354 · Mission Investment Fund	116.35			
8356 · Sue Kiger Mission	95.00			
8350 · Other Designated - Other	163.99			
Total 8350 · Other Designated	505.34			
8300 · Benev.--Desig.--Out - Other	655.00			
Total 8300 · Benev.--Desig.--Out	1,420.34			
8400 · Wish List--Desig. Gifts--Out				
8410 · Flowers				
8411 · Altar Flowers	984.00			
8412 · Easter Flowers	451.00			
8413 · Pentecost Geraniums	415.61			
8414 · Christmas Poinsettias	660.00			
8415 · All Saints Flower Garden	135.50			
8410 · Flowers - Other	14.00			
Total 8410 · Flowers	2,660.11			
8420 · Scholarships/Stipends				
8421 · VBS	825.00			
8422 · Confirmation Retreat	102.90			
Total 8420 · Scholarships/Stipends	927.90			
8440 · Computer/Office	5,205.85			
8450 · Other Designated				
8451 · WELCA-Communion Vessels	519.50			
8453 · R.E.S.T.	1,970.08			
8458 · Gift Bibles	63.00			
8461 · Senior Center	343.00			
8462 · Emmaus Emergency Fund	200.00			
8463 · Painting	115.55			
8450 · Other Designated - Other	1,390.00			
Total 8450 · Other Designated	4,601.13			
8490 · Anniversary Celebration (150th)	735.00			
8400 · Wish List--Desig. Gifts--Out - Other	54.42			
Total 8400 · Wish List--Desig. Gifts--Out	14,184.41			
8500 · Capital Improvements-Out	3,654.48			
8700 · 2001 savings transfer	11,889.75			
Total Other Expense	42,209.45			

01/26/00

## Emmaus Lutheran Church 1999 Treasurer's Report

January through December 1999

	Jan - Dec '99	Budget	\$ Over Budget	% of Budget
6233 · Offering Envelopes	840.74	900.00	-59.26	93.4%
<b>Total 6230 · Stewardship</b>	<b>973.44</b>	<b>1,200.00</b>	<b>-226.56</b>	<b>81.1%</b>
6240 · Youth				
6242 · High School	0.00	500.00	-500.00	0.0%
6244 · Pre-School/Elementary	0.00	100.00	-100.00	0.0%
<b>Total 6240 · Youth</b>	<b>0.00</b>	<b>600.00</b>	<b>-600.00</b>	<b>0.0%</b>
6250 · Social Concerns	0.00	100.00	-100.00	0.0%
6260 · Congregational Life				
6261 · Fellowship Events	185.34	150.00	35.34	123.6%
6262 · Fellowship Paper Goods	178.32	600.00	-421.68	29.7%
<b>Total 6260 · Congregational Life</b>	<b>363.66</b>	<b>750.00</b>	<b>-386.34</b>	<b>48.5%</b>
6300 · Administrative				
6310 · Office Supplies				
6311 · Paper	1,063.61	1,400.00	-336.39	76.0%
6310 · Office Supplies - Other	721.22	600.00	121.22	120.2%
<b>Total 6310 · Office Supplies</b>	<b>1,784.83</b>	<b>2,000.00</b>	<b>-215.17</b>	<b>89.2%</b>
6320 · Office Equipment				
6321 · Equipment Repairs	1,070.96	1,600.00	-529.04	66.9%
6322 · Equipment Leasing	35.00	35.00	0.00	100.0%
6323 · Equipment Supplies	659.30	600.00	59.30	109.9%
6324 · Computer Soft/Hardware	408.01	250.00	158.01	163.2%
<b>Total 6320 · Office Equipment</b>	<b>2,173.27</b>	<b>2,485.00</b>	<b>-311.73</b>	<b>87.5%</b>
6330 · Postage	2,054.64	1,500.00	554.64	137.0%
6340 · Telephone				
6341 · ISDN line	292.47			
6340 · Telephone - Other	1,181.84	1,200.00	-18.16	98.5%
<b>Total 6340 · Telephone</b>	<b>1,474.31</b>	<b>1,200.00</b>	<b>274.31</b>	<b>122.9%</b>
6350 · Synod Assembly	255.00	300.00	-45.00	85.0%
6370 · Church Council	126.72	150.00	-23.28	84.5%
<b>Total 6300 · Administrative</b>	<b>7,868.77</b>	<b>7,635.00</b>	<b>233.77</b>	<b>103.1%</b>
6400 · Building & Grounds				
6410 · Utilities				
6411 · Church Gas	4,739.32	5,800.00	-1,060.68	81.7%
6412 · Church Electric	4,914.26	4,800.00	114.26	102.4%
6413 · Parsonage Gas	609.21	800.00	-190.79	76.2%
6414 · Parsonage Electric	1,179.16	1,100.00	79.16	107.2%
6415 · Water/Sewer	726.06	850.00	-123.94	85.4%
6416 · WI Gas Loan	1,508.28	1,508.28	0.00	100.0%
<b>Total 6410 · Utilities</b>	<b>13,676.29</b>	<b>14,858.28</b>	<b>-1,181.99</b>	<b>92.0%</b>
6420 · Janitorial Supplies	1,081.04	1,200.00	-118.96	90.1%
6430 · Maintenance/Repairs				
6431 · Church	1,526.80	1,600.00	-73.20	95.4%
6432 · Parsonage	746.60	500.00	246.60	149.3%
6433 · Elevator	957.17	500.00	457.17	191.4%
<b>Total 6430 · Maintenance/Repairs</b>	<b>3,230.57</b>	<b>2,600.00</b>	<b>630.57</b>	<b>124.3%</b>
6440 · Insurance	3,362.12	3,350.00	12.12	100.4%
<b>Total 6400 · Building &amp; Grounds</b>	<b>21,350.02</b>	<b>22,008.28</b>	<b>-658.26</b>	<b>97.0%</b>
6500 · Capital Expenditures				
6510 · Mortgage				
6511 · Regular/Monthly				
6512 · Principal	7,344.35			
6513 · Interest	10,535.65			
6511 · Regular/Monthly - Other	0.00	17,880.00	-17,880.00	0.0%
<b>Total 6511 · Regular/Monthly</b>	<b>17,880.00</b>	<b>17,880.00</b>	<b>0.00</b>	<b>100.0%</b>
6515 · Extra Principal	77.44			
<b>Total 6510 · Mortgage</b>	<b>17,957.44</b>	<b>17,880.00</b>	<b>77.44</b>	<b>100.4%</b>
6500 · Capital Expenditures - Other	100.00			
<b>Total 6500 · Capital Expenditures</b>	<b>18,057.44</b>	<b>17,880.00</b>	<b>177.44</b>	<b>101.0%</b>
<b>Total Expense</b>	<b>219,522.70</b>	<b>227,687.43</b>	<b>-8,164.73</b>	<b>96.4%</b>

## FINANCIAL SECRETARY'S YEAR-END REPORT

Emmaus Ev. Lutheran Church  
Savings Account Recap: 1999

Heritage : 6122027	Beginning Balance 01/01/99	Bank Interest and Charges	Transfer IN	Transfer OUT	Ending Balance 12/31/99
<b>Mortgage Payments</b>					
<b>Designated - Principal Payments</b>					
Debt Retirement Fund	\$98.76			(\$98.76)	\$0.00
Adopt-a-Sunday					\$0.00
Available for mortgage	\$98.76	\$0.00	\$0.00	(\$98.76)	\$0.00
Non-designated funds	\$3,680.20		\$2,137.14	(\$4,666.79)	\$1,150.55
Banking expense		(\$3.00)	\$3.00		\$0.00
Interest income: CDs	\$269.82	\$67.32		(\$325.00)	\$12.14
Interest income	\$233.91	\$201.30		(\$400.00)	\$35.21
Ella Reckhow Bequest	\$45,000.00			(\$45,000.00)	\$0.00
Non-designated total	\$49,183.93	\$265.62	\$2,140.14	(\$50,391.79)	\$1,197.90
<b>Designated:</b>					
Community outreach	\$2,913.87				\$2,913.87
Capital improvements	\$136.98				\$136.98
Sidewalk repair	\$0.00				\$0.00
Organ Fund	\$1,208.06				\$1,208.06
Sunday School	\$0.00		\$106.81		\$106.81
Choir Fund	\$353.62				\$353.62
Choir robes	\$300.00				\$300.00
Christmas decorations	\$70.00			(\$54.42)	\$15.58
Glenn Olson Fund	\$21.93			(\$21.93)	\$0.00
Parsonage - kitchen	\$0.00				\$0.00
Building & Grounds - Dean Jensen	\$454.31		\$250.00	(\$454.31)	\$250.00
Tape ministry	\$51.37				\$51.37
Water damage receipt	\$800.00			(\$695.00)	\$105.00
Youth	\$2,408.00		\$284.68	(\$1,520.00)	\$1,172.68
Computer for pastor	\$0.00				\$0.00
Bibles, hymnals	\$299.71				\$299.71
Nursery	\$837.22			(\$237.22)	\$600.00
Office Equipment(Mae Henke)	\$0.00		\$480.25	(\$480.25)	\$0.00
Chair Cushions (Seniors)	\$0.00		\$318.00		\$318.00
Interest (Reckhow Endowment)	\$0.00		\$116.35		\$116.35
<b>Total Designated:</b>	<b>\$9,855.07</b>	<b>\$0.00</b>	<b>\$1,556.09</b>	<b>(\$3,463.13)</b>	<b>\$7,948.03</b>
<b>Total Designated+Non Designated:</b>	<b>\$59,137.76</b>	<b>\$265.62</b>	<b>\$3,696.23</b>	<b>(\$53,953.68)</b>	<b>\$9,145.93</b>
<b>TOTAL:</b>	<b>\$59,137.76</b>	<b>\$265.62</b>	<b>\$3,696.23</b>	<b>(\$53,953.68)</b>	<b>\$9,145.93</b>
<b>Bequests</b>					
Mission Investment Plus Fund		\$1,162.05	\$40,000.00	(\$28,293.14)	\$12,868.91
Reckhow Endowment Fund			\$5,000.00		\$5,000.00
Binder Bequest (Youth)	\$5,110.10		\$1,000.00		\$6,110.10
					\$0.00
					\$0.00
Bequests sub-total	\$5,110.10	\$1,162.05	\$46,000.00	(\$28,293.14)	\$23,979.01
<b>GRAND TOTAL</b>	<b>\$64,247.86</b>	<b>\$1,427.67</b>	<b>\$49,696.23</b>	<b>(\$82,246.82)</b>	<b>\$33,124.94</b>

FINANCIAL SECRETARY'S YEAR-END REPORT

WARRANTY OF THE STATE OF TEXAS

Form 1041-1 (1999)

	Beginning Balance 01/01/99	Bank Interest and Charges	Transfer In	Transfer Out	Ending Balance 12/31/99
<b>Mission Investment Fund Detail</b>					
1999 Budget Items	\$4,000.00			(\$3,350.62)	\$649.38
Capital Reserve	\$5,000.00			(\$3,768.56)	\$1,231.44
Outreach Fund	\$12,500.00			(\$3,062.58)	\$9,437.42
Capital Improvements	\$7,500.00			(\$6,000.00)	\$1,500.00
Youth Endowment	\$1,000.00			(\$1,000.00)	\$0.00
Benevolence	\$5,000.00			(\$5,000.00)	\$0.00
2001 Fund	\$5,000.00			(\$5,000.00)	\$0.00
Interest Earned		\$1,162.05		(\$1,111.38)	\$50.67
<b>TOTAL:</b>	<b>\$40,000.00</b>	<b>\$1,162.05</b>	<b>\$0.00</b>	<b>(\$28,293.14)</b>	<b>\$12,868.91</b>

INVESTMENT ANALYSIS:

INVESTMENTS	Maturity Date	Interest Rate	Term	Balance 12/31/99
Johnson Savings		2.050%		\$4,145.93
Johnson Bank Certificate of Deposit	18 Feb-2000	5.170%	9 MO	\$5,000.00
Reckhow Endowment Fund	22 Jan-2000	5.400%	1 Year	\$5,000.00
Mission Investment Fund (Youth)	23 Dec-2000	5.400%	1 Year	\$6,110.10
Mission Plus Fund		4.490%		\$12,868.91
<b>TOTAL INVESTMENTS</b>				<b>\$33,124.94</b>

LOANS

MORTGAGE LOAN	11 DEC 99	7.375%	30 YEAR	\$128,966.09
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TOTAL



# EMMAUS LUTHERAN CHURCH

## Income

Dec-1999

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
<b>General Fund</b>													
Envelope Total	\$16,120	\$12,138	\$13,029	\$17,225	\$15,082	\$14,652	\$10,808	\$19,156	\$11,934	\$23,756	\$12,897	\$19,166	\$185,962
Other General Fund Income	\$1,739	\$923	\$1,015	\$1,580	\$2,572	\$3,094	\$575	\$210	\$235	\$425	\$1,334	\$2,274	\$15,976
<b>General Fund Total</b>	<b>\$17,858</b>	<b>\$13,061</b>	<b>\$14,044</b>	<b>\$18,805</b>	<b>\$17,654</b>	<b>\$17,746</b>	<b>\$11,383</b>	<b>\$19,366</b>	<b>\$12,169</b>	<b>\$24,181</b>	<b>\$14,231</b>	<b>\$21,440</b>	<b>\$201,939</b>
<b>Mortgage Payment</b>													
2001 Fund	\$1,180	\$750	\$582	\$575	\$435	\$3,395	\$1,705	\$865	\$230	\$455	\$505	\$2,473	\$13,150
Adopt A Sunday	\$100	\$100	\$0	\$481	\$250	\$0	\$0	\$200	\$450	\$490	\$0	\$323	\$2,394
Debt Retirement	\$508	\$434	\$295	\$0	\$366	\$384	\$242	\$446	\$303	\$376	\$662	\$2,701	\$6,717
<b>Mortgage Payment Total</b>	<b>\$1,788</b>	<b>\$1,284</b>	<b>\$877</b>	<b>\$1,056</b>	<b>\$1,051</b>	<b>\$3,779</b>	<b>\$1,947</b>	<b>\$1,511</b>	<b>\$983</b>	<b>\$1,321</b>	<b>\$1,167</b>	<b>\$5,497</b>	<b>\$22,261</b>
<b>Memorials</b>													
<b>Memorial Total</b>	<b>\$228</b>	<b>\$25</b>	<b>\$825</b>	<b>\$705</b>	<b>\$1,340</b>	<b>\$200</b>	<b>\$75</b>	<b>\$275</b>	<b>\$0</b>	<b>\$945</b>	<b>\$835</b>	<b>\$1,825</b>	<b>\$7,278</b>
<b>Other Income</b>													
<b>Other Income Total</b>	<b>\$183</b>	<b>\$185</b>	<b>\$145</b>	<b>\$1,535</b>	<b>\$105</b>	<b>\$730</b>	<b>\$4,013</b>	<b>\$636</b>	<b>\$4,999</b>	<b>\$3,317</b>	<b>\$5,384</b>	<b>\$2,766</b>	<b>\$23,997</b>
<b>Total</b>	<b>\$20,057</b>	<b>\$14,555</b>	<b>\$15,891</b>	<b>\$22,101</b>	<b>\$20,150</b>	<b>\$22,455</b>	<b>\$17,418</b>	<b>\$21,788</b>	<b>\$18,151</b>	<b>\$29,764</b>	<b>\$21,617</b>	<b>\$35,128</b>	<b>\$255,475</b>

Emmaus Lutheran Church  
2000 Budget Proposal  
January through June 2000

01/20/00

	Jan '00	Feb '00	Mar '00	Apr '00	May '00	Jun '00	TOTAL Jan - Jun '00
Ordinary Income/Expense							
Income							
4000 - Unified Fund							
4011 - General Envelopes	18,750.00	13,750.00	13,750.00	15,750.00	13,750.00	13,750.00	89,500.00
4020 - Special Envelope							
4021 - Initial Offering	150.00						150.00
4022 - Lent			850.00	1,000.00			1,850.00
4023 - Easter				1,000.00			1,000.00
4027 - Adopt-a-bill	275.00			500.00			775.00
Total 4020 - Special Envelope	425.00		850.00	2,500.00			3,775.00
4030 - Loose Offering	250.00	250.00	250.00	250.00	250.00	250.00	1,500.00
4031 - Fund Raising	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4032 - Outside Income			1,600.00		1,500.00		3,100.00
4040 - Building Use/Rent							
4041 - YWCA	400.00	400.00	400.00	400.00	400.00	400.00	2,400.00
4042 - Stamp Club	20.00	20.00	20.00	20.00	20.00	20.00	120.00
Total 4040 - Building Use/Rent	420.00	420.00	420.00	420.00	420.00	420.00	2,520.00
Total 4000 - Unified Fund	19,845.00	14,420.00	16,870.00	18,920.00	15,920.00	14,420.00	100,395.00
4200 - Weekly Transfer Income							
4210 - Mortgage Payments	500.00	500.00	500.00	500.00	500.00	500.00	3,000.00
Total 4200 - Weekly Transfer Income	500.00	500.00	500.00	500.00	500.00	500.00	3,000.00
Total Income	20,345.00	14,920.00	17,370.00	19,420.00	16,420.00	14,920.00	103,395.00
Expense							
6000 - Benevolence Funds							
6010 - Milwaukee Synod	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6020 - Lutheran Social Services	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6040 - Special	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total 6000 - Benevolence Funds	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6100 - Payroll Expenses							
6110 - Pastor Janz							
6120 - MJ-Salaries							
6121 - MJ-Base Salary	2,140.00	2,140.00	2,140.00	2,140.00	2,140.00	2,140.00	12,840.00
6122 - MJ-Social Security Offset	164.00	164.00	164.00	164.00	164.00	164.00	984.00
6123 - MJ-Auto Allowance	182.00	182.00	182.00	182.00	182.00	182.00	1,092.00
6124 - MJ-Housing Allowance	1,084.00	1,084.00	1,084.00	1,084.00	1,084.00	1,084.00	6,504.00
Total 6120 - MJ-Salaries	3,570.00	3,570.00	3,570.00	3,570.00	3,570.00	3,570.00	21,420.00
6130 - MJ-Benefits							
6131 - MJ-Pension	338.73	338.73	338.73	338.73	338.73	338.73	2,032.38
6132 - MJ-Major Medical	403.10	403.10	403.10	403.10	403.10	403.10	2,418.60
6133 - MJ-Reimburse Medical	50.00	50.00	50.00	50.00	50.00	50.00	300.00
6134 - MJ-Continuing Education	100.00	100.00	100.00	100.00	100.00	100.00	600.00
Total 6130 - MJ-Benefits	891.83	891.83	891.83	891.83	891.83	891.83	5,350.98
Total 6110 - Pastor Janz	4,461.83	4,461.83	4,461.83	4,461.83	4,461.83	4,461.83	26,770.98
6140 - Pastor Nuechterlein							
6150 - PN-Salaries							
6151 - PN-Base Salary	2,396.00	2,396.00	2,396.00	2,396.00	2,396.00	2,396.00	14,376.00
6152 - PN-Social Security Offset	184.00	184.00	184.00	184.00	184.00	184.00	1,104.00
6154 - PN-Parsonage Allowance	208.00	208.00	208.00	208.00	208.00	208.00	1,248.00

01/20/00

Emmaus Lutheran Church  
2000 Budget Proposal  
January through June 2000

	Jan '00	Feb '00	Mar '00	Apr '00	May '00	Jun '00	TOTAL Jan - Jun '00
Total 6150 - PN-Salaries	2,788.00	2,788.00	2,788.00	2,788.00	2,788.00	2,788.00	16,728.00
6160 - PN Benefits							
6161 - PN-Pension	356.20	356.20	356.20	356.20	356.20	356.20	2,137.20
6162 - PN-Major Medical	854.88	854.88	854.88	854.88	854.88	854.88	5,129.28
6163 - PN-Reimburse Medical	200.00	200.00	200.00	150.00	0.00	0.00	750.00
6164 - PN-Continuing Education	200.00	200.00	200.00	100.00	0.00	0.00	700.00
6165 - PN-Housing Equity Fund	150.00	150.00	150.00	150.00	150.00	150.00	900.00
6166 - PN-Auto Reimbursement	100.00	100.00	100.00	100.00	100.00	100.00	600.00
Total 6160 - PN-Benefits	1,861.08	1,861.08	1,861.08	1,711.08	1,461.08	1,461.08	10,216.48
Total 6140 - Pastor Nuechterlein	4,649.08	4,649.08	4,649.08	4,499.08	4,249.08	4,249.08	26,944.48
6170 - Support Staff - Salaries, Wages							
6171 - Secretary	1,209.00	1,209.00	1,209.00	1,209.00	1,209.00	1,209.00	7,254.00
6172 - Custodian	643.50	643.50	643.50	643.50	643.50	643.50	3,861.00
6173 - Organist	570.00	570.00	570.00	570.00	570.00	570.00	3,420.00
6174 - Adult Choir Dir.	535.00	535.00	535.00	535.00	0.00	0.00	2,140.00
6175 - Youth Music Director	408.00	408.00	408.00	408.00	0.00	0.00	1,632.00
6176 - Groundskeeper	215.00	215.00	215.00	215.00	215.00	215.00	1,290.00
6177 - Senior Ctr. Dir.			300.00			300.00	600.00
6178 - Saturday Accompanist	100.00	75.00	75.00	75.00	75.00	75.00	475.00
6179 - Parish Nurse	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6180 - Youth Choir Accompanist	30.00	40.00	50.00	30.00			150.00
Total 6170 - Support Staff - Salaries, W...	3,710.50	3,695.50	4,005.50	3,685.50	2,712.50	3,012.50	20,822.00
6190 - Support Staff - Benefits							
6191 - Payroll Taxes							
6192 - FICA	228.50	226.64	226.64	226.64	168.18	168.18	1,244.78
6193 - Medicare	53.37	53.00	53.00	53.00	39.33	39.33	291.03
Total 6191 - Payroll Taxes	281.87	279.64	279.64	279.64	207.51	207.51	1,535.81
6195 - Worker's Comp. Insurance	850.00						850.00
6196 - Continuing Education	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6197 - Support Staff Benefits	75.00	75.00	75.00	75.00	75.00	75.00	450.00
Total 6190 - Support Staff - Benefits	1,206.87	354.64	354.64	354.64	282.51	282.51	2,835.81
Total 6100 - Payroll Expenses	14,028.28	13,161.05	13,471.05	13,001.05	11,705.92	12,005.92	77,373.27
6200 - Worship & Music							
6201 - Altar Supplies	60.00	60.00	60.00	60.00	60.00	60.00	360.00
6202 - Flowers			50.00				50.00
6203 - Choir Music	0.00	25.00	0.00	0.00	0.00	0.00	25.00
6204 - Instrument Tuning			396.00				396.00
6205 - Guest Musicians				500.00			500.00
6206 - Guest Speakers	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6207 - Organist's Music	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6208 - Worship Resources/Copyright Fee	0.00	0.00	74.00	0.00	0.00	0.00	74.00
6209 - Children's Bulletins				28.90			28.90
Total 6200 - Worship & Music	60.00	85.00	580.00	588.90	60.00	60.00	1,433.90
6210 - Christian Education							
6211 - Sunday School		100.00	100.00	100.00			300.00
6213 - Adult Bible Study	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6214 - Confirmation	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6215 - Library	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6216 - Cradle Roll	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6217 - Bibles	50.00						50.00

01/20/00

Emmaus Lutheran Church  
2000 Budget Proposal  
January through June 2000

	TOTAL						Jan - Jun '00
	Jan '00	Feb '00	Mar '00	Apr '00	May '00	Jun '00	
6218 · Lay Workshops/Conf.	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total 6210 · Christian Education	50.00	100.00	100.00	100.00	0.00	0.00	350.00
6220 · Witness/Deacons							
6221 · Advertising	88.50	88.50	88.50	200.00	88.50	88.50	642.50
6222 · Evangelism Supplies	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6224 · New Members						75.00	75.00
6225 · Devotional Booklets	49.50			49.50			99.00
Total 6220 · Witness/Deacons	138.00	88.50	88.50	249.50	88.50	163.50	816.50
6230 · Stewardship							
6233 · Offering Envelopes				280.00			280.00
Total 6230 · Stewardship				280.00			280.00
6240 · Youth							
6241 · Middle School	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6242 · High School	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6244 · Pre-School/Elementary	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total 6240 · Youth	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6250 · Social Concerns	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6260 · Congregational Life							
6261 · Fellowship Events	20.00	20.00	20.00	20.00	20.00	20.00	120.00
6262 · Fellowship Paper Goods	10.00	10.00	10.00	10.00	10.00	10.00	60.00
Total 6260 · Congregational Life	30.00	30.00	30.00	30.00	30.00	30.00	180.00
6300 · Administrative							
6310 · Office Supplies							
6311 · Paper	100.00	100.00	100.00	100.00	100.00	100.00	600.00
6310 · Office Supplies - Other	50.00	50.00	50.00	50.00	50.00	50.00	300.00
Total 6310 · Office Supplies	150.00	150.00	150.00	150.00	150.00	150.00	900.00
6320 · Office Equipment							
6321 · Equipment Repairs	100.00	100.00	100.00	100.00	100.00	100.00	600.00
6323 · Equipment Supplies	150.00			150.00			300.00
6324 · Computer Soft/Hardware	20.00	20.00	20.00	20.00	20.00	20.00	120.00
Total 6320 · Office Equipment	270.00	120.00	120.00	270.00	120.00	120.00	1,020.00
6330 · Postage	170.00	170.00	170.00	170.00	170.00	170.00	1,020.00
6340 · Telephone							
6341 · ISDN line	75.00	75.00	75.00	75.00	75.00	75.00	450.00
6340 · Telephone - Other	75.00	75.00	75.00	75.00	75.00	75.00	450.00
Total 6340 · Telephone	150.00	150.00	150.00	150.00	150.00	150.00	900.00
6350 · Synod Assembly				300.00			300.00
6370 · Church Council	225.00						225.00
Total 6300 · Administrative	965.00	590.00	590.00	1,040.00	590.00	590.00	4,365.00
6400 · Building & Grounds							
6410 · Utilities							
6411 · Church Gas	939.00	1,000.00	750.00	700.00	250.00	100.00	3,739.00
6412 · Church Electric	420.00	420.00	420.00	420.00	420.00	420.00	2,520.00
6413 · Parsonage Gas	100.00	125.00	100.00	100.00	50.00	25.00	500.00
6414 · Parsonage Electric	110.00	110.00	110.00	110.00	110.00	110.00	660.00
6415 · Water/Sewer			200.00			200.00	400.00
6416 · WI Gas Loan	125.69	125.69					251.38
Total 6410 · Utilities	1,694.69	1,780.69	1,580.00	1,330.00	830.00	855.00	8,070.38

01/20/00

Emmaus Lutheran Church  
2000 Budget Proposal  
January through June 2000

	Jan '00	Feb '00	Mar '00	Apr '00	May '00	Jun '00	TOTAL Jan - Jun '00
6420 - Janitorial Supplies	90.00	90.00	90.00	90.00	90.00	90.00	540.00
6430 - Maintenance/Repairs							
6431 - Church	130.00	130.00	130.00	130.00	130.00	130.00	780.00
6432 - Parsonage	65.00	65.00	65.00	65.00	65.00	65.00	390.00
6433 - Elevator	40.00	101.00	40.00	40.00	101.00	40.00	362.00
Total 6430 - Maintenance/Repairs	235.00	296.00	235.00	235.00	296.00	235.00	1,532.00
6440 - Insurance	1,825.00						1,825.00
Total 6400 - Building & Grounds	3,844.69	2,166.69	1,905.00	1,655.00	1,216.00	1,180.00	11,967.38
6500 - Capital Expenditures							
6510 - Mortgage							
6511 - Regular/Monthly	1,490.00	1,490.00	1,490.00	1,490.00	1,490.00	1,490.00	8,940.00
Total 6510 - Mortgage	1,490.00	1,490.00	1,490.00	1,490.00	1,490.00	1,490.00	8,940.00
Total 6500 - Capital Expenditures	1,490.00	1,490.00	1,490.00	1,490.00	1,490.00	1,490.00	8,940.00
Total Expense	20,605.97	17,711.24	18,254.55	18,434.45	15,180.42	15,519.42	105,706.05
Net Ordinary Income	-260.97	-2,791.24	-884.55	985.55	1,239.58	-599.42	-2,311.05
Other Income/Expense							
Other Income							
7000 - Memorials/Bequests-Budget Items	200.00	600.00	700.00	650.00	100.00	100.00	2,350.00
Total Other Income	200.00	600.00	700.00	650.00	100.00	100.00	2,350.00
Net Other Income	200.00	600.00	700.00	650.00	100.00	100.00	2,350.00
Net Income	60.97	-2,191.24	-184.55	1,635.55	1,339.58	-499.42	38.95

**EMMAUS LUTHERAN CHURCH**  
**2000 BUDGET PROPOSAL**

***NOTES OF EXPLANATION***

General Notes

1. The major difference in this year's budget is that we are proposing two six month budgets. This is primarily due to the Mission Exploration Team (MET) process. We want to leave things open for the next six months based on what we begin to decide with the MET process. The Marian Bower Bequest will also be a known quantity for the latter six months of the year. The plan is to hold a congregational meeting May 21 to approve the budget for July-December.
2. On the expenditure side, the most notable item is \$0 for benevolence. The plan, however, is to continue calculating our giving to the Greater Milwaukee synod on a weekly basis as 7% of our income to the General Fund. We will begin to catch up, then, when we receive the Marian Bower bequest, probably before July. But it is easiest to show it now as delayed to the 2nd half of the year. We expect that this will amount to \$6000-\$7000.
3. Overall, the budget is very similar to last year, but with a different format: we have plotted it on a monthly basis. There are some expenditures for which we know an exact timetable — for example, that we pay our insurance in January and July. There are others that we estimated based on last year — for example, how the church gas bill usually runs, higher in the winter and lower in the summer. Others we simply entered averages based on annual spending. We think it will be quite accurate.
4. On the income side, we are continuing the strategy of carefully using bequest money for operating expenses that best fit the spirit of memorial monies. We only project \$2350 for the first six months (though the benevolence relies on it as described in #1). You will find this line item listed at the end of the budget as line item #7000 (a different number than last year). Specifically, we have identified the following expenditures to be covered by bequest money: children's bulletins, Sunday School Curriculum, devotional booklets, technology items (such as the ISDN computer line and Paul Berge's increase in salary to maintain the website), and gift bibles. We also propose covering the Youth Music Director's salary with bequest monies.

Specific Notes by Line Item

1. 4011: We are projecting \$170,000 in regular giving from members; \$150,000 was pledged, and we estimate \$20,000 for members who did not pledge. \$5000 of the pledged monies are given upfront in lump sums at the beginning of the year. So the twelve month average of the remaining \$165,000 is \$13,750. We also increased April because of Easter (with a corresponding decrease to be projected for July-August).
2. 4040: "Outside income" is from Pastor Paul's two paychecks from Carthage College (\$1500) and an honorarium that Pastor Mary will receive in March for leading the Church Council retreat for 2nd Presbyterian.
3. 6010: Our regular benevolence giving will again be on a percentage basis, 7% for the Greater Milwaukee Synod, with payments delayed until the Marian Bower Bequest is received (see General Note #1 above).
4. 6120-6166: Pastor Mary's and Pastor Paul's salary figures remain the same as last year; but there is a raise of \$300/pastor for Continuing Education. The Board of Pensions has

*Notes of Explanation* for the 2000 Budget Proposal, continued

- also raised the cost of their medical insurance.
5. 6171: Paul Berge's salary reflects \$9.00/hr at 31 hrs/wk. This is a 40¢/hr raise which we propose to cover with memorial monies. We used memorials and bequests to purchase new computers and upgraded technology. Paul Berge is the person who is most responsible for putting it to work for us!
  6. 6172: Rick Muhammad receives a raise from \$8.00 to \$8.25/hr but at a lower average of hours per week (18 rather than 20) in order to better reflect what he actually works.
  7. 6173-6175: We propose a 3% raise for the organist and a 2% raise for the choir directors. The choir directors will work January-April, however, instead of through May, for an overall decrease over last year's budget. We considered cutting the Youth Director's altogether, in order to balance the budget, but propose that as one of the major items to be covered by bequest monies so that we can keep the current staff intact until we are significantly into the MET process.
  8. 6205: Guest Musicians. We will ask that the Brass Nickel for Easter be covered through Adopt-a-bill.
  9. 6416: The low-interest loan which we took out with the gas company five years ago (covering significant upgrades in our boiler system) is paid off in February.
  10. 7000: "Memorial/Bequests-Budget Item" — this was line item 4033 last year, changed for bookkeeping reasons. It represents the bequest and memorial monies we transfer from savings to cover select budget items.