

PASTOR LYLE E. ROSSING

"We intend to ... rededicate ourselves in our mission as a congregation."

These concluding words from our 135th anniversary's statement of purpose last August point to the vision that Emmaus perceived and pursues. It's a vision of mission, the sine qua non of the church, that which we can't do without and still be the church.

The Scriptures say, "Where there is no vision the people perish." Emil Brunner, the famed German theologian, once wrote that "the church exists by mission as a fire does by burning." So a vision of ourselves in mission- and commitment to that mission- is vital. God enervates and uplifts us even as we spend ourselves for others. Truly, as our Lord Jesus promised, "one who loses his life will find it."

There are good signs that Emmaus is focusing on this vision and following our Lord Jesus in his zeal for mission. We have dramatically increased our gifts for benevolence, enlarged the opportunities and number of participants in Bible Study, expanded the possibilities for young adult fellowship and for youth involvement, greatly improved our physical facilities and enhanced our outdoor environs.

As we continue to develop these and other expressions of our mission and search out new ones, let us remember that "we are called to affirm, interpret and proclaim the Christian faith through worship, education, witness and service by utilizing effectively, as members of God's family, the many different gifts he has given us" (from Emmaus' mission statement). Particular objectives and means for doing our mission as a congregation are to be found in the new church plan proposed for 1987, to be voted on at the annual meeting.

I cannot close without thanking all of you for your part in our mission together as God's people. I thank God for the opportunity to serve you and to work with you in his service. I thank you also for your prayers and support for me and my family.

I want to give special recognition and appreciation to several people who are completing their terms of office. First, Jim Martinsen, retiring president, has done so much with his managerial skills and love for people and our parish. He came into office, shortly after my arrival on the scene, four years ago. He has not spared himself to work with the pastors, council, building committee and congregation in our common mission. Thank you, Jim.

Others who have served so ably and generously during their term in office are:

David Sears, Vice-president
Loren Larsen, Building and Grounds
Richard Carrington, Deacons
Lee Woodward, Stewardship
Mildred Schroth, Social Concerns
Beverly Hansen, Treasurer

Thanks to each of you, and to all the council members who continue on.

I will miss Ingrid Crabb, her vivacious spirit, "let me help" attitude, and office skills. Thanks for your fine work as our parish secretary for the past all-too-short year, Ingrid. God go with you and Richard and your boys in Naperville, Illinois.

It's been a relief and satisfaction to have Pastor Pearson on the staff these past eleven months. Thanks for digging in readily, Rich, and carrying a good part of the load of ministry. Wes Mohr, our janitor the past eight months, has contributed his mechanical and custodial skills to our well-being as a church. Thanks, Wes.

It's people such as all of the above and many others of you who keep the fires burning and our mission enlivening and exciting. Forward, by God's grace, into 1987!

PASTOR RICHARD T. PEARSON

"Commit your way to the Lord, trust in God, and God will act" Psalm 37:5

This last year has been a time of many changes and I have had to be reminded many times of this verse from the Psalms. From the very first day when we moved in, when we had six inches of wet and heavy snow, I knew things were going to be exciting here. We were warmly welcomed by some new friends, flowers, and Famous Recipe for lunch. Starting work in the season of Lent was also meaningful as we made our own journey to life in a new parish. At important times God would act through someone's reassuring word to confirm the commitment we had made. Thank you to so many of you for helping us to get settled in and make Emmaus our home too. A special thank you to the council and to Loren Larsen for getting the fence put up around the parsonage.

Now, in respect to my specific areas of ministry, I have been very pleased with the willingness of so many people to help or participate in our church programs. It has been exciting to get the Search Bible Study going. I am most grateful to the coordinating team, Tom Cotner and Lois Gueldenzopf, and small group discussion leaders, Esther Jensen, Fay Pearson, Al Svendsen and Mildred Schroth, for their work together in building community and learning about the Bible. The first two units were on the book of Acts, studying the birth of the Christian Church under the theme of beginnings. Next fall we will be studying the book of Genesis to look at creation and beginnings of all things. Each unit may be studied on its own so that someone may join Search at any time.

My goals for Youth Ministry are to offer regular monthly activities for the Senior High and to have Saturday Activity Center and Junior High events every other month. Again, my thanks to Kevin and Noel Cookman and to all the parents that have helped throughout the year.

Some of the things that happened this last year were: sub-sandwich sale, trip to LYE Congress in Chicago, a couple lock-ins, played volleyball in the Northside church league, trips to Great America and to Luther College, a swim party, serving Easter breakfast and Thanksgiving pie social, a hayride and the clown workshop. We look forward to some of the same things this year as well as a Retreat at Lutherdale.

For Confirmation we are seeking to make it a more comprehensive and ongoing process of "Living and Learning" in the Christian faith. Starting in the fourth grade with home visits to discuss family devotions, each year through the fall of the tenth grade there will be a special area of emphasis to help the baptized child "identify more deeply and participate more fully in the church and its mission." (as taken from the definition of confirmation) This program offers more variety of learning situations over a longer period of time.

Finally, one area of ministry I am interested in is the "Boomers" (as in Baby Boomers). This is a group for those between the ages of twenty and forty (plus or minus a few years) and is intended to help build a sense of community, friendship and support. A large percentage of Emmaus' confirmed membership is in this age group and I look forward to meeting more people and having fun together.

My first ten months here have been exciting with many new opportunities for ministry and many great new people to work with, especially Pastor Rossing for his encouragement and support as we share in our service to you together. Thank you to Ingrid for her very capable work and help. And to everyone who has made us feel a part of the Emmaus family.

CHURCH COUNCIL PRESIDENT -- JAMES S. MARTINSEN

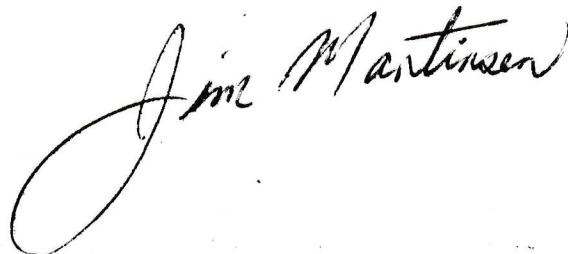
Our Lord has blessed each of us and the mission of our church in our 135th year. Your work in His name has demonstrated that Emmaus continues to grow as we begin our second 135 years.

We were blessed as:

- Pastor Rich, Fay, Christopher, Nathaniel, and a yet-to-be blessed event were brought to us in early 1986.
- We shared Emmaus with our friends of First Reformed congregation.
- Our benevolences have grown to record amounts even as we financially support our expanded physical facility.
- More of you participated in and led our worship services.
- A record number of you participated in SEARCH, our Bible Study Program.
- Our Sunday School and Vacation Bible School continues to guide our children.
- We continue to be inspired by our choirs and those providing special music; they continue to enrich our worship services.
- Our youth group grows, the 'boomers' blossom, and our seniors continue to have fun.
- Many of you plant the trees, build the fences, brighten our look with paint, and keep our church and parsonage in top-notch shape.
- We consider becoming a part of our New Lutheran Church.
- Pastor Rossing continues to nurture each of us as we grow in His work.

A special thanks to each of you as I finish my second term as your president. Your continued support has been an important ingredient in making my time very enjoyable.

We have been blessed with council members who have gone beyond our expectations as they serve our church. I look forward to the challenges our new council will offer each of us in the coming year.

A handwritten signature in cursive script that reads "Jim Martensen". The signature is written in dark ink and is positioned at the bottom center of the page.

STEWARDSHIP COMMITTEE - Lee Woodward, Chairman

I would like first of all to thank all of the people who helped with the stewardship programs over the past year such as: the Pony Express Committee consisting of Nancy Martinsen, Jan Svendsen, Barbara Larsen and Julie Field; and the Adopt-a-Month Committee with Dr. and Carol Baylon, Chris and Beverly Hansen, Al Svendsen and Timothy Bass. Without their assistance my job would have been very difficult, but with their enthusiasm and input I had a relatively easy job.

The Pony Express stewardship program was tried again this year with the results being only slightly better than the year before. In the 1986 program, 240 giving units responded with an estimated total of \$134,000 for the annual budget which was an increase over the previous best year of \$100,000 or an increase of 34%.

The 1987 program ended up with 223 giving units responding with an estimated total of \$135,656 plus 33 pledges to the building fund of \$28,292 over the next four years.

The Adopt-a-Month program has had 52 pledges of \$150 per month. This enables pre-payment of \$5,800 on our mortgage principal.

I also would like to express thanks to all the concerned people of the congregation who have participated in the financial support of the church.

* * * * *

DEACONS COMMITTEE - Richard Hale Carrington, Chairman

During 1986 the Deacons Committee spent much of its meeting time assessing the spiritual needs of the congregation and developing possible programs that could strengthen our sense of community. As a result of our deliberations one program has been implemented and others are about to be implemented.

We established a greeters schedule along the lines of our ushers program. A group for the 8:00 a.m. service has been completed and will begin in February. There will be a delay in establishing a group for the 10:30 a.m. service because of the smaller number of church members who wish to serve. During 1987 we will try to involve more members in greeting and establish a regular schedule.

Programs that were discussed include: a pictorial directory, transportation committee and continued contact with those listed as members who have not contributed to the church or attended services. Announcements should be made in the near future regarding the development of a pictorial directory and the transportation committee.

Calls have been made to about 25% of those not attending services or receiving communion. A few have requested their names be removed from our membership list.

Finally, I regret to report that I resigned from the Deacons Committee on December 31, 1986, due to a health problem. It is not as serious as first anticipated, but I must curtail much of my activities.

PARISH EDUCATION COMMITTEE - John Decker, Chairman

1986 has been a good year for Emmaus education. We have settled into our new building and are enjoying all the advantages of it.

Sunday School enrollment is up to 137 participants. This is a reflection of the loving attention and hard work of the Sunday School staff and in particular of Cindi Larsen and Susan Kiger, Sunday School Co-Superintendents.

Search Bible Study was another high point for Emmaus. Search gives the participant the opportunity to study and understand God's written word with fellow members of the Emmaus family. The Search Bible Study Program would not be available if it weren't for Tom Cotner, Lois Gueldenzopf and Pastor Rich Pearson who gave of their time to be group leaders.

1986 was a good year and we are looking for 1987 to continue to bring God's Grace to our family.

* * * * *

EMMAUS LUTHERAN CHURCH WOMEN - Sandy Olson, Co-president

The year 1986 was a year of accomplishment again for the Emmaus Lutheran Church Women. Our main Stewardship project was assembling layettes for Lutheran World Relief. 110 layettes were assembled and shipped in November.

The Craft Fair which was held in October brought in a total profit of \$1948.90. Contributions to several organizations were made out of 1/3 of the profit. The remainder was used for in-house projects.

A new event took place when the Emmaus women had a special Thankoffering service in November. Women presided, ushered, read the lessons, delivered the sermons, and provided music at the two Sunday morning worship services on November 23. The service was well received by the congregation.

Our organization continues to grow and is strengthened by the faithful women who give of their time and talents to make the ELCW a strong auxiliary of the church.

* * * * *

CONGREGATIONAL LIFE COMMITTEE - Pat Jensen, Chairman

The Congregational Life Committee is ending its third year. It is an active and responsible group. In 1986 we had many activities. In January we hosted a Father-Son Banquet with the First Reformed Church. In February we also hosted the Augustana Choir and had a very successful Sweetheart Dinner. A Family Swim was held in April. We honored graduates from high school and college in May. In August we helped prepare and assist in our congregation's 135th anniversary celebration. In October we went to the Theatre Guild with the "Boomers" group and in December we had a Caroling Party.

Our committee continues to stay active and is always looking for new activities for fellowship. We thank all those who have assisted in the past year to help make our events successful.

A personal thank you to our committee members - Betty Rossing, Betty Woodward, Mary Sue Sollman, Randy Sanders, Arlene Whitt and Pastor Pearson (advisor).

BUILDING AND GROUNDS COMMITTEE - Loren Larsen, Chairman

The advent of the Christmas Holiday Season has brought an end to a busy year for the members of the 1986 Building and Grounds Committee, who were Arnie Jensen, Mark Falaschi, Don Andersen and Wes Mohr. Besides the day to day cleaning, maintenance, and operation of the church facilities, much of this year's work was concentrated on restoring our buildings and grounds from the disruption caused by the construction of the new addition. Our attention was also directed toward securing the privacy and liveability of the parsonage.

1986 was also a year of change which began with the retirement of our long time custodians Otto and Evelyn Eschmann, and the hiring of Wes Mohr. Wes has been an asset to our church staff bringing with him a mechanic's knowledge of engines and machines. He has been instrumental in updating our vacuum cleaning equipment and in the upgrading and maintenance of our lawn care and snow removal equipment.

With the help of volunteers from the congregation, this committee was able to organize projects to insure the security of our buildings, paint and repair areas that were in need of attention, install cork strips and blackboards in the new Sunday School rooms, and install equipment to make our facility safer for use by aged and handicapped persons.

During the upcoming year, the major goals for the Building and Grounds Committee will be as outlined in the new "Church Plan for Emmaus Lutheran Church." More specifically we will be making arrangements to repair the church light dimming system, purchase and install two new steel side entrance doors, repair the parsonage roof, reconstruct the railroad tie retaining wall along the alley parking lot, clean and paint the old Sunday School classrooms, do additional landscaping work as funds allow, and convert or replace some existing lighting fixtures to make them more economical.

I personally wish to thank the members of my committee, those persons who so cheerfully worked with us on our painting, clean-up, and landscaping projects, and those who donated the money to make this work possible. May God continue to encourage the family of Emmaus as we work together during the coming year to make His house and our place of worship a facility to be proud of.

* * * * *

WORSHIP AND MUSIC COMMITTEE - Jan Sukus, Chairman

The Worship and Music Committee had a busy year in 1986. Choirs from Augustana College, Dana College and Park High School visited Emmaus.

Our adult choir sang in the Northside Choir Festival at St. Andrew church as well as almost every Sunday at Emmaus. The youth and children's choirs added their voices to our worship. Special choirs and musical groups also helped enrich our worship experience.

A special thanks to all who participated as members of the Lent, Pentecost and Advent ad hoc committees; the musicians who play weekly and for our contemporary service; all of our singers for lifting their voices; the lay readers who have participated in services this year and our choir directors for their dedication. Don Gueldenzopf, head usher, and Jane Jensen, chairman of the Altar Guild, merit thanks for a job well done as they leave the Worship, and Music Committee.

SOCIAL CONCERNS COMMITTEE - Mildred Schroth, Chairman

We thank all the members of Emmaus Congregation who so generously donate canned goods and other items for our food cart. This has helped many of our own people in our church. The surplus is delivered to the Northside Food Bank at Trinity Methodist Church. Volunteers are always needed to work at this food bank. Emmaus is assigned the fourth Friday of each month, from 2-4 p.m. If you can help, please call Mildred Schroth.

In January the film, "A Light in Humboldt Park," was shown in the Senior High Forum and the Adult Forum. This dramatic story about St. Mary's Lutheran Church situated in a most dangerous neighborhood in Chicago stimulates concern and discussion for outreach and participation as a Mission Partner in this needed ministry.

The Lenten Offerings were equally divided and given to the ALC Hunger Appeal, to Partners in Caring and to Carthage College (\$2,168.41 each). In addition, another \$700.00 toward the ALC Hunger Appeal was received from individuals in October and November.

The Community Meal Program continues to operate very successfully; generous donations of food, time and money make it possible. In August 223 meals were served at St. Patrick's. This number varies during the year. A special thank you to Lois Gueldenzopf for coordinating this program. Also, thank you to Ray and Myrna Olesen of O&H Bakery who continue to furnish bread and rolls for this program each week.

A call went out in April for "Disaster Volunteers" to be trained by the Red Cross in case of emergency. If you can help, call the American Red Cross at 553-4060.

In May Pastor Pearson led a study (in two sessions) of "Families and Violence - the Church's Role." There is great concern for families with these special problems.

A Baby Sitting Clinic has been approved by the Emmaus Council. Because the program was overloaded in September, we hope to renew interest in this in the next months.

We were again asked for help from the Community Action Agency for Christmas Food Baskets Project 3000. The Emmaus Council voted to use \$210 from the Emergency Fund toward buying six food baskets. Also, Mary Harrison was instrumental in collecting an additional \$175 from individuals for five more baskets.

A special plea for help came from our missionaries in India where Dr. Paul Raj's mission was devastated by a typhoon. Through special donations from Emmaus members (\$1,843) and our Sunday School (\$211), a total of \$2,054 was sent to Dr. Paul and Katakshamma through the ALC missionary fund.

Emmaus members continue to have a big heart and a great concern for people in need and special ministries. Jesus said, "For inasmuch as ye have done it to the least of these, ye have done it unto me." Need we have a better reason?

SENIOR CITIZEN CENTER - Glenn Olson, Director

The Center's programs vary a great deal. Movies from Racine Public Library are planned for each month. This year we showed eleven and included two on our church's VCR. For three sessions we watched the Royal Wedding of England. We saw a repeat of one of Al Streiff's T.V. shows and one on the Racine zoo. We plan to use the VCR more. There were ten travelogues and eight speakers on such topics as Russia, Flowers, Bolivia, Racine Unified Schools, Norway, Sweden, Quarry Park and Seasons of Racine. The Telephone Company gave us an informational program about various aspects of the break-up of Bell Company. A group from Union Grove Good Shepherd Home and School witnessed to us through song and word.

Music always plays an important part of our programs. A piano recital and two soloists gave wonderful witness through song and word. Jan Mohr and Alice Mortenson, a local poet, sang and read for us as our Christmas program.

This year we traveled out to eat during July and August. We enjoyed a party with the St. Paul's Center and an informational meeting about St. Luke's Hospital's program, "Get Off Your Rocker." We also enjoyed a luncheon at their cafeteria.

Port Town Restaurant was our place to enjoy our Thanksgiving Luncheon.

Of course, bingo and trivia games are played as well as a puppet show. We do strive for variety and Esther Jensen's picnic is always a high light for all of us.

Bible study and Lenten worship services were provided this year.

Library facilities are provided by getting books from the library every six weeks. Large print "Portals of Prayer" is provided for those who need and want it.

We really are 4 F-ers in every sense of the word. Fun, fellowship, food and more food keep us going. Yes, going only because Eleanore Quirk, Mary Wisby and Lucille Adams continue their dedicated service to us. We thank them sincerely!

Our Center has worked by having bake sales, silent auctions and donations to be able to pay \$1400 for the plantings, sod and needs for the lawn of our new church building.

At each meal we pass the Sunshine or Cheer offering box where each member contributes so that we can have funds to support the project. Esther Jensen, who heads up this project, reports as follows:

- 50 - get well cards signed by members
- 4 - memorials of \$15.00 each were sent to the families of:
 - Myrtle Andreas Julia Fredericksen
 - Agnes Peterson Florence Lund
- 2 - 80th birthday flowers of \$15.00 each for:
 - Florence Lund Ida Andersen
- 1 - \$30 floral arrangement to First Reformed Church to help celebrate their dedication
- 10 - flowers to hospital patients
- 1 - Golden Wedding arrangement for \$30 for the Hendricksens
- 1 - 60th wedding anniversary party for the Protheroes. The Center served the catered meal and arranged the flowers which Keith provided.
- 1 - baby gift to Bethany Wild
- 1 - collection of \$25 for the Good Shepherd Home

This sharing is most rewarding for all of us.

As we said last year - come and fellowship with us. Try us, we think you'll like us.

PASTORAL REPORT and SUMMARY OF STATISTICS for 1986

MINISTERIAL ACTS:

Baptisms (children)	11	Weddings (member)	5
Baptism (non-member)	1	Weddings (non-member)	3
Recognition of baptism	1	Confirmations (children)	8
Funerals	11	Confirmations (adults)	0
Funerals (non-members)	10	Reaffirmations (adults)	2

CHURCH SERVICES:

Regular Sunday Worship	104	Christmas Eve	2
(48 with Holy Communion)		Christmas Day	1
Lenten Mid-week Worship	14	New Year's Eve	
(3 with Holy Communion)		(with Holy Communion)	1
Ascension Day	1	Sunday School/Christmas	1
Thanksgiving Eve	1	Funerals in church	9

TOTAL number of church services 134

TOTAL SUNDAY ATTENDANCE:

52 Sundays = 14,240 - with average monthly attendance = 1187
 with average weekly attendance = 274
 with average weekly, September-May = 279
 with average weekly, June-August = 260

HOLY COMMUNION:

# of communions given	5047	# of shut-in communions given	80
# of members communing	419	# of shut-in members communing	41
(includes 32 per-confirmed)		Non-member shut-ins communed	0
Non-members communing	29		
(more than once)		TOTAL # communions given	5127

MEMBERS RECEIVED in 1986:

	<u>BAPTIZED</u>	<u>CONFIRMED</u>
by Baptism	12	
by Confirmation		8
by Transfer	31	23
by Reaffirmation	2	2
by Reinstatement	0	0
MEMBERS ADDED	45	33

MEMBERS REMOVED in 1986:

by Death	11	10
by Transfer	21	14
by Own Request	9	9
by Council Action	0	0
MEMBERS REMOVED	41	33

MEMBERSHIP COMPUTATION:

December 31, 1985	953	731
Added during 1986	45	33
	<u>998</u>	<u>764</u>
Subtracted during 1986	<u>41</u>	<u>33</u>
TOTAL membership as of December 31, 1986 .	957	731

EMMAUS LUTHERAN CHURCH
 GENERAL FUND RECEIPTS 1986

REGULAR RECEIPTS	153654.86
INITIAL OFFERING	265.00
FLOWERS	927.50
TRANSFERS:	
BUILD. FUND	28467.31
MEM. FUND	2960.00
WISH LIST	617.50
SUNDAY SCHOOL	1771.45
LENT & EASTER	6752.31
THANKSGIVING	556.00
CHRISTMAS	2424.35
GIFT OF LOVE	406.00
MISC. OFFERINGS:	
ASCENSION	27.00
CHRISTMAS 85	26.00
VISIT. CHOIRS	561.55
ALTAR GUILD	10.00
NEW-MEM. BREAKFAST	22.00
NON-MEM. WEDDINGS	165.00
MISC. BENEVOLENCE:	
L. S. S.	245.00
WORLD HUNGER	600.00
LOCAL CONCERNS	50.00
KATAKSHAMMA	1843.00
MISC. EDUCATIONAL:	
SEARCH	140.00
BIBLES	45.00
CONFIRMATION	150.00
VACATION CHURCH S.	46.00
LUTHERAN STANDARD	36.00
MISC. :	
REFUNDS	30.00
INSURANCE	100.00
STAMPS	10.00
COPIER USE	94.64

TOTAL RECEIPTS

203003.47

=====

EMMAUS LUTHERAN CHURCH - FINANCIAL REPORT - 1986

	DEBT RETIRE- MENT FUND	ADOPT-A- MONTH	FAITH FOREVER DR. CHRISTENSEN	LIL NEARING- MEM. FUND
BEGIN BAL.	26242.07	0.00	2725.94	1654.73
RECEIPTS	35388.63	5707.00	0.00	0.00
INTEREST	2067.36	0.00	168.18	103.11
WITHDRAWALS	-22604.00	-5863.31	0.00	0.00
TRANSFERS	-500.00	500.00	0.00	0.00
ENDING BAL.	<u>40594.06</u>	<u>343.69</u>	<u>2894.12</u>	<u>1757.84</u>

	ORGAN FUND	NON-DESIGNATED MEMORIAL FUND	WISH LIST
BEGIN BAL	142.24	7958.68	9020.09
RECEIPTS	889.45	1116.00	6655.00
INTEREST	29.59	363.60	371.76
WITHDRAWALS	0.00	-2195.00	-10016.38
TRANSFERS	0.00	-2960.00	-617.50
ENDING BAL.	<u>1061.28</u>	<u>4293.28</u>	<u>5412.97</u>

	WISH LIST RECEIPTS	WISH LIST EXPENSES
LANDSCAPING	1250.00	1680.00
COMPUTER	4000.00	0.00
LAWN MOWER & SNOW BLOWER	755.00	762.78
FURNISHINGS	650.00	8191.10
	<u>6655.00</u>	<u>10633.88</u>

EMMAUS MEMBER LOAN PROGRAM

TOTAL LOANS		68500.00
LOANS FORGIVEN	13800.00	
LOANS REPAYD	<u>1000.00</u>	
TOTAL REMAINING		<u>53700.00</u>
DUE IN 1987	21100.00	
DUE IN 1988	14300.00	
DUE IN 1989	7900.00	
DUE IN 1990	<u>10400.00</u>	
		<u>53700.00</u>

EMMAUS LUTHERAN CHURCH
1987 BUDGET

DESCRIPTION	Y. T. D. ACTUAL	1986 BUDGET	1987 BUDGET
SALARIES			
500 Senior Pastor	21550.00	21550.00	21000.00
Soc. Sec. Offset		0.00	1500.00
501 Associate Pastor	14250.00	14250.00	16600.00
Soc. Sec. Offset		0.00	1200.00
502 Secretary	7091.55	9200.00	8200.00
503 Janitorial	6433.30	7000.00	7800.00
504 Music Staff	7970.00	8025.00	8350.00
505 Others	205.00	250.00	0.00
	57499.85	60275.00	64650.00
BENEFITS:			
SENIOR PASTOR			
510 Auto Allowance	3000.00	3000.00	3000.00
511 Housing Allowance	11600.00	11600.00	12000.00
512 Pension	5967.00	5970.00	6210.00
513 Major Medical	587.50	600.00	550.00
	21154.50	21170.00	21760.00
BENEFITS:			
ASSOCIATE PASTOR			
515 Auto Allowance	2500.00	2500.00	3000.00
516 Pension	3667.95	3465.00	4165.00
517 Major Medical	587.50	500.00	550.00
518 Parsonage Util	1374.65	2000.00	1500.00
519 Housing Benefit	625.00	750.00	750.00
520 Moving Expenses	1408.42	0.00	0.00
	10163.52	9215.00	9965.00
STAFF EXPENSES:			
521 Social Security	1557.52	1725.00	1750.00
522 Workmen's Comp. In	238.00	375.00	315.00
	1795.52	2100.00	2065.00
BUILDING & GROUNDS			
525 Utilities	11712.42	12000.00	12000.00
526 Insurance	2421.00	1665.00	3400.00
528 Maint/Equipment	3547.97	2400.00	2400.00
529 Supplies	1286.24	1200.00	1200.00
532 Paint Sanctuary	2860.00	3500.00	0.00
	21827.63	20765.00	19000.00

DESCRIPTION	Y. T. D. ACTUAL	1986 BUDGET	1987 BUDGET
<i>CHURCH OFFICE</i>			
535 Postage	875.14	750.00	900.00
536 Supplies	4828.44	4700.00	4800.00
537 Advertising	595.20	600.00	600.00
538 Stewardship	247.99	300.00	250.00

	6546.77	6050.00	6550.00
<i>WORSHIP AND MUSIC</i>			
545 Flowers	1077.10	900.00	1100.00
546 Sheet Music	520.77	300.00	150.00 ³⁰⁰
547 Altar Supplies	894.46	600.00	600.00
549 Instrument Tuning	641.00	700.00	660.00
550 Guest Musicians and Speakers	550.00	600.00	500.00

	3683.33	3100.00	3010.00
555 Senior Citizens	780.00	800.00	780.00

	780.00	800.00	780.00
<i>YOUTH EDUCATION</i>			
565 Saturday Act. Cent	20.00	300.00	50.00
566 Junior League	0.00	100.00	50.00
567 Senior League	25.00	150.00	150.00
568 Confirmation	158.80	150.00	150.00
569 Camping	275.00	1000.00	500.00
570 Youth Resources	22.19	50.00	0.00

	500.99	1750.00	900.00
571 Adult Programs:	450.05	150.00	150.00
572 Congregational Lif	51.10	100.00	50.00

	501.15	250.00	200.00
<i>CHRISTIAN EDUCATION WORKSHOPS/CONFERENCES</i>			
575 Lutheran Standard	1566.10	1500.00	1500.00
576 Lay Workers	418.00	200.00	300.00
577 Pastors	890.00	800.00	1000.00

	2874.10	2500.00	2800.00

SUNDAY SCHOOL

580 Library	0.00	100.00	100.00
581 Vacation Church Sc	370.51	200.00	400.00
582 Cradle Roll	65.45	100.00	100.00
583 Bibles	125.48	100.00	120.00
584 Film Services	0.00	100.00	100.00
585 Supplies	177.21	300.00	200.00
586 Educational Materi	461.93	1300.00	970.00
	1200.58	2200.00	1990.00

BENEVOLENCES-DESIGNATED

590 Amer. Lutheran Chu	15000.00	15000.00	15000.00
591 Southeran WI Distr	4800.00	4800.00	4800.00
592 Lutheran Social Se	3600.00	3600.00	3600.00
	23400.00	23400.00	23400.00

BENEVOLENCES-SPECIAL

593 Lutherdale	395.00	0.00	0.00
594 ALC-Hunger Appeal	2868.44	0.00	0.00
595 Local Concerns	2218.44	0.00	0.00
596 Partners in Caring	2418.44	0.00	0.00
597 Katakshamma	2054.00	0.00	0.00
	0.00	6000.00	0.00
	10154.32	6000.00	1000.00

599 Reimbursed	3183.15	0.00	0.00
	3183.15		0.00

600 Loan Payment	7493.94	39960.00	37920.00
601 Interest	37353.37	0.00	0.00
602 Member Loans	1000.00	0.00	0.00
	45847.31	39960.00	37920.00

GRAND TOTALS 211012.72 199685.00 195990.00

+ 150.00

A CHURCH PLAN
FOR
EMMAUS LUTHERAN CHURCH
JANUARY 1 - DECEMBER 31, 1987

Emmaus Lutheran Church
Pastors: Lyle E. Rossing
Richard T. Pearson
1925 Summit Avenue
Racine, Wisconsin 53404
Phone 634-5515

Prior Convictions

1. God makes all people members of his comprehensive family, the family of humanity. God created and sustains us all (First Article of the Creed).
2. Jesus Christ is our Friend and Lord into whom we were baptized and made members of his body with all other baptized believers. He reconciles us to God, to one another and to our own selves through his sufferings, death and resurrection (Second Article of the Creed).
3. The Holy Spirit affirms, interprets and proclaims the grace of God, focused in Jesus Christ via the Word and the Sacraments. He does this to us and he does this through us as we respond faithfully to his prompting and proclaiming.
4. As the oldest Danish Lutheran Church in the U.S.A. we Emmaus members want to thank God for his faithfulness reflected in our heritage of faith and the faithfulness of our predecessors. We want to do this by thanks-living, not just by thanksgiving. What this means specifically is detailed in the church plan below. In general terms here it means gladly and generously sharing the variety of gifts he has given us that others, too, might thank and praise God with their lives "committed wholly to his service."

Mission Statement

We thank God for our heritage of faith as the oldest Danish Lutheran Church in the U.S.A. and for the faithfulness of our forebearers that over the years have come to include people of many ethnic backgrounds.

In response to the grace of God focused in Jesus Christ and poured out by the Holy Spirit, the mission of Emmaus is to carry forward our strong heritage. We are called to affirm, interpret and proclaim the Christian faith through worship, education, witness and service by utilizing effectively, as members of God's family, the many different gifts he has given us.

Participational Planning

We join together in shaping our church plan for 1987:

- | | |
|--|---|
| Senior Pastor:
September | 1. Senior pastor writes out the statement of purpose and general goals based on the Scriptures, Creed, Emmaus' constitution and mission statement, in September. |
| Staff and Exec.
Comm. : October | 2. The staff and executive committee give their opinions and eventual approval of the purpose and goals in October. |
| Chairmen: October
early November | 3. Committee chairmen and organizational leaders receive statement of purpose and general goals and use these as well as evaluation of present year's plan in their area of work to develop, in committee, goals for the subsequent year. They do this in October and early November. |
| Council:
November | 4. Council receives a draft of the church plan from the senior pastor based on the input of staff, executive committee, standing committees and organizations. Council receives this at their November meeting for discussion and possible revisions. |
| Committees and
Organizations:
December | 5. Committees and organizations, through their leaders, receive, discuss, offer any revisions, and approve the draft of the church plan. They do this at their December meetings. |
| Council:
December | 6. Council votes at December meeting to recommend the church plan, with any amendments or revisions, to the congregation. |

- Congregation: 7. Congregation votes on the recommended church plan at January the annual meeting in January.
- Exec. Committee: 8. Executive Committee evaluates progress on the plan in May and November May and November.

Emmaus Lutheran Church Plan

- I. Statement of Purpose - What we want to do:
 - Give thanks for God's grace to us and God's family, the church.
- II. How we will do it:
 - Through our whole lives as we build on the heritage of faith God has given us and claim Jesus Christ as our Friend, Savior and Lord so that we:
 - Affirm God's grace
 - Interpret God's will
 - Proclaim God's deeds
- III. When it will be done and who will do it:
 - Start in January, 1987, with members who already affirm, interpret and proclaim Christ, eventually involve everyone.

* * * * *

Policy Plan

- I. What we want to do: Give thanks for God's grace to us, and God's family, the church.
 - A. Our job is to let the Holy Spirit point us to Jesus Christ, the friend of sinners, our friend, who leads God's family, the church, in every age.
 - B. It is to share the concerns of the youth and the aged and the burdens of the weak and the powerless.
 - C. It is to involve the able, the independent and the gifted in the church's mission of care for the whole person.
 - D. It is to carry forward the faithful witness of our fore-bearers of the cross and address the needs and issues of the 1980's and 1990's, beginning but not ending with those in our midst.

Administration Plan

- II. How we will do it: we will
 - Affirm God's grace
 - Interpret God's will
 - Proclaim God's deeds
 - A. We will do this through worship:
 - 1. Traditional worship
 - a. We will use the standard Lutheran liturgy.
 - b. We will sing hymns solid in their music and lyrics.
 - c. We will celebrate Holy Communion at least twice a month.
 - 2. Contemporary worship
 - a. We will use guitars, flutes, trumpets and other musical instruments besides the organ.

- b. We will utilize ideas of action committees for seasons of the church year, working in cooperation with the pastors, choirs and worship committee on theme, special music, art and other creative expressions.
 - c. We will plan services with children in mind.
- B. We will affirm, interpret and proclaim the Triune God through education:
- 1. We will learn of God through the Word (Bible, sermon and incarnate in Jesus Christ).
 - 2. We will grow in our knowledge of God as we receive and share Christ the Eucharist and through our relationships with one another and other Christians (Sacramental community and Christian fellowship).
- C. We will affirm, interpret and proclaim the Triune God through witness:
- 1. Listening - putting ourselves in our neighbor's shoes, i.e.
 - a. Members of our immediate family
 - b. Members of a small group in the congregation
 - c. Anyone in need or carrying a burden who shares that with us.
 - 2. Telling - relating the good news of God's love in Jesus at "the right time."
 - a. We will do story-telling in worship, Sunday School and Vacation Church School.
 - b. We will share God's Word with those who are searching for direction and meaning in their lives.
 - 3. Managing - caring for the gifts God has given us and using them for his service.
 - a. Encouraging everyone to give at least 10% of income, to tithe.
 - b. Giving away at least 11% of our income as a congregation.
 - 4. Reaching Out - extending our witness through individuals and groups.
 - a. We will visit the inactive and the churchless with the invitation to worship and learn of God's love for them.
 - b. We will follow through with action from study groups.
 - c. We will respond to crises with short-term solutions (e.g. Emmaus Emergency Fund, a visit by a pastor or reference to the best helping agent or agency).
 - d. We will address contemporary problems and contribute to long-range solutions (e.g. Bread for the World to enable just legislation for the poor and powerless).
 - e. We will promote institutional and political participation.

Function Plan

111. When the plan will be done and who will do it: The year 1987. Everyone, with the members of the committees and organizations (below) responsible for overseeing and managing the achieving of the plan with the help of other members of the congregation.

Committees' Recommendations for Goals in 1987

Worship

1. 75% of our services will be traditional.
2. 25% of our services will be innovative or contemporary.
3. 10% or six of our services will involve senior high and/or college youth in leading roles.
4. Ideas of action committees for seasons of the church year, working in conjunction with the pastors and the worship committee on theme, special music, art and other creative expressions will be utilized.
5. Story tellers, those with abilities in relating The Good News to children, and encourage parents to "bring their children to the services in God's house" (from parents' vow at child's baptism) will be enlisted.
6. The symbolism of our paraments and seasonal banners will be explained.
7. Holy Communion will be celebrated at least twice each month.

Education

1. 14% (or about 100 people) of our confirmed membership will participate in a Bible Study Group.
2. 50% of our teachers will have some training.
3. 75% of our children will attend Sunday School regularly (no more than 1 absence every 8 weeks, barring illness).
4. 100% of our members will have the opportunity for a cross-generational activity.
5. 100% of our members will be encouraged to make better use of the library and in order to do so we will pursue relocating the library to the Fireside Room.

Deacons

1. Average Sunday worship attendance will increase by five more persons per Sunday, from 265 to 270, an increase of almost 2%.
2. 100% of the members will be invited to have their picture taken for a new directory booklet.
3. 100% of the members on the responsibility list will be visited.
4. 100% of the shut-in members will be visited and communed regularly, at least quarterly.
5. 100% of the greeters will be organized into a greeter's organization, similar to the structure for the ushers.
6. A transportation program to aid those with difficulty in getting to church will be developed.

Stewardship

1. 100% of all confirmed members will be encouraged to give at least 10% (tithe) of their income.
2. Total pledged income will increase by 10%.
3. At least 11% of our congregation's income will have been given away.
4. A challenging stewardship program will be continued for all confirmed members.
5. Any new confirmed members will be asked to make an estimate of giving (pledge).
6. A new major effort for the support of our building fund (debt retirement on the budget) may be developed to replace the completed 1983-86 campaign, depending on responses to the 1987-90 Building Fund estimates of giving from the 1986 fall stewardship campaign.

Congregational Life

1. All adult members will be invited to events of Christian fellowship.
2. Single parents/adults of the congregation will be identified and provided opportunity to participate in fellowship activities.
3. Special attention will be given to young people in the post-high school/college age group so as to include them in the total life of the congregation.
4. The Boomers group (young singles/couples) will continue to be supported and encouraged.
5. Activities will include
 - recreational: cross-country skiing, bike trip
 - fellowship: Sweetheart dinner, Abelskiver, Father-Son dinner, Honor graduates, Congregational picnic - pig roast.

Building and Grounds

1. Volunteers will be recruited to help clean thoroughly the building and upgrade the grounds twice during the year.
2. Projects will be organized that will insure the security of our buildings.
3. Areas in need of paint or repair will be given the needed attention and maintenance.
4. Additional landscaping will be done as funds become available.
5. Maintenance equipment will be replaced or repaired as necessary and as funds are available.
6. A new policy for the use of the building by member and non-member groups or agencies of the community will be developed.

Social Concerns

1. The community meals program and collect food for the Northside Food Pantry will continue to receive our involvement.
2. Local social issues or helping organizations in the Racine area will receive our encouragement and participation.
3. At least one study and action group on a current social issue will be developed.
4. The possibility of supporting an Asian family through LSS will be investigated.

Youth

1. Regular monthly programs of fellowship, nurture and service for the Junior and Senior High youth will be offered.
2. Activities offered on the conference level for youth will receive our participation and support.

Senior Center

1. Christian fellowship and motivation through weekly meetings will be provided.
2. Various types of programs of interest and benefit to participants will be presented.

ELCW

1. The monthly Scope Bible Studies in each circle will be provided and encouraged for all members.
2. Collect clothing, layettes, and money for LWR. Local social concerns and missions will also express our stewardship.
3. The development of our talents through the Craft Fair, educational opportunities and special speakers will be continued.
4. Prayer and support for one another through the various service and fellowship activities of the congregation will be fostered.

IV. Evaluation

- A. What: the whole plan
- B. How: the following questions will be answered in written form:
 - 1. In what ways do the objectives of your group relate to the purpose of the congregation?
 - 2. To what degree has your group met its objectives? (Measure by percentages where applicable.)
 - 3. What are the expectations of your group right now?
- C. Who and when:
 - 1. Leaders of each group will fill out an evaluation form and hand in copies to the pastor and the Executive Committee the 1st Tuesday in May and the 1st Tuesday in October.
 - 2. Pastor and Executive Committee meet to collate and write the report of results.
 - 3. Council receives semi-annual report at May and November meetings.
 - 4. Congregation receives semi-annual report.