

Come Share the Spirit

EMMAUS LUTHERAN CHURCH

1925 Summit Avenue
Racine, Wisconsin 53404

414/634-5515

++++ 1987 ANNUAL REPORT TO THE CONGREGATION + + + +

Pastor Rossing's Annual Report

A familiar form of beginning a conversation is to inquire, "What's new?" God has a startling answer when that question is asked of him. Everything is new. "Behold, I make all things new" Revelation 21:5.

This is not a sermon so I will resist the impulse to make it one. But God's Word does inform and shape everything that we do or attempt and so is the source upon which to reflect for our mission and programs as a congregation at the start of a new year. And the theme for 1988 is exactly that: newness.

First of all, we commence the New Year in a new church body, the Evangelical Lutheran Church in America (ELCA). It is the result of a series of mergers among Lutherans, largely of European backgrounds, over the decades of this century. As this church was conceived, especially in the last few years, the idea that it should be not just a rearrangement of what had gone before in the merging bodies but really something new came to the fore. It's expressed in the smaller jurisdictional units with more bishops (65) and in the effort, with the much debated quotas, for inclusivity in the ranks of the leaders of the church and the representatives on boards and at conventions. It's evident already that the ELCA will do much better in the latter categories than in the former. Among the leaders, for example, all of the bishops elected are white and male.

Still the desire for change and newness is present and the challenge for all of us is to see our mission in terms of reaching out to people of all kinds of ethnic backgrounds and economic situations. This is why the Southeastern Wisconsin Synod of the ELCA, for example, asked member congregations for input to help shape the goals and priorities for the church at the cluster as well as synodical level and included not only the usual areas of concern such as worship, education and family but also those of justice, race and the ministry of the whole people of God. The emphasis is on being God's "new creation" - as the Apostle Paul says that anyone who is "in Christ Jesus" is, 2 Corinthians 5:17 - and expressing this newness by word and deed for the well-being of others.

So Emmaus is becoming more deliberately involved in the issues of society. In addition to the on-going participation in the Northside Food Pantry and the suppers for the needy at St. Patrick's, we have opened the lower part of our new addition to the infant children of teen-age mothers that these young women might complete their high school education, develop better parenting skills, feel better about themselves and their children and be more employable. This program is administered by the YWCA and funded by several organizations and foundations.

The Search Bible Study, newly begun at Emmaus last year, is involved in the book of beginnings, Genesis. Part II of Genesis is being studied now. Recommendations for more Bible studies of a different nature are being considered to expand the possibilities for adult education.

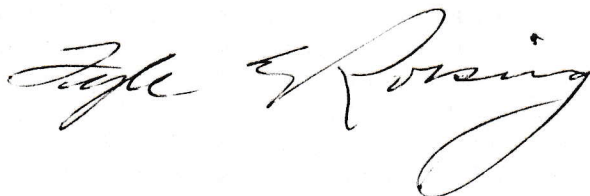
Our senior high young people have been getting a new perspective on their own faith by a first-hand look at their neighbor's faith under the leadership of Sandy Strini and Betty Rossing. That's on Sunday mornings. Kevin and Noel Cookman and Pastor Pearson are giving direction and guidance to our new Explorer Post to involve our young people in a variety of educational, inspirational and enjoyable experiences. Thanks to these people for their help with our youth.

I could continue to go down the line of programs and people leading them to show you "what's new" (sometimes it's the old that becomes new). To save space let me simply refer you to the reports and the goals of the new church plan for 1988. Here I want to thank all the council members; committee members; Sunday School staff; choir directors, Norm Lanning and Jan Mohr; organist Joyce Kaiser and assistant, Cathy Meyer; financial recorder, Mary Larsen; secretary, Barbara Hardy; custodian, Wes Mohr; Senior Center Director Glenn Olson and assistant, Esther Jensen; officers and members of the ELCW; Pastor Pearson and Fay; and most personally and especially for me, my wife, Betty - all who contribute to the success of our mission as a congregation.

Thanks also to you for continuing to remember my family and me in your prayers and offer your support. It means a lot to me.

Finally, as I begin the second half of my life this year (assuming I live to be 100), my prayer for all of us is that the Lord would grant us "a new heart and a new mind" to see his will and do it.

God bless us, one and all!

A handwritten signature in cursive script, reading "Betty Rossing". The signature is written in dark ink and is positioned at the bottom of the letter.

Pastor Pearson's Annual Report

"Is not what I shall be capable of tomorrow
contained in what I am today?" Paul Tournier

As I think back on what has happened since we have moved here (it will be our two year anniversary February 19th) and look ahead to 1988, I am very grateful for the place to which we have come right now in the present. Many good friendships have developed and I am finding my ministry here to be challenging and rewarding.

In the area of youth ministry we have reorganized the Senior High Luther League into an Explorer Post, which call themselves Believers In Christ (B.I.C.). Post officers are: Jane Sukus-President, Ted Rossing-V.P., and Sandi Perce-treasurer & secretary. Adult committee members are: Jim Palmer-post committee chair, John Decker-scouting coordinator, Kevin and Noel Cookman, Sandy Strini and myself as advisors. We have a detailed program of meetings, activities and fund raisers planned through the next six months to promote; career training, personal fitness, citizenship, social and service development. Thank you to Rick Ebb and Tim Bass for their help in getting the Post started and for their continuing guidance.

The Saturday Activity Center (grades 1-5) have meet a number of times throughout the year. I appreciate the help of many parents during those activities and especially the motivation and energy of Susan Kiger to keep these events going.

We have just had a couple of things for the 6th-8th graders and I hope to do some more in this area this year.

Our confirmation program, "Living and Learning", has been coming along very well. Starting in the fourth grade and going through the fall of the tenth grade, we have a variety of short term experiences and rituals to emphasize that Christianity is an ongoing process of living in and learning about God's grace. The most significant difference that will be noticed this year by the congregation is that there will be no "confirmation" service this May. Rather, the students will make their Affirmation of Baptism on Reformation Day, October 30th. This extra time will allow for some greater maturity and participation in the Intern-Mentor part of the program. Each student (intern) will choose a member of the congregation (mentor) to meet with during Sept. & Oct. to learn from them how they apply Christianity in their lives. They will have 4 or 5 lessons to work on together. Training will also be provided. From what I have heard from other churches doing this, this is a very exciting part of the program.

The Boomers (the 20 to 40 or so age group) had a number of fun events. The progressive dinner in November was the biggest gathering of the year. More such fun is in the planning.

Along with preaching, visiting and all of the other kinds of things that come up, I have been very encouraged and excited to here at Emmaus. As we live each day fully and graciously our tomorrows will turn out according to God's will for us. Thank you for sharing your todays and tomorrows with me.

Blessings,

Pastor Pearson

PRESIDENT - David Sears

1987 was a year that our Lord continued to watch over and bless our congregation. Some of our loved members have left Emmaus and have gone on to His home. And new members have joined our congregation, to those of you who are new, we are pleased to have you as a part of the Emmaus family.

1987 was a year which:

- Pastor Rich and Fay Pearson were blessed with an addition to their family.
- Emmaus continued to be blessed with two faithful, energetic pastors who give generously of themselves to both the congregation and the community.
- An Explorer post call B.I.C. was formed.
- The congregation approved the use of our facilities by the Open House Committee.
- The choir continued to inspire us at worship services.
- Emmaus had severe financial problems, 1988 may be a real challenge financially. In 1988 we will be having a capital fund drive.
- The steeple is still leaking, as is the south entryway.

A special thanks to each of you, especially the church Council, Pastors and staff for all the help you have given me in my first year as President - you made my job easy and enjoyable and I am looking forward to 1988.

VICE PRESIDENT - Kenneth Pechman

The Budget Committee has worked diligently over the past several months to prepare the 1988 budget. The budget was discussed and refined over a number of meetings and then presented on several occasions to the Council. Open congregational hearings were held to allow for further adjustments and refinements. After the results of the pledge drive were available, a final revision was made to reflect anticipated funding for 1988. The Budget Committee has fulfilled its responsibility to Emmaus and hopes that the Congregation will be pleased with the budget and that it will feel that the 1988 budget reflects accurately the goals of Emmaus. (See 1988 Budget)

The formation of the ELCA resulted in requiring changes in the Constitution and the Bylaws. These changes have been presented for congregational approval.

The duties of the Vice President are substantially completed for 1987. I would like to thank everyone for their help and understanding while I learned the duties of the office.

STEWARDSHIP COMMITTEE - Joseph Nixa

I would like to thank all the members of the stewardship committee for their help during 1987: Carol Baylon, Kathy Decker, Ginny Dougall, Mary Sue Sollman and Lee Cielenko.

This year we ran the third year Pony Express program. The results this year were 202 giving units responding with approximately \$138,000, compared to last year with 223 giving units and approximately \$144,000. This is a decrease of about 3 1/2 percent.

I would like to congratulate the congregation for their support of the Pony Express Program and would welcome any suggestions for future stewardship drives.

EMMAUS LUTHERAN CHURCH WOMEN - Cheryl Dexter, Co-President

We of the ELCW Board are very proud of our fellow sisters in Christ. We are uplifted by their support, their willingness to serve, and their encouragement through prayer. Therefore, our annual report is an outline of some of the highlights of a very exciting and busy year for the ELCW:

1. The "Honor Women of Faith" project in March gave us a chance to honor the special women in our lives that have made a difference in our faith. More than \$360 was collected to help support our new ELCA.
2. Layettes were an on-going project for L.W.R. in 1987.
3. Five new round tables arrived in February, purchased with the proceeds from the Craft Fair.
4. The Lent luncheon was held in March, Rev. Stan Hanna was the guest speaker.
5. Lenten Quiet Time, (on WRJN), April 8, with Fay Pearson giving the devotion for the ELCW.
6. Many cleaning days were planned, with willing hands to do extra cleaning around the church.
7. The Conference Convention of the ALCW, Racine and Kenosha districts, was held at Emmaus on April 25.
8. ELCW sponsored a breakfast on April 5 to honor our Sunday School teachers.
9. A Mother-Daughter Tea was held at Emmaus on May 17, Annette Olson spoke on "Women's Encounter with Christ."
10. An indoor picnic sponsored by ELCW to honor our Emmaus Senior Citizens was held in July.
11. A Day Camp, with a staff from Lutherdale was held for the children in July, many of the ELCW members baked and donated food for the week long camp.
12. The Fall general meeting was held Sept. 14, the program was a film "When the Harvest Comes", emphasizing L.W.R. The new ELCW officers were elected.

13. As of Jan., 1988, the name of the women's magazine, "Scope", was changed to "Lutheran Women Today".
14. The Thankoffering Service, "New Hearts, New People", was held on Nov. 8, with many of our members taking part in the service.
15. L.W.R. clothing drive pick-up was Nov. 14, clothing, soap and over 120 layettes were packed and sent by the ELCW.
16. Shawn Douglas is the new head of the Nursery committee.
17. At the Dec. 7 general meeting we decorated and filled forty seven 2-lb coffee cans with Christmas cookies for our Emmaus shut-ins.
18. Circles continue to meet for bible study and fellowship, and we thank God for these opportunities.
19. We will have a Craft Fair in the fall of 1988, Fay Pearson and Shawn Douglas are co-chairpersons.

"Thanks be to God who gives us the strength to do His will." Phil.1:3

ELCW FINANCIAL REPORT

Karen Sedgwick, Treasurer

Checkbook balance as of 12/31/87 - \$2060.67

Although numerical amounts are important and are available upon request, I think that it is more interesting to see some of the ways in which the ELCW used its monies in 1987:

Sponsored a speaker on "Quiet Time" (\$25).

Purchased subscriptions to Lutheran Women Today for every new adult female member (\$50).

Installed cabinets and a new counter in the Fireside Room kitchenette (\$414.48).

Purchased 5 round tables and a table truck (\$701.70).

Donated monies to the Women's Resource Center (\$100).

Donated monies to the Emmaus Benevolent Fund (\$100).

Purchased diapers for layettes (\$89.15).

Purchased a quilt from the Senior Center and donated it to Lutherdale for their auction (\$25).

Donated monies to the Altar Guild in memory of Emmaus women who died in 1987 (\$25).

Donated monies to the Library in honor of the 22 babies baptized since June 1986(\$44).

Sent half (1/2) of its offerings to the ALCW for its mission work worldwide (\$592.68).

SENIOR CENTER - Glenn Olson

The objectives of the Senior Citizen Center are:

1. To motivate an interest in life, an interest in others and an interest and growth in spiritual matters.
2. To keep members informed of activities and/or speakers that offer services to help them realize objective I.
3. To provide fellowship through meals together, being and praying together, to help them realize objective I.

We have met our objectives in the following ways:

- A. 100% take part in the various forms of fellowship.
- B. The program which were divided into four (somewhat overlapping) categories:

travelogue	26%
film	8%
information	22%
entertainment	26%

- C. Bible study was offered to the Senior Center each time it was offered to Emmaus congregation. Classes were held in the Sunset room to free the Fellowship Hall for those who preferred not to attend.

Our attendance varied from 28 to 40, roughly an average of 34 per meeting. Of the 34, nine or 26% from the center attended Bible study, of the nine who attended, four or 44% were non-Emmaus members.

Our Center represents 12 different congregations in the area with the majority of members belonging to Emmaus. Six new members were added to our group in 1987. Lucille Adams, Mary Wisby, Gayle Krug and Rose Kochman continue to provide the much enjoyed meals. We have gone out to eat five times and several catered meals were provided. About 35% of the membership avail themselves of the books brought from the public library.

Esther Jensen is in charge of the "cards for Seniors" and the cheer collection which further our objective of caring for others. The coin collection makes all this possible.

<u>Cheer Report:</u>	Flowers sent to Hospital	17
	Memorials of \$15:	3
	Gertrude DeVries	
	Anna Klingberg	
	Norman Olson	
	Approximate number of cards sent:	
	Get Well	42
	Birthday	15
	Sympathy	8
	Thanks	6
	Memorials	8
	Staff	8
	Christmas	8
	Miscellaneous	9
		<hr/>
		104

Staff gifts for Birthday and	
for Christmas	8
Baby gift for Geoffrey Pearson	1

Repaired torn shades in Fellowship Hall with new pull strings.

SOCIAL CONCERNS - Catherine Knuteson

The Social Concerns Committee met several times in 1987 to plan for programs which assist our global and local community and the personal growth of the members of our congregation. To answer the call for the collection of clothing for Lutheran World Relief, our committee members collected items and packed them for the collection train which traveled through Southern Wisconsin in November.

Several concerns of the local community were addressed by our committee. We continue to collect canned goods to be delivered to the Northside Food Pantry and assist with community meals to help meet the needs of the hungry.

Another serious community need is that of an adequate blood supply. In September Emmaus was the site for a successful blood drive sponsored and organized by our committee. Domestic violence and its effects on all involved is sometimes misunderstood. To increase the knowledge of our congregation about domestic violence, we sponsored two adult forums which presented information specific to the Women's Resource Center.

The committee members enthusiastically look forward to new and creative programs for 1988.

WORSHIP & MUSIC - Janis Sukus

The Worship & Music Committee has been very busy this year.

-Banners were moved to highlight them during the church year. Explanations of each banner were presented.

-Church was decorated for the Easter, Thanksgiving and Christmas seasons. Communion was served in a new way for Easter and Christmas. Use of the chausbel during festive celebrations was introduced.

-Pentecost brought celebration and explanation of the lesser festivals.

-The third setting of the LBW is being introduced.

-The Baldwin piano was sent back to the factory for repairs.

-Special thanks to organists, choir directors, choirs and committee members for their hard work this year.

CONGREGATIONAL LIFE - Pat Jensen

The Congregational Life committee has ended another busy year. Our activities have included:

- A Sweetheart dinner at Giovanni's in Feb.,
- A family swim was held in March;
- The Father-Son Banquet was held in April at First Reformed Church,
- A supper was hosted in May for the New Explorer's Post (now known as B.I.C.),
- High school and college graduates were honored in May,
- A picnic and worship service, with the Boomers group, was held in June, at Lutherdale,
- An Ole' Fashioned Hoedown evening with square dancing was held in Aug.,
- A Golf Outing at Ives Grove, with dinner at a nearby restaurant, was held in Sept.,
- A decorating, singing luncheon was held in Dec.

This new year will also be an active one as we continue to invite all adult members to participate in new events. This past year we also had some milestone birthdays that we honored by presenting flowers.

We would like to thank all those who assisted our committee in the many events of the past year.

I would like to personally thank my committee: Betty Rossing, Betty Woodward and Arlene Whitt and also Pastor Pearson (advisor) for his tremendous dedication and willingness to help make these events a success.

DEACONS - Jeff Wekwejt

1. Our biggest accomplishment this past year was the development of the new picture directory. The vast majority of families had pictures taken and put in the directory.
2. We arranged and organized an Evangelical Sunday in Oct. A dozen members were trained for two weeks, then went out to invite neighbors to Emmaus. A few people have responded and visited our services.
3. Our New Member Sunday on Nov. 8 brought in 21 new confirmed members.

Future Expectations: 1) To improve overall worship attendance next year; 2) to arrange transportation to Christmas Eve Service for elderly and anyone else who needs it, also for other special services throughout the year. A long range goal is to have a van of our own for the church.

Summary: It has been a busy and pretty successful year for our committee. The church directory, church pamphlet, Evangelical Sunday were all projects of this year which can only benefit our congregation's future ambition of growing larger in numbers and closer together spiritually. Our success this past year will make the job easier both next year and in the years to come.

EMMAUS LUTHERAN CHURCH
REGULAR BANK ACCOUNT
DECEMBER 31, 1987

BEGINNING BALANCE		4190.24
DEPOSITS	161245.56	
TRANSFERS	50279.57	
TOTAL INCOME	<u> </u>	<u>211525.13</u>
TOTAL EXPENSES		<u>-210244.75</u>
ENDING BALANCE		<u>5470.62</u>

EMMAUS LUTHERAN CHURCH
1988 PROPOSED BUDGET

DESCRIPTION	Y. T. D. ACTUAL	1987 BUDGET	1988 BUDGET
SALARIES			
500 Senior Pastor	21000.00	21000.00	21000.00
S. S. Offset	1500.00	1500.00	1500.00
501 Associate Pastor	16600.00	16600.00	16600.00
S. S. Offset	1200.00	1200.00	1200.00
502 Secretary	7269.60	8200.00	8200.00
503 Janitorial	8612.90	7800.00	7800.00
504 Music Staff	8239.00	8350.00	8350.00
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	64421.50	64650.00	64650.00
BENEFITS:			
SENIOR PASTOR			
510 Auto Allowance	3000.00	3000.00	3000.00
511 Housing Allowance	12000.00	12000.00	12000.00
512 Pension	6325.02	6210.00	7590.00
513 Med. Supplement	537.50	550.00	500.00
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	21862.52	21760.00	23090.00
BENEFITS:			
ASSOCIATE PASTOR			
515 Auto Allowance	3000.00	3000.00	3000.00
516 Pension	4228.77	4165.00	4928.00
517 Med. Supplement	537.50	550.00	500.00
518 Parsonage	1622.75	1500.00	1200.00
519 Housing Benefit	687.50	750.00	750.00
	-----	-----	-----
	10076.52	9965.00	10378.00
STAFF EXPENSES			
521 Social Security	1721.08	1750.00	1830.00
522 Workmen's Comp. Ins.	325.00	315.00	315.00
	-----	-----	-----
	2046.08	2065.00	2145.00
BUILDING & GROUNDS			
525 Utilities	10181.22	12000.00	12000.00
526 Insurance	3390.00	3400.00	3400.00
528 Maint/Equipment	3493.78	2400.00	2400.00
529 Supplies	1320.39	1200.00	1200.00
	-----	-----	-----
	18385.39	19000.00	19000.00

<i>CHURCH OFFICE</i>			
535 Postage	988.79	900.00	900.00
536 Supplies	3782.99	4800.00	4800.00
537 Advertising	650.96	600.00	600.00
538 Stewardship	176.61	250.00	100.00
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	5599.35	6550.00	6400.00

<i>WORSHIP & MUSIC</i>			
545 Flowers	1522.15	1100.00	0.00
546 Sheet Music	263.92	300.00	200.00
547 Altar Supplies	316.80	600.00	600.00
549 Instrument Tuning	35.00	660.00	660.00
550 Guest Musicians and Speakers	270.00	500.00	300.00
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	2407.87	3160.00	1760.00
555 Senior Citizens	780.00	780.00	780.00
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	780.00	780.00	780.00

<i>YOUTH EDUCATION</i>			
565 Saturday Act. Center	10.00	50.00	50.00
566 Junior League	0.00	50.00	50.00
567 Senior League	70.00	150.00	150.00
568 Confirmation	147.09	150.00	150.00
569 Camping	235.00	500.00	250.00
570 Youth Resources	0.00	0.00	0.00
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	462.09	900.00	650.00
571 Adult Programs:	439.15	150.00	150.00
572 Congregational Life	15.00	50.00	50.00
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	454.15	200.00	200.00

*CHRISTIAN EDUCATION
WORKSHOPS/CONFERENCES*

575 The Lutheran	1540.00	1500.00	1500.00
576 Lay Workers	136.00	300.00	300.00
577 Pastors	812.50	1000.00	1000.00
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	2488.50	2800.00	2800.00

SUNDAY SCHOOL

580 Library	0.00	100.00	100.00
581 Vacation Church School	740.78	400.00	400.00
582 Cradle Roll	67.56	100.00	100.00
583 Bibles	108.60	120.00	120.00
584 Film Services	13.02	100.00	0.00
585 Supplies	402.43	200.00	200.00
586 Educational Materials	889.83	970.00	970.00

2222.22 1990.00 1890.00

BENEVOLENCES/DESIGNATED

590 ELCA/S. Wis Synod	13339.00	15000.00	15000.00
591 Southeran WI District	4260.00	4800.00	0.00
592 Lutheran Social Serv.	3036.00	3600.00	3600.00

20635.00 23400.00 18600.00

BENEVOLENCES/SPECIAL

593 Lutherdale	313.00	0.00	0.00
594 ALC-Hunger Appeal	1335.00	0.00	0.00
595 Local Concerns	0.00	0.00	0.00
596	0.00	0.00	0.00
597	0.00	0.00	0.00
	0.00	1000.00	0.00

1648.00 1000.00 0.00

599 Reimbursed 807.00 0.00 0.00

807.00 0.00 0.00

MORTGAGE/INTEREST

600 Loan Payment	3650.42	37920.00	33624.00
601 Interest	34293.15	0.00	0.00
602 Member Loans	18000.00	0.00	0.00

55943.57 37920.00 33624.00

GRAND TOTALS 210239.76 196140.00 185967.00

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EMMAUS LUTHERAN CHURCH

GENERAL FUND RECEIPTS 1987

REGULAR RECEIPTS	\$140844.00
INITIAL OFFERING	251.00
FLOWERS	1141.75
TRANSFERS FROM BUILDING FUND	50279.57
SUNDAY SCHOOL	1416.37
LENT AND EASTER	5294.88
THANKSGIVING	1345.7
CHRISTMAS	3361.75
GIFT OF LOVE	246.00
MISC. OFFERINGS:	
GUEST CHOIRS	477.40
NON-MEMBER WEDDINGS	75.00
UNITY CANDLE	15.00
MISC. BENEVOLENCES:	
UN-DESIGNATED	300.00
ALC	460.00
LSS	30.00
HUNGER	1335.00
SOUTHEASTERN DISTRICT	44.00
LUTHERDALE	18.00
MISSIONS	55.00
MISC. EDUCATIONAL:	
SEARCH	276.00
CONFIRMATION	170.00
VACATION CHURCH SCHOOL	39.50
DAY CAMP	527.00
LUTHERAN STANDARD	280.05
MISC.	
BEQUESTS	500.00
YWCA - OPEN HOUSE	1500.00
SOFTBALL	115.00
INTEREST FROM WISH LIST	781.37
DIRECTORY DONATIONS	38.00
COPIER USE, MAILING & REFUNDS	<u>307.79</u>

TOTAL RECEIPTS

\$211525.13

EMMAUS LUTHERAN CHURCH

FINANCIAL REPORT - 1987

	DEBT-RETIRE- MENT FUND	ADOPT-A- MONTH	FAITH FOREVER DR. CHRISTENSEN	LIL NERING MEM. FUND
BEGIN. BAL.	40594.06	343.69	2894.12	1757.84
RECEIPTS	19872.06	950.00	-0-	-0-
TRANSFERS	(300.00)	300.00		
WITHDRAWALS	(49055.83)	(1223.74)	(1998.16)	(1801.15)
INTEREST	<u>1433.48</u>	<u>-0-</u>	<u>121.49</u>	<u>43.31</u>
ENDING BALANCE	12553.77 =====	369.95 =====	1017.45 =====	-0- =====

	ORGAN FUND	NON-DESIGNATED MEM FUND	DESIGNATED MEM.	WISH LIST
BEGIN. BALANCE	1061.28	4283.28	-0-	5412.97
RECEIPTS	582.00	4333.43	650.00	3444.00
WITHDRAWALS	-0-	(3048.55)	(33.80)	(7302.11)
INTEREST	<u>81.80</u>	<u>221.52</u>	<u>2.31</u>	<u>180.32</u>
ENDING BALANCE	1725.08 =====	5789.68 =====	618.51 =====	1735.18 =====

WISH LIST RECEIPTS		WISH LIST EXPENSES	
DOORS	\$1600.00	TYPEWRITER	\$ 225.00
MULCH	25.00	LANDSCAPING	50.00
PRINTING & OUTDOOR SIGN	819.00	DOORS	1600.00
COMPUTER PRINTER	<u>1000.00</u>	COMPUTER	3717.13
	\$3444.00 =====	TRANSFER INTEREST TO GENERAL FUND	781.37
		SUPPLIES	93.38
		PRINTING	719.00
		COMPUTER TABLE	<u>116.23</u>
			\$7302.11 =====

PASTORAL REPORT and SUMMARY OF STATISTICS for 1987

Ministerial Acts:

Baptisms (children)	18	Weddings (member)	6
Baptisms (non-member)	2	Weddings (non-member)	1
Funerals	7	Confirmations (children)	9
Funerals (non-member)	12	Affirmation of faith	7

Church Services:

Regular Sunday Worship (23 with Holy Communion)	91	Thanksgiving Eve	1
Lenten Mid-week Worship (3 with Holy Communion)	15	Christmas Eve	2
		New Year's Eve	1
		Sunday School/Christmas	1
		Funerals in church	8

Total number of church services.....126

Total Sunday Attendance:

52 Sundays = 12,775 - with average monthly attendance = 1,065
 with average weekly attendance = 246
 with average weekly, Sept.-May = 270
 with average weekly, June-Aug. = 173

Holy Communion

# of communions given	5,076	# of shut-in communions given	85
# of members communing (includes pre-confirmed)	453 35	# of non-members communing (more than once)	17

Total number of communions given.....5,161

	<u>Baptized</u>	<u>Confirmed</u>
<u>1. Membership as of December 31, 1986</u>	957	731
<u>2. Members received</u>		
a. by baptism: children.....	18	
b. by baptism: adult.....	0	0
c. by affirmation of faith.....	7	7
d. by transfer from other ALC.....	3	3
e. by transfer from other Lutheran.....	19	16
f. from non-Lutheran.....	5	5
g. statistical adjustment.....	0	3
h. baptized members confirmed.....	0	9
Total Members Added.....	52	34
<u>3. Members removed</u>		
a. by death.....	7	7
b. by transfer to other ALC.....	0	0
c. by transfer to other Lutheran.....	0	0
d. to non-Lutheran.....	0	0
e. to responsibility list (inactive).....	2	2
f. statistical adjustment.....	1	0
Total Members removed.....	9	9
<u>4. TOTAL membership as of December 31, 1987..1000.....</u>		762

A CHURCH PLAN
FOR
EMMAUS LUTHERAN CHURCH
JANUARY 1 - DECEMBER 31, 1988

Emmaus Lutheran Church

Pastors: Lyle E. Rossing
Richard T. Pearson

1925 Summit Avenue

Racine, Wis. 53404

Phone: 634-5515

PRIOR CONVICTIONS

1. God makes all people members of one comprehensive family, the family of humanity. God creates 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. The Spirit does this for us and through us as we respond faithfully to this prompting and proclaiming, (third article of the Creed).
4. As the oldest Danish Lutheran Church in the U.S.A., we Emmaus members are grateful for God's faithfulness reflected in our heritage of faith, and the faithfulness of our predecessors. As a part of the Evangelical Lutheran Church in America, we want to reach out and include people of every ethnic and cultural background. We want to share gladly and generously our variety of gifts that others, too, might thank and praise the Lord with committed lives.

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 1988:

- Senior Pastor: 1. Senior pastor writes out the statement of purpose and (Sept.) general goals based on the Scriptures, Creed, Emmaus' constitution and mission statement, in September.
- Staff & Exec. 2. The staff and executive committee give their opinions
Comm.: (Oct.) and eventual approval of the purpose and goals in October.
- Chairmen: 3. Committee chairmen and organizational leaders receive
(Oct, early statement of purpose and general goals and use these as well
Nov.) 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 Oct. and early Nov.
- Council: 4. Council receives a draft of the church plan from the
(Nov.) senior pastor based on the input of staff, executive committee, standing committees and organizations. Council receives this at their Nov. meeting for discussion and possible revision.
- Committees &
Organizations: 5. Committees and organizations, through their leaders, re-
(Dec.) ceive, discuss, offer any revisions, and approve the draft of the church plan. They do this at their Dec. meeting.

- B. We will affirm, interpret and proclaim the True 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 True 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 legislation for the poor and powerless).
 - e. We will promote institutional and political participation.

Function Plan

- III. When the plan will be done and who will do it: The year 1988. 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 1988

WORSHIP

1. 75% of our services will be traditional.
2. 25% of our services will be innovative or contemporary.
3. 6% or four 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 a month.

EDUCATION GOALS

1. 10% (or about 75 people) of our confirmed membership will participate in an organized Bible Study; such as SEARCH, Circle and seminars.
2. The Adult Forum will provide a variety of informational and relational programs concerning our community, church and world.
3. We will provide at least one cross-generational activity for the congregation.
4. We will encourage better use of the library by recataloging the books, having book reviews and getting a mobile book cart for the childrens' department..
5. We will seek to provide retreat opportunities for all of our membership from confirmation age (8 & 9 year olds) and on up.
6. We will seek to support the camping ministry of Lutherdale.
7. We will inform the congregation of the new church, the ELCA, and encourage readership in THE LUTHERAN.
8. We will seek greater awareness of and social involvement for our children, such as Mail for Tots and contributions to "the General Store."
9. We will seek to make better use of our video equipment by getting a "video club" to record special events throughout the year.

Sunday School Goals:

1. 50% of teachers will have some training.
2. 75% of S.S. children to attend without being absent for a 10 week period.
3. 75% of S.S. children will be aware of the General Store and Mail for Tots for giving with a reason.

SOCIAL CONCERNS

1. We will continue active involvement in the Community meals program and the collection of food for the Northside Food Pantry.
2. The issue of aging in our community will be addressed in two major ways. Informational sessions on the needs of the elderly in our community to be presented by representatives from the Human Services Department. Social isolation is a major problem for the elderly. To address this need for social contact, this committee will develop a program to match families with shut-ins who are members of Emmaus. The program will be called "All in God's Family."
3. To foster the concept of neighborliness, a neighborhood watch program will be developed in the immediate area around Emmaus.
4. Various adult forums will be planned to present issues in the community such as the jail ministry, health and wellness, and sexism.

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 on the responsibility list will be visited.
3. 100% of the shut-in members will be visited and communes regularly, at least quarterly.
4. A transportation program to aid those with difficulty in getting to church will be developed for festival services - e.g. Thanksgiving, Christmas Eve.
5. Name-tag Sunday will be at least once every two months.

ELCW

1. We have accomplished our goals in 1987 of having monthly Bible studies in each Circle and collecting clothing, layettes and money for LWR.
2. We made use of the many talents of our women when they participated in the Thankoffering service. We have received many blessings from our fellowship in the ELCW.
3. We look forward in 1988 to cooperating and continuing our activities with all the women of the ELCA.

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) will be developed to replace the completed 1983-86 campaign, led by former presidents of the congregation.

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 total life of the congregation.
4. The Boomers group (young singles/couples) will continue to be supported and encouraged. They will be more integrated into the congregation by planning at least three events for adults of all ages.
5. Activities will include
 - recreational: cross-county skiing, bike trip
 - fellowship: Sweetheart dinner, Abelskiver, Father-Son dinner, honor graduates, congregational picnic - pig roast, Christmas decorating.

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

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

BUILDING & GROUNDS

The goals and objectives of the Building & Grounds committee have stayed consistently the same: to maintain the existing structure. To date, we as a group, have completed a number of projects; these projects cover a broad range of areas. Security has been improved by the addition of two new steel doors, improving on the older wooden ones. We have updated the electrical outlets in the older area of the building, making it safer for our congregation ranging from the seniors group to our Sunday School classes. From the esthetics standpoint the grounds looked good for the summer months, woodchip mulch added quite a bit to the landscaping outlook.

The mission statement spoke of using the things we have and reach out to the community, that is just what the Open House Project is all about, maybe a few of the people involved in the program can benefit from our generosity.

To figure our accomplishments on a percentage would be very hard; we have done quite a bit but there is much more to do. At this point we have too many projects still in limbo for various reasons ranging from uncooperative weather, conflicting schedules and financial difficulties. Hopefully we can get around these obstacles and find a way to get it done.

The long range plans for the group as of now are hopefully feasible, the biggest being the completion of the wish list. However we hope to maybe control if not prevent the leaks in the steeple as well as the addition. I know that completion of this list within a two year span might be quite a lofty goal considering our current financial status. This list and the completion of it is something that can be passed along to the next committee. I would also like to take this time to thank the congregation, the staff and the Building & Grounds committee for all their help and support in all matters.

SENIOR CENTER

1. Christian Fellowship

- A. 100% of the members will have a daily devotion conducted before the meal.
- B. 100% of the members will have access to Bible studies as offered to the congregation by the pastors.
- C. 100% of the members will be given the opportunity of having the large print devotional book purchased by themselves.
- D. 100% of the members will engage in sharing concerns for each other and their families and loved ones.

2. Motivation for fuller life.

- A. 100% of the members will be offered library books - novels, biography, history and other choices.
- B. 100% of the members will be motivated and encouraged by various programs.
 - 1) 50% of the programs will be travelogues, current issues, local issues, films, slides and speakers.
 - 2) 15% of the programs will be service oriented, i.e. services available for their use.
 - 3) 10% of the programs will be entertainment, film, video, music recitals, speakers, music groups from schools, etc.
 - 4) 10% of the programs will be made up of games, Bible trivia, bingo with prizes donated or vegetable or fruit prizes purchased by center.

- C. 100% of the members will have access to free blood pressure readings on a monthly basis.
- D. We expect to create a climate so that more will take part in Bible study, and we expect to continue to create an environment that will further our objectives.

3. Service to others:

- A. 100% of the members will have the opportunity to:
 - 1) Sew for Open House - mattress covers, small towels, etc.
 - 2) Sew bibs and lap robes for L.L.
 - 3) Donate to the Sunshine Fund of the Center.
 - 4) Make quilts for LWR, Lutherdale sale, individuals.
 - 5) Make craft items for the craft sale at Emmaus.

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 percentage 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 June and December meetings.
 - 4. Congregation receives semi-annual report.

Proposed Changes in the Constitution & Bylaws

of

Emmaus Evangelical Lutheran Church

1. Whereas the ALC and its member congregation have duly elected to merge with and become members of the ELCA as of Jan. 1, 1988, beginning after completion of such said merger, all references to the ALC in the Constitution and Bylaws of Emmaus shall be changed to "the ELCA or its duly recognized successor church." Such references are localized as designated below:

Changes are required at the following locations:

ARTICLE III	Section A	Paragraph 2
IV	E	10
IV	F	
V	A (two)	
V	B (two)	
V	C	
V	C	1, 2, 3
V	D	
VI	C	3
VII		
VIII	A (two)	
VIII	C	
VIII	D	5
BYLAWS		
II	A	
IV	C	11
V	F	3

2. To resolve the conflict between Article XI Congregational Committee paragraph D and Bylaws Article 4, paragraph 4, paragraph B2, the following change is proposed:

Current Reading:

CONSTITUTION

ARTICLE XI (Congregational Committee)

- A. The officers of the congregation and the pastor shall constitute the executive committee.
- D. A staff support committee of six members of the congregation shall be appointed jointly by the president and the pastor. Term of office shall be two years, three members to be appointed each successive year. Committee members will hold no other office in the congregation during their term.

BYLAWS

ARTICLE 4 (Officers)

- B. The vice-president shall:
 2. Chair the Budget committee; be a member of the staff support committee.

Proposed Changes in the Constitution & Bylaws

of

Emmaus Evangelical Lutheran Church

Change to read:

- B. The vice-president shall
 2. Chair the Budget committee.
3. To resolve conflict in Article 8, paragraph A and B of the Bylaws with current facility uses approved by the Council according to Article 5, paragraph G, subparagraph 3, and voted on by the congregation, the following change is proposed:

Current reading:

ARTICLE 8 (Fellowship)

- A. The congregation will cooperate with other religious organizations whose purposes are compatible with this constitution (cf. Consti- tution, Article III).

Change to read:

- A. The congregation will cooperate with other organizations whose purposes are compatible with this constitution (cf. Constitution, Article III).