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Misión Statement

We thank God for our heritage of faith and for the faithfulness of our forebears that over the years have come to include people of many backgrounds. In response to the grace of God focused in Jesus Christ and poured out by the Holy Spirit, the mission of Emmaus is to carry forward our strong heritage. We are called to affirm, interpret and proclaim the Christian Faith through worship, education, witness, service and fellowship by utilizing effectively, as members of God's family, the many different gifts God gives us. *(Adopted 1991)*

Agradecemos a Dios por nuestra herencia de fe y de la fidelidad de nuestros antepasados que con los años han llegado a incluir a las personas de diferentes orígenes. En respuesta a la gracia de Dios, centrado en Jesucristo y derramado por el Espíritu Santo, la misión de Emaús es para llevar adelante nuestra fuerte herencia. Estamos llamados a afirmar, interpretar y proclamar la fe cristiana a través del culto, la enseñanza, testimonio, servicio y comunión mediante la utilización efectiva, como miembros de la familia de Dios, la diversidad de carismas que Dios nos da.

Parroquia Emaús Acta de la Reunión Especial de la Congregación 24 de enero 2016

El propósito de la reunión especial de la Congregación fue de considerar si Parroquia Emaús debería unirse con Emmaus Evangelical Lutheran Church de Racine, Wisconsin, que también es una congregación de la Greater Milwaukee Synod de la Evangelical Lutheran Church in America ("ELCA"). La reunión fue debidamente notificado y convocado conforme a la Constitución y Estatutos y se presentó un quorum.

Los reunidos primero revisaron el procedimiento para la consolidación de dos "sociedades religiosas" de la misma denominación tal como se indica en Sección 787.14 de los Estatutos de Wisconsin.

El primer paso consiste en presentar a los miembros presentes en cualquier reunión especial que se haya convocado para ese propósito la pregunta pertinente: si la congregación debería o no debería unirse a otra congregación de la misma denominación con la cual se ha propuesto una consolidación. Si la mayoría votante en la reunión se opone a la propuesta, entonces no habría autoridad para efectuar la consolidación hasta una fecha futura cuando si se obtenga una mayoría para que se apruebe la consolidación. Si una mayoría aprueba la consolidación, entonces los miembros presentes deberán adoptar una resolución que identifique a la otra congregación con la cual se quiera unir.

Luego de adoptarse la resolución, los miembros deben nombrar de su membresía a tres "comisionados conjuntos" que se reunirían con tres comisionados conjuntos elegidos de la otra congregación. Los comisionados de las dos congregaciones (o una mayoría de ellos) entonces deciden el nombre de la congregación consolidada y

efectúan, firman y reconocen un certificado en la forma establecido por el estatuto. El certificado y las copias certificadas de las resoluciones de la dos congregaciones que autoriza la consolidación entonces serían fichados en la oficina oficial del condado encargado de registrar propiedades. Luego de cumplir con este fichaje, la nueva congregación es considerada una sociedad religiosa incorporada conforme a las leyes del Estado de Wisconsin.

Luego de la consolidación, dentro de un plazo de tiempo razonable, los comisionados conjuntos deben convocar una reunión de la nueva congregación para adoptar una Constitución y Estatutos, para elegir dirigentes, y para tratar cualquier asunto que sea necesario y adecuado para la nueva congregación. Hasta que los nuevos dirigentes sean elegidos, los comisionados conjuntos tendrían la autoridad conforme al estatuto a hacer lo que sea necesario y adecuado para efectuar plenamente la consolidación o de tratar cualquier asunto que sea inmediatamente necesario para el bien de la nueva congregación.

Luego de hablar de estos asuntos, y previa proposición debidamente presentada y secundada, una mayoría de los reunidos votaron y aprobaron la consolidación con Emmaus Evangelical Lutheran Church de Racine, Wisconsin, y aprobaron la adopción de la siguiente resolución:

RESUELVASE, que la Parroquia Emaús se una y se consolide con Emmaus Evangelical Lutheran Church de Racine, Wisconsin, que también es una congregación de la Greater Milwaukee Synod de la ELCA, con el propósito de formar una nueva congregación de la Greater Milwaukee Synod de la ELCA la cual llevará el nombre de Emaus ELCA.

Luego de adoptarse la resolución precedente, y previa proposición debidamente presentada y secundada, una mayoría de los reunidos votaron y eligieron a Antelmo Hernando, Maribel Ortiz, y Pablo Enriquez para servir como comisionados conjuntos de la Congregación para llevar a cabo la consolidación y aprobaron las siguientes resoluciones:

RESUELVASE, que Antelmo Hernando, Maribel Ortiz, y Pablo Enriquez sean, y por la presente son, nombrados como comisionados conjuntos de la Parroquia Emaús para reunirse con los comisionados conjuntos nombrados por Emmaus Evangelical Lutheran Church para cumplir con el propósito de consolidar Parroquia Emaús y Emmaus Evangelical Lutheran Church para formar una nueva congregación de la Greater Milwaukee Synod de la ELCA conforme a la Sección 187.14 de los Estatutos de Wisconsin; y

ADEMAS RESUELVASE, Antelmo Hernando, Maribel Ortiz, y Pablo Enriquez sean, y por la presente son, autorizados y dirigidos a reunirse con los comisionados conjuntos nombrados por Emmaus Evangelical Lutheran Church para decidir el nombre corporativo por el cual se conocerá a la nueva congregación; para realizar, firmar, y reconocer un certificado de consolidación tal como se describe en la Sección 187.14 de los Estatutos de Wisconsin; y para tomar los pasos necesarios para fichar dicho certificado y

una copia certificada de las resoluciones adoptadas en esta reunión con el funcionario encargado en el Condado de Racine; y

ADEMÁS RESUELVASE, que Antelmo Hernando, Maribel Ortiz y Pablo Enríquez sean, y por la presente son, autorizados y dirigidos a reunirse con los comisionados conjuntos nombrados por Emmaus Evangelical Lutheran Church para hacer lo necesario y adecuado para efectuar plenamente la consolidación de Parroquia Emaús and Emmaus Evangelical Lutheran Church o de tratar cualquier asunto que sea necesario de forma inmediata por el bien de la nueva congregación formada por esta consolidación, incluyendo, pero no necesariamente limitado a, convocar una reunión de la nueva congregación con el propósito de adoptar una Constitución y Estatutos, la elección de dirigentes, y tratar cualquier asunto que sea necesario y adecuado para la nueva congregación.

Al no haber otros asuntos pendientes, y previa proposición debidamente presentada y secundada, una mayoría de los reunidos votaron y eligieron cerrar la reunión,

Atentamente,
Luz Cetina, Secretaria
Parroquia Emaús

Emmaus Evangelical Lutheran Church
Minutes of Special Congregational Meeting
January 24, 2016

The purpose of the special congregational meeting was to consider whether Emmaus Evangelical Lutheran Church of Racine, Wisconsin, should consolidate with Parroquia Emaús, which is also a congregation of the Greater Milwaukee Synod of the Evangelical Lutheran Church in America ("ELCA"). The meeting was duly called and noticed in accordance with the Constitution and Bylaws and a quorum was present. The meeting first reviewed the procedure for the consolidation of two "religious societies" of the same denomination specified in Section 787.14 of the Wisconsin Statutes.

The first step is to submit to the members at any regular meeting or special meeting called for that purpose the question of whether or not the congregation shall consolidate with another congregation of the same denomination with which it is proposed to consolidate. If a majority voting at the meeting is opposed to the proposed consolidation, then there is no authority to consolidate until a later date when majority approval is obtained. If a majority approves the consolidation, then the members present are to adopt a resolution identifying the other congregation with which they want to consolidate.

After adoption of the resolution, the members are to choose from the membership three "joint commissioners" to meet with three joint commissioners chosen by the other congregation. The commissioners from the two congregations (or a majority of

them) then decide the name of the consolidated congregation and make, sign, and acknowledge a certificate in the form prescribed by the statute. The certificate and certified copies of the resolutions from the two congregations authorizing the consolidation are then recorded with the Register of Deeds. Upon such recording, the new congregation is considered an incorporated religious society under the laws of the State of Wisconsin.

As soon as practicable after the consolidation, the joint commissioners are to call a meeting of the new congregation to adopt a Constitution and Bylaws, to elect officers, and to transact other business that may be necessary and proper for the new congregation. Until new officers are elected, the joint commissioners are empowered under the statute to do anything necessary and proper to fully effectuate the consolidation or anything immediately necessary for the good of the new congregation.

After discussion, and upon motion duly seconded, a majority of the meeting voted to consolidate with Parroquia Emaús and to adopt the following resolution:

RESOLVED, that Emmaus Evangelical Lutheran Church shall consolidate with Parroquia Emaús, which is also a congregation of the Greater Milwaukee Synod of the ELCA, for the purpose of forming a new congregation of the Greater Milwaukee Synod of the ELCA to be known as Emaus ELCA.

After the opportunity for additional discussion, and upon motion duly seconded, a majority of the meeting voted to elect the Rev. Mary Janz, Cathy Meyer, and Carol Yust to serve as joint commissioners to effect the consolidation and to adopt the following resolutions:

RESOLVED, that the Rev. Mary Janz, Cathy Meyer, and Carol Yust be, and they hereby are, appointed as the joint commissioners of Emmaus Evangelical Lutheran Church to meet with the joint commissioners appointed by Parroquia Emaús for the purpose of consolidating Emmaus Evangelical Lutheran Church and Parroquia Emaús as a new congregation of the Greater Milwaukee Synod of the ELCA in accordance with Section 787.14 of the Wisconsin Statutes; and

FURTHER RESOLVED, that the Rev. Mary Janz, Cathy Meyer, and Carol Yust be, and they hereby are, authorized and directed to meet with the joint commissioners appointed by Parroquia Emaús to decide the corporate name by which the new congregation shall be known; to make, sign, and acknowledge a certificate of consolidation in the form prescribed in Section 787,14 of the Wisconsin Statutes; and to arrange for the recording of such certificate and a certified copy of the resolutions adopted at this meeting in the office of the Register of Deeds of Racine County; and

FURTHER RESOLVED, that the Rev. Mary Janz, Cathy Meyer, and Carol Yust be, and they hereby are, authorized and directed to meet with the joint commissioners appointed by Parroquia Emaús to do anything necessary or proper to fully effectuate the consolidation of Emmaus Evangelical Lutheran Church and Parroquia Emaús or anything immediately necessary for the

good of the new congregation formed by the consolidation, including, but not necessarily limited to, calling a meeting of the new congregation for the purpose of adopting a Constitution and Bylaws, electing officers, and transacting such other business as may be necessary and proper for the new congregation.

There being no further business, and upon motion duly made and seconded, a majority of the meeting then voted to adjourn.

Respectfully submitted,
Missy Porcaro, Secretary
Emmaus Evangelical Lutheran Church

**Certificate of Consolidation · El Certificado de Consolidación
Adopted Pursuant to Section
187.14 of the Wisconsin Statutes**

Know all by these presents: That the undersigned, duly appointed joint commissioners of Parroquia Emaús of Racine, Wisconsin, and of Emmaus Evangelical Lutheran Church of Racine, Wisconsin, to effect a consolidation of said incorporated religious societies, do hereby certify that, pursuant to the authority in us vested, we have consolidated and do hereby consolidate the above named Parroquia Emaús and Emmaus Evangelical Lutheran Church into one religious society of the Greater Milwaukee Synod of the Evangelical Lutheran Church in America located in the City of Racine, County of Racine, and State of Wisconsin, which consolidated society shall be known and incorporated by the name of Emaus ELCA.

In witness whereof, we have hereunto set our hands and seals this day of 24 January, 2016.

/s/ The Rev. Mary Janz	Antelmo Hernando	Cathy Meyer
Maribel Ortiz	Carol Yust	Pablo Enriquez

The foregoing instrument was acknowledged before me on the 24th day of January, 2016, by the persons whose names and signatures are set forth above.

/s/ Stephen L. Knowles, Notary Public, State of Wisconsin

This instrument was drafted by, and should be returned to, Stephen L. Knowles, State Bar No. 1015626, Davis & Kuelthau, s.c., 111 East Kilbourn Avenue, Suite 1400, Milwaukee, Wisconsin 53202.

Emaus ELCA
Minutes of Congregational Meeting · Minutas de la reunión congregacional
June 5, 2016 · 5 de junio de 2016

Date: June 5, 2016

Time: 10:15 a.m.

Place: Emaus ELCA Sanctuary

1. **Opening Devotion:** Pastor Steve spoke in English and Pastor Gabriel spoke in Spanish as they prayed that we be faithful as we do God's work. They asked God to bless the leadership group and the members, and gave thanks that we are not alone as we travel on our journey on the road to Emaus.
2. **Election of Church Council:** Mary conducted the business part of the meeting. She presented the slate of officers for the church council which included a representative from each language community for each position. Gabriel and Mary explained that the pastors do not do all the leading, but the congregation leads itself through the council. Carol Eschmann made a motion to accept the slate of officers with the addition of Edilberto Martínez as co-vice president. The slate of officers was accepted (**Motion 06/2016:01-CM**).
3. **Covenant for Services by Rev. Gabriel Marcano:** Mary explained that the proposed 18 month term of call will begin July 1, 2016 and will end December 31, 2017. A motion to extend a term-call to Gabriel was accepted by written ballot (**Motion 06/2016:02-CM**).
4. **Compensation Package for Rev. Gabriel Marcano:** Mary presented the compensation package. Gabriel has agreed to this package which is based \$10,000 below Synod guidelines in

Fecha: 5 de junio de 2016

Hora: 10:15 a.m.

Lugar: Iglesia Emaus ELCA

1. **Oración inicial:** El pastor Steve habló en inglés y el pastor Gabriel habló en español mientras oraban para que fuéramos fieles a la obra de Dios. Ellos le pidieron a Dios que bendijera al grupo de liderazgo y a los miembros, y agradecieron por no estar solos en este viaje nuevo que tomó Emaus.
2. **Elección del Consejo de la Iglesia:** la pastora Mary condujo la parte de negocios de la reunión. Presentó la lista oficial de las personas con cargos en el consejo de la iglesia, el cual incluía un representante de cada comunidad e idioma para cada posición. Gabriel y Mary explicaron que los pastores no son los líderes mayores, sino que la congregación se lleva a través del consejo. Carol Eschmann hizo una moción para aceptar la lista de oficiales con la incorporación de Edilberto Martínez como co-vicepresidente. La lista de oficiales fue aceptada (**Moción 06/2016:01-CM**).
3. **Pacto de Servicios por el Rev. Gabriel Marcano:** Mary explicó que el plazo de 18 meses de convocatoria se iniciará el 1 de julio de 2016 y terminará el 31 de diciembre de 2017. Se aceptó una moción para extender una convocatoria al pastor Gabriel por medio de una boleta por escrito (**Moción 06/2016:02-CM**).
4. **Paquete de Compensación para el Rev. Gabriel Marcano:** Mary presentó el paquete de compensación. Gabriel

order to conform to the Emaus budget. The amount may be raised in January if finances are favorable. A motion to accept the compensation package to begin July 1, 2016 was approved by voice vote (**Moción 06/2016:03-CM**).

5. **Recognition of Transition Team:** Pastor Mary thanked those who worked with her to achieve the transition from two congregations to one congregation. Mary now hands control to the council and the pastors. Mary declared that "the old lady will now retire" referring to herself. She thanked everyone for their support during the time of transition.
6. **Synod Assembly Report:** Pastor Steve announced that a new bishop was elected and that Pastor Mary was honored for 25 years of service, all at Emmaus.
7. **Installation of Officers:** Church council members stood and pledged to faithfully accept and carry out the duties of office. Congregation members also pledged their support.
8. **Adjourn:** 10:46 a.m.
9. **Closing:** Pastor Gabriel reassuringly compared the life of Pastor Mary to a stone which still has life in it even though the stone may be a million years old. The call of God is not just to the pastor but to all of us who are living stones and part of this ministry. This church was constructed of stone over a period of time years ago; however, the true church is not just a building but the people. God keeps calling no matter how old you are.

Respectfully submitted by Missy Porcaro

acepto este paquete que se basa 10.000 dólares por debajo de las directrices del Sínodo para ajustarse al presupuesto de Emaus. La cantidad puede ser aumentada en enero si las finanzas son favorables. Una moción para aceptar el paquete de compensación que entrara en vigor el 1 de julio de 2016 fue aprobada por votos de voz (**Moción 06/2016:03-CM**).

5. **Reconocimiento del Equipo de Transición:** La Pastora Mary agradeció a aquellos que trabajaron con ella para lograr la transición de las dos congregaciones a una sola congregación. Mary ahora entrega el control al concilio y a los pastores. Mary declaró que "la anciana se retirará ahora" refiriéndose a sí misma. Agradeció a todos por su apoyo durante el período de transición.
6. **Informe de la Asamblea del Sínodo:** El Pastor Steve anunció que se eligió un nuevo obispo y que la Pastora Mary será honrada por sus 25 años de servicio en Emaús.
7. **Instalación de los Oficiales:** Los miembros del Consejo de la Iglesia se pusieron de pie y se comprometieron a aceptar y cumplir fielmente los deberes del cargo. Los miembros de la Congregación también prometieron dar su apoyo.
8. **Clausura:** 10:46 a.m.
9. **Cierre:** El Pastor Gabriel comparó la vida de la pastora Mary con una piedra, diciendo que, aunque tenga millones de años, aún tiene vida. El llamado de Dios no es sólo para el pastor, sino para todos los que somos piedras vivas y parte de este ministerio. Esta iglesia fue construida con bases de piedra años atrás; sin

embargo, la verdadera iglesia no es sólo un edificio, sino el pueblo. Dios sigue llamando sin importar la edad que tengas.

Respetuosamente redactada por Missy Porcaro y traducida por Juan Cabrera

Covenant Congregations of the Racine Mission Cluster of the ELCA

Preface: John 17:20-21 (CEV)

"I am not praying just for these followers. I am also praying for everyone else who will have faith because of what my followers will say about me. I want all of them to be one with each other, just as I am one with you and you are one with me. I also want them to be one with us. Then the people of this world will believe that you sent me..."

As member congregations of the ELCA in the greater Racine community we are called to be agents of grace in our community and beyond. We celebrate, recognize and value each congregation's history, ministry and gifts. We acknowledge a deep and profound connection to each other. We promise to seek to be the body of Christ in this place and time. In witness to our Lord Jesus Christ, we unite together in this ministry covenant . . .

1. To focus our corporate lives on the mission of Jesus Christ and to take whatever steps necessary to ensure the flowering of grace in our community and world.
2. To reach out in our respective communities to invite and welcome our neighbors to join with us in worship, mission and ministry.
3. To intentionally seek justice for all people.
4. To stand against racism and all forms of oppression.
5. To serve all those in need especially the unemployed, the aging, the hungry, the homeless, and the abused.
6. To abandon competition among congregations and share the gifts and blessings God bestows on us.
7. To share, as the Body of Christ, programs, ministries and resources to carry out our congregational responsibilities and mission.
8. To affirm our ecumenical and interfaith connection and commitments.
9. To develop common strategies for the future so we may be more effective in our witness and service.

Adopted in 2006

Pastor Gabriel's Report
Informe anual de Pastor Gabriel
por Revdo. Gabriel A. Marcano

The Lord is good, and his love endures forever. Being a pastor allows the opportunities to behold pictures and stories of the glory of God. To awaken to the Lord's presence and power never grows tiresome. My report, in a sentence, is "let everything that has breathe praise the Lord". But the older I get, the words in this report grow. I find it important to record my sense of the year, as an act of praise and gratitude. And if someone reads it, all the better.

Our church is changing. However, before considering change in the church I'd like to point out some of the really good things we continue to do as, church together, as church for the sake of the families, neighbors and as members of the ELCA.

Worship

This year we were able to worship together through the efforts of the committee on liturgy and music. Each time the celebrations become more elaborate, participative, and full of color. This has allowed both groups to feel more comfortable at the time of worshipping. Still there are more things to do together, we are a community of dreamers.

Education

Education is an important factor in the life of the Church. Last year we had several workshops on leadership and education. I think the most significant one was the Lutheran-Episcopal Meeting KUGANA 2016. The meeting gave us useful tools to strengthen the Latin ministries. We must put more resources, more effort in leadership in this year 2017.

I am convinced that discipleship is the

El Señor es bueno, y su amor perdura para siempre. Ser pastor permite las oportunidades de contemplar las imágenes e historias de la gloria de Dios. Despertar a la



presencia del Señor y el poder nunca se vuelve cansado. Mi informe, en una frase, es "deja que todo lo que ha respirado alabe al Señor". Pero cuanto más viejo me pongo, las palabras de este informe crecen. Me parece importante registrar mi sentido del año,

como un acto de alabanza y gratitud. Y si alguien lo lee, mejor.

Nuestra iglesia está cambiando. Sin embargo, antes de considerar el cambio en la iglesia, quisiera señalar algunas de las cosas realmente buenas que seguimos haciendo juntos, como iglesia por el bien de las familias, amigos y como miembros de la ELCA.

Celebraciones Litúrgicas

En este año pudimos alabar juntos gracias al esfuerzo del comité de liturgia y música. Cada vez las celebraciones son más elaboradas, participativas, llenas de color. Esto ha permitido que ambos grupos se sientan más cómodos a la hora de celebrar. Aún falta más cosas por hacer juntos, somos una una comunidad de sonadores.

Educación

La educación es un factor importante en la vida de la Iglesia. El año pasado

strongest and most useful tool the Church can have to grow and be strong.

Mission

For me, the mission of this church is an open fellowship and a unique expression of the dynamic living presence of Jesus Christ, the Son of God and Light of Life.

We invite others to join us in our growing serving church where there is no age, status or racial limitations.

Finally, I would like to thank the council members, committee members, staff and volunteers throughout the year that makes Emaus ELCA the welcoming place that it is. You are the embodiment of our mission: Preaching, teaching and reaching in Jesus' name.

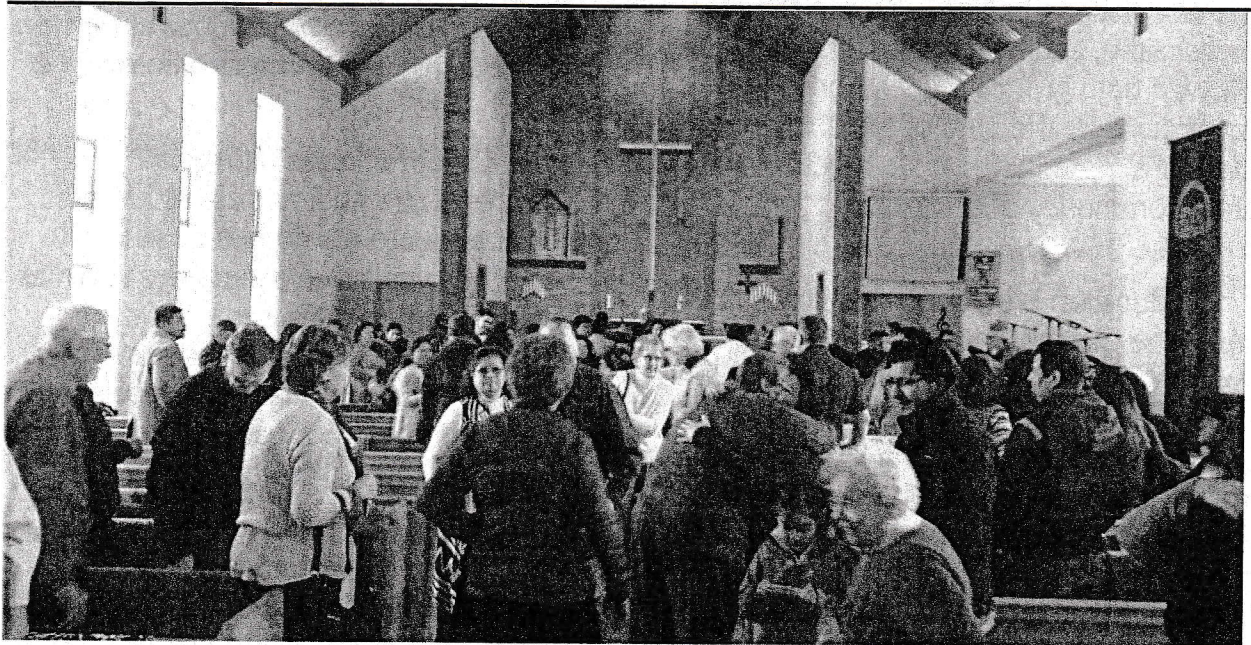
In service to Christ,
—Rev. Gabriel Marcano A +

tuvimos varios talleres sobre liderazgo y educación, creo que el más significativo fue el Encuentro Luterano-Episcopal KUGANA 2016. Dicho encuentro nos dio herramientas útiles para fortalecer los ministerios latinos. Debemos poner más recursos, más esfuerzo en liderazgo en este año 2017.

Estoy convencido que el discipulado es la herramienta más fuerte y útil que la Iglesia puede tener para crecer y ser fuertes.

—Revdo. Gabriel Marcano A +

Freed & RENEWED in Christ 500 YEARS OF GOD'S GRACE IN ACTION



Pastor Steve's Report
Informe anual de Pastor Steve
by Rev. Steve Wohlfeil

A Haitian proverb says, "beyond mountains there are mountains." Some days - on the road to Emaus - it feels like that. We climb one mountain only to be faced with another. We work through one issue only to be challenged with two more. To not give up, or get frustrated at the pace of our journey together, it's good to stop once in a while and look back and see how far we've come.

We began 2016 as Emmaus Lutheran Church — an Anglo congregation with a vibrant outreach in the Latino community.

Rev. Mary Janz and Rev. Jhon Freddy Correa were our pastors, animators, visionaries. We ended the year as Emaus ELCA — a new bi-lingual congregation of the Greater Milwaukee Synod — and with both pastors gone.



Pastor Mary to retirement and Pastor Jhon Freddy to a new call in Fort Myers, Florida.

In the intervening months ...

- 1) Our Latino outreach was incorporated into Parroquia Emaus.
- 2) Parroquia Emaus and Emmaus Lutheran Church were consolidated into Emaus ELCA.
- 3) Led by a Transition Team, the legal and financial work of consolidation was completed.
- 4) We elected a bi-lingual church council and adopted a budget.
- 5) Rev. Gabriel Marcano was called as the first full-time bi-lingual pastor of Emaus ELCA.

Un proverbio haitiano dice: "más allá de las montañas hay montañas". Algunos días - en el camino de Emaus - se siente así. Subimos una montaña sólo para enfrentarnos con otra. Trabajamos a través de una impresión solamente para ser desafiados con dos más. Para no darse por vencido, o frustrarse al ritmo de nuestro viaje juntos, es bueno parar de vez en cuando y mirar hacia atrás y ver lo lejos que hemos llegado.

Comenzamos el año 2016 como Emmaus Lutheran Church - una congregación angla con un alcance vibrante en la comunidad latina. La Rev. Mary Janz y Rev. Jhon Freddy Carrera fueron nuestros pastores, animadores y visionarios. Terminamos el año como Emaus ELCA - una nueva congregación bilingüe del Sínodo Mayor de Milwaukee - y con ambos pastores en algún otro lugar. La Pastora Mary ya en jubilación y el Pastor Jhon Freddy a un nuevo llamado en Fort Myers, Florida.

En los meses siguientes ...

- 1) Nuestra extensión latina fue incorporada a Parroquia Emaus.
- 2) La parroquia Emaus y Emmaus Lutheran church se consolidaron en Emaus ELCA.
- 3) Conducido por un Equipo de Transición, se completó el trabajo legal y financiero de consolidación.
- 4) Elegimos un consejo eclesiástico bilingüe y aprobamos un presupuesto.
- 5) El Rev. Gabriel Marcano fue llamado como el primer pastor bilingüe a tiempo completo de Emaus ELCA.
- 6) Se completó un Perfil del Sitio del Ministerio y se formó un Comité de Llamado para llamar a un segundo

- 6) A Ministry Site Profile was completed and a Call Committee was formed to call a second pastor.
- 7) The Visitor became a bi-lingual newsletter.
- 8) We have worshipped bi-lingually at least once a month and have learned to sing together, pray together and celebrate the Eucharist together.
- 9) We have socialized together, eaten tamales and abelskiver together, done Posadas together, celebrated Mexican Fiesta together, served meals at the Hospitality Center together, learned each other's names, been in each other's homes, begun learning each other's language.

We did this and more together while each language group continued its regular ministries independent of the other. We've come a long way together and have much to celebrate.

Moving forward in 2017, we have some important challenges ahead of us.

- 1) A "new" congregation does not automatically mean "one" congregation. It's still a challenge for some of us to think of Emaus as anything other than our own language group.
- 2) It's essential that we focus with laser sharpness on the purpose of Emaus. Our purpose is not simply to be a bi-lingual congregation. The question is: What is the purpose of this bi-lingual congregation?
- 3) We need to discern the kind of pastoral leadership we need going forward.
- 4) The church council needs to become a functioning body.
- 5) We need to get our financial house in order.
- 6) 3/4 of our congregation are directly affected by issues of immigration. How

pastor.

- 7) Ambos boletines se unieron en un boletín bilingüe.
- 8) Hemos tenido celebraciones bilingües al menos una vez al mes y hemos aprendido a cantar juntos, orar juntos y celebrar juntos la Eucaristía.
- 9) Hemos socializado juntos, comido tamales y abelskiver juntos, celebrado Posadas, la Fiesta Mexicana juntos, servimos comidas en el Centro de Hospitalidad juntos, aprendimos los nombres de los demás, visitamos las casas de los demás, y comenzamos a aprender el idioma del otro.

Hicimos esto y más juntos, mientras que cada grupo lingüístico continuó sus ministerios regulares e independientes del otro. Hemos recorrido un largo camino juntos y tenemos mucho que celebrar.

Avanzando hacia el 2017, tenemos algunos desafíos importantes por delante.

- 1) Una "nueva" congregación no significa automáticamente "una" congregación. Todavía es un reto para algunos de nosotros pensar en Emaus como algo distinto de nuestro propio grupo lingüístico.
- 2) Es esencial que nos centramos con la agudeza del láser en el propósito de Emaus. Nuestro propósito no es simplemente ser una congregación bilingüe. La pregunta es: ¿Cuál es el propósito de esta congregación bilingüe?
- 3) Necesitamos entender el tipo de liderazgo pastoral que necesitamos en el futuro.
- 4) El consejo de la iglesia necesita convertirse en un cuerpo funcional.
- 5) Necesitamos tener nuestras finanzas en orden.
- 6) 3/4 de nuestra congregación están

do we support and encourage each other?

It is truly remarkable what is happening around here. I'm grateful to be traveling with you on this road to Emaus.

Shalom,
—Pastor Steve

directamente afectados por cuestiones de inmigración. ¿Cómo nos apoyamos y animamos unos a otros?

Es realmente notable lo que está sucediendo aquí. Estoy agradecido de estar junto a ustedes en este camino de Emaus.

Shalom,
—Pastor Steve



Member Care Report · Informe de Cuidado Especial por Cathy Meyer y Gina Tiburcio

Member Care provides contact with members and friends in need, many of whom are homebound, hospitalized or in special care facilities. In 2016, we continued to visit the homebound; to send greeting cards; to update the prayer chain weekly; to give knitted prayer shawls, baptismal shawls, and prayer quilts; to check blood pressures, and to provide transportation to worship services. Many people are involved in carrying out these projects, but in February and March, Cathy Meyer introduced Pastor Steve Wohlfeil to many of our members who cannot attend church services. This visit included serving Holy Communion.

Looking ahead, Emaus Member Care hopes to increase the number of contacts with those in need through the various services. We also hope to increase the number of volunteers to make this happen. If you wish to be a part of this ministry, please contact Cathy or Gina.

Finally, in order for Member Care to be successful, we need your input. Please let the office, a pastor, Cathy Meyer or Gina Tiburcio know when someone is in need of some of our services. We truly want the spirit of God to be felt by one and all.

Thank you to all who shared their time and talents to provide contact with our Emaus family.

Respectfully submitted,
—Cathy Meyer and Gina Tiburcio

El Cuidado de los Miembros proporciona el contacto con los miembros y amigos en necesidad, muchos de los cuales están en el hogar, hospitalizados o en centros de atención especiales. En 2016, continuamos visitando hogares; enviamos tarjetas de felicitación; actualizamos la cadena de oración semanalmente para dar acompañamientos de oración con cobijas de bautismo y colchas de oración. Se trabajó en el control las presiones sanguíneas, y se proporcionó transporte a servicios de la misma congregación. Muchas personas están involucradas en llevar a cabo estos proyectos, pero en febrero y marzo, Cathy Meyer presentó al pastor Steve Wohlfeil a muchos de nuestros miembros que no pueden asistir a los servicios de la iglesia. Esta visita incluyó llevar la Santa Comunión.

Mirando hacia el futuro, Emaus Member Care espera aumentar el número de contactos con los necesitados a través de los diversos servicios. También esperamos aumentar el número de voluntarios para que esto suceda. Si desea formar parte de este ministerio, comuníquese con Cathy o Gina.

Finalmente, para que el Cuidado de los Miembros tenga éxito, necesitamos su opinión. Por favor deje saber a la oficina, a un pastor, a Cathy Meyer o Gina Tiburcio de alguien que necesita algunos de nuestros servicios. Realmente queremos que el espíritu de Dios sea sentido por todos y cada uno.

Gracias a todos los que dedicaron su tiempo y talento para contactar con nuestra familia Emaus.

Respetuosamente,
—Cathy Meyer y Gina Tiburcio

Worship Committee Report • Informe de la Comité para Liturgia por Kathy Christensen

Since the merger into one congregation, the Worship Committee and Music Committee have functioned individually. However, the Anglo worship and music committees meet regularly to choose hymns and plan special worship services.

The Worship Committee includes Kathy Christensen and Alex Galicia as the representatives on the church council. In addition to planning special worship services, the Worship Committee's responsibilities include scheduling Assistant Ministers, Communion Assistants and readers. The Altar Guild participants are responsible for caring for altar linens, candles and setting up/cleaning up for communion for Saturday and Sunday worship services.

Alex, Pastor Gabriel and Juan Carlos have contributed their talents to the beautiful artistic decorations for special seasons and services during the church year.

There were several worship services combining both Anglo and Latino groups during 2016. We continue to strive to make these services comfortable and meaningful for both language groups. The music provided by Brenda and the Latino musicians is very helpful in bridging the language differences.

We welcome anyone who is interested/willing to serve as an assisting minister, communion assistant, reader or altar guild worker.

Desde la fusión en una sola congregación, el Comité de Liturgia y el Comité de Música han funcionado individualmente. Sin embargo, los comités de ceremonia y música anglo se reúnen regularmente para elegir himnos y planificar celebraciones especiales.

El Comité de Liturgia incluye a Kathy Christensen y Alex Galicia como los representantes en el consejo de la iglesia. Además de la planificación de servicios especiales de celebraciones, las responsabilidades de este Comité incluyen la programación de Ministros Auxiliares, Ayudantes de Comunión y lectores. Los participantes del Gremio del Altar son responsables de cuidar las sábanas del altar, velas y preparar todo lo relacionado para la comunión para las celebraciones del sábado y del domingo.

Alex, el Pastor Gabriel y Juan Carlos han aportado su talento a las bellas decoraciones artísticas durante temporadas y festividades especiales durante el año litúrgico de la iglesia.

Hubo varias celebraciones que combinaron los grupos anglo y latino durante 2016. Continuamos esforzándonos por hacer estos servicios cómodos y significativos para ambos grupos lingüísticos. La música proporcionada por Brenda y los músicos latinos es muy útil para salvar las diferencias de idioma.

Damos la bienvenida a cualquier persona que esté interesado / dispuesto a servir como ministro ayudante, ayudante de comunión, lector o trabajador del cuerpo del altar.

Stewardship Report • Informe de Mayordomío
 por Carolyn Wooster

Pledges and Forward in Faith • Compromisos y Adelante in Fe

Fund · Fondo	# of pledges Nr. de compromisos	Average pledge/year Compromiso/año promedio	Total
General	21	\$ 3,876.14	\$ 81,399.00
Building/Mortgage Rescate de deuda	1	\$ 720.00	\$ 720.00
Forward in Faith Adelante in Fe	11	\$ 406.36	\$ 4,470.00

Thank you for your commitment to Emaus.

In addition to the 22 pledgers, there are non-pledgers that give consistently.

Gracias por tu compromiso a Emaus.

Además de las 22 familias que han asumido compromisos, hay otros que dan constantemente.





Outreach Ministry • Ministerio de Extensión
by Carol Yust

As I've begun assembling necessary data for writing annual reports for Emaus and the Siebert Foundation, I've found myself in awe of what had all transpired within the year.

Typically, in a time of transition things don't always come together quite so well. I'm not saying that there weren't times of difficulty and unrest. There were. But, for the most part, things seemed to just come together nicely. What once seemed impossible, became probable. Things such as language barriers, cultures, and traditions became opportunities for enrichment and growth rather than obstacles.

Side-by-side, Anglos and Latinos collectively working together, built what is now seen as community rich with diversity, mission driven, and full of compassion for our neighbors.

Working together we have made possible the following accomplishments in 2016:

Neighborhood Camp

He comenzado a reunir los datos necesarios para escribir informes anuales para Emaús y la Fundación Siebert, y me asombra lo que he encontrado a lo largo de todo el año.

Típicamente, en un tiempo de transición las cosas no siempre se unen tan bien. No estoy diciendo que no hubo momentos de dificultad e inquietud. Los hubo. Pero, en su mayoría, las cosas parecían estar bien. Lo que una vez parecía imposible, se hizo posible. Cosas como las barreras del idioma, las culturas y las tradiciones se convirtieron en oportunidades de enriquecimiento y crecimiento en lugar de obstáculos.

Ambas comunidades anglos y latinos trabajando juntos, construyeron lo que ahora se ve como una comunidad rica en diversidad, impulsada por misiones y llena de compasión por nuestros vecinos.

Trabajando juntos, hemos hecho posible los siguientes logros en 2016:

NEIGHBORHOOD CAMP

Aproximadamente 250 niños asistieron a

Approximately 250 kids attended Neighborhood Camp (at three sites) at no cost to them. They were actively engaged in fun, stimulating, enrichment activities throughout the five weeks of camp.

Here at Emaus, in an effort to raise money to be donated to families in rural areas around the world to help break the cycle of poverty and hunger, the campers took on the challenge of the Tadpole Dash, raising \$1059.78 to be given to the ELCA Good Gift project.

EASY

Thirty-seven kids attend our EASY program Monday thru Thursday. Our neighborhood kids engage in science projects, have one-on-one mentoring, work on math and vocabulary skills, play games, eat healthy snacks, and build positive life skills.

Misión Support

\$189,000 in mission support was received in 2016. Funders include the Siebert Lutheran Foundation, Outreach for Hope, Racine Community Foundation, Racine Unified School District, and the Department of Public Instruction.

Fundraisers

In 2016 we celebrated our 16th annual Mexican Fiesta, One-Stop Shopping Bazaar, several Convivios (a time of fellowship while sharing a meal together), and Scrip sales. Approximately \$10,000 was made in profit in support of our general fund.

Bible Study

We hosted weekly Bible Studies led by Pastor Steve, as well as a six-week Spanish bible study on the Women in Scripture led by Pastor Loretta Mendoza.

Outreach

In 2016 Emaus was busy serving our community, as well as our surrounding

Neighborhood Camp (en tres sitios) sin costo para ellos. Ellos participaron activamente en actividades divertidas, estimulantes, de enriquecimiento a lo largo de las cinco semanas de campamento.

Aquí en Emaus, en un esfuerzo por recaudar dinero para ser donado a familias en áreas rurales alrededor del mundo para ayudar a romper el ciclo de pobreza y hambre, los campistas asumieron el reto de Tadpole Dash, recaudando \$ 1059.78 para ser entregado a la ELCA Proyecto Buen Regalo.

EASY

Treinta y siete niños asisten a nuestro programa EASY de lunes a jueves. Nuestros niños del vecindario participan en proyectos de ciencia, tienen tutoría uno-a-uno, trabajan en matemáticas y vocabulario, juegan, comen bocadillos saludables y construyen habilidades positivas para la vida.

APOYO A LA MISIÓN

\$ 189,000 en apoyo a misiones fueron recibidos en 2016. Los financiadores incluyen la Fundación Siebert Lutheran, Outreach for Hope, Racine Community Foundation, el Distrito Escolar Unificado de Racine y el Departamento de Instrucción Pública.

RECAUDACIÓN DE FONDOS

En 2016 celebramos nuestra 16^{ta} Fiesta Mexicana anual con Bazar de Compras Multilingüe, varios Convivios (un tiempo de compañerismo compartiendo los alimentos juntos) y ventas de Scrip. Aproximadamente \$ 10,000 se recaudaron en apoyo de nuestro fondo general.

ESTUDIO BÍBLICO

Hemos organizado estudios bíblicos semanales dirigidos por el Pastor Steve, así como un estudio bíblico de seis semanas sobre las Mujeres en la Escritura dirigido por

neighbors.

Together we have:

- regularly prepared meals to support the Community Meals program
- worked in the local food Pantries
- made quilts to be given to the Outreach for Veterans Program
- volunteered at the Hospitality Center, as well as hosting Mexican feasts to satisfy the hundreds of hungry folks who regularly attending the Hospitality Center
- cleaned up the neighborhood surrounding Emaus, while others made visits to local Fire and Police departments, giving thanks for their service and dedication (God's Work Our Hands Sunday)
- hosted three Planned Parenthood training sessions on Family Planning and Reproductive Health, as well as a sexual education class for youth
- hosted the RIC Immigrations Task Force meetings and other meetings on immigration and community support of our neighbors
- ...and so much more!

We are blessed to have a strong sense of mission, supported by those whom we couldn't do without, YOU!! As the Outreach Director of Emaus, I can say that I am blessed and honored to be working alongside each and every one of you. Thanks for all you do to support those whom we are called to serve!

—Carol Yust

la Pastora Loretta Mendoza.

EXTENSIÓN

En 2016 Emaus se dedicó a nuestra comunidad, así como a nuestros vecinos.

Juntos tenemos:

- comidas preparadas regularmente para apoyar el programa de Comidas Comunitarias
- Trabajos en las mesas de alimentos locales
- hizo edredones para ser entregados al Programa de Extensión para Veteranos
- se ofreció como voluntario en el Hospitality Center, además de recibir fiestas mexicanas para satisfacer a cientos de personas hambrientas que regularmente asisten al Hospitality Center
- limpiaron la comunidad que rodea a Emaús, mientras que otros hicieron visitas a los departamentos locales de Bomberos y Policía, dando gracias por su servicio y dedicación (El domingo día del Trabajo de Dios: Nuestras Manos)
- organizó tres sesiones de capacitación sobre Planificación Familiar y Salud Reproductiva de Planned Parenthood, así como una clase de educación sexual para jóvenes
- acogió las reuniones de la RIC Immigrations Task Force y otras reuniones sobre inmigración y apoyo comunitario de nuestros vecinos
- ... ¡y mucho más!

¡Tenemos la bendición de tener un fuerte sentido de misión, apoyado por aquellos de quienes no podíamos prescindir, USTED !! Como Director de Extensión de Emaus, puedo decir que soy bendecida y honrada de trabajar junto a todos y cada uno de ustedes. ¡Gracias por todo lo que hacen para apoyar a aquellos a quienes estamos llamados a servir!

—Carol Yust



Transición Process · Proceso de transición

by Rev. Mary L. Janz

The official work of the Emaus ELCA Transition Team took place between January 26, 2016 and June 5, 2016. During that time, the group of six (Antelmo Hernando, Pablo Enriquez, Noemi Beltran, Cathy Meyer, Carol Yust and Mary Janz) took the place of the regular congregational council, making decisions and taking action to facilitate the coming together of Parroquia Emaus and Emmaus Evangelical Lutheran Church, forming the new legal entity of Emaus ELCA.

Together with staff, congregational members, and other representatives of the ELCA at the Synod and National levels, the Transition Team addressed the following items:

- Bank accounts – all new accounts were established
- Unified budget – all previous accounting (Emaus, Emmaus, Outreach and grant supported programs) were integrated into a combined budget
- Mission Site Profile – surveys and input was gathered from members of the congregation and shared with the Synod office

El trabajo que ha llevado Emaus ELCA por parte del equipo de transición tuvo lugar entre el 26 de enero de 2016 y el 5 de junio de 2016. Durante ese tiempo, un grupo de seis personas (Antelmo Hernando, Pablo Enríquez, Noemi Beltrán, Cathy Meyer, Carol Yust y Mary Janz) se llevó a cabo un concilio regular de la congregación, en el que se tomaron decisiones y medidas para facilitar la unión de la Parroquia Emaús y Emmaus Lutheran Church, formando una nueva entidad legal llamada: Emaus ELCA.

Junto con el personal, miembros de la congregación y otros representantes de la ELCA en los niveles Sínodo y Nacional, el Equipo de Transición abordaron los siguientes temas:

- Cuentas bancarias - todas las cuentas nuevas se establecieron
- Presupuesto unificado: todas las cuentas contables anteriores (Emaus, Emmaus, Outreach y programas subvencionados) se integraron en un solo presupuesto.
- El perfil de la Misión - las encuestas y las aportaciones fueron recogidas de los miembros de la congregación y compartidas con la oficina del Sínodo

purchase the 8-oz. coffee bags at \$1.00 less and use the money to fund one of the missions of Emaus. The Youth group has been designated to receive our fund raiser profits. In 2016, \$149.00 was given to the youth from the Mt. Meru monies. For more information on Mt. Meru Coffee, the web site is www.mtmerucoffee.org

Profits from the Rada knife sales this year were \$95.55. This amount was included in the money given to the Emaus general fund. Rada has been one of our small fund raisers, so we are planning to phase out this project. All of our Rada knives in stock have been reduced by 15% to 25%. Now is a great time to stock up on some wonderful cutlery.

We will continue to sell Scrip, Mt. Meru Coffee and Rada knives after worship services in the coming year. Please see Cathy Meyer, Noemi Ortiz, Chris Lamberton or Diane Melander for your Scrip, coffee and Rada needs.

largo de 2016, pudimos comprar bolsas de 8-oz de café por \$ 1.00 menos y usar el dinero para financiar una de las misiones de Emaus. El grupo de Jóvenes ha sido designado para recibir nuestras ganancias de recaudación de fondos. En 2016, \$ 149.00 fueron dados al grupo de jóvenes gracias a la recaudación del dinero por parte del café Mt. Meru. Para más información sobre Mt. Meru Coffee, el sitio web es www.mtmerucoffee.org

Los beneficios de las ventas de cuchillos Rada este año fueron \$ 95.55. Esta cantidad se incluyó en el dinero dado al fondo general Emaus. Rada ha sido uno de nuestros pequeños recaudadores de fondos, por lo que estamos planeando eliminar este proyecto. Todos nuestros cuchillos Rada en stock se han reducido de un 15% a 25%. Ahora es un buen momento para abastecerse de algunos de estos productos.

Seguiremos vendiendo Scrip, Mt. Meru Coffee y Rada cuchillos después de los servicios de cada misa el próximo año. Por favor, consulte a Cathy Meyer, Noemí Ortiz, Chris Lamberton o Diane Melander para la adquisición de Scrip, café y Rada.





Las Posadas by Rev. Mary Janz

"I really did feel it a privilege and special to attend the "Posadas" at your home. At my age, to experience something new and enjoyable is really unique." —Philip, a neighbor of one of the host families for the 2016 Emaus Posadas

"In one of our staff meetings, Ilse asked us to reflect on 'where we see God in our lives these days.' This Christmas I would say, in 'the newness' of the posadas. Newness is like a crack that allows light to shine in. So much of Christmas has become routine for me. Experiencing someone else's traditions, hearing old stories told in fresh ways, hearing familiar words and carols in Spanish, cracked the familiar and allowed the light of God's presence to shine in my Christmas." — Pastor Steve Wohlfeil, Interim Pastor of Emaus.

What are "Las Posadas" and how have they been a key part of the formation of

our bilingual congregation moving into the future as a unified, diverse community of faith?

The Spanish word "posada" means inn or place of lodging. Las Posadas were introduced by Christian missionaries over 500 years ago to help teach the indigenous people of Mexico about the birth narrative of Jesus through acting it out.

For the people of Mexico it has become an integral part of their annual preparations for Christmas.

Each day for nine days before Christmas, the group of "travelers," led by a couple representing Mary and Joseph, goes to a different home or location seeking lodging in the inn (posada). Following a number of rejections, (using a "posadas" song back and forth with the "innkeeper"), the weary travelers are finally invited in. Christmas carols, prayers and a time of fellowship and food, with special

sweet treats for the children, are part of the time together.

This custom was for the first time part of the Advent preparations for our newly formed bilingual congregation, Emaus ELCA. We “mixed it up” to create a unique experience for all, including half of the posadas being hosted by Latinos and half by the English speaking community.

That even meant that tacos and tamales were served on some evenings and Scandinavian and other fare on others! We repeatedly heard comments like “I learned something new!” “What a great way to get to know each other and our customs!” and “I now have experienced Christmas through another perspective!”



Pastoral Report and Summary of Statistics for 2016

Pastoral acts:

Baptisms (child).....	14	Weddings	9
Baptisms (adult).....	0	Confirmation (youth).....	11?
Funerals	8	Affirmation of faith (adult)	11?

Church services · Misas:

Sunday worship services at Emmaus		Presentaciones.....	0
Regular Sunday worship.....	100	1 st communion services.....	2?
(all with Holy Communion)		Quinceañeras.....	8
Regular Saturday worship services	48	Confirmation	2
Midweek worship services		Weddings/vow renewals in church	4
Lenten midweek worship.....	3	Funeral/memorial services in church....	2
(2 with Holy Communion)			
Easter Vigil (Spanish).....	0	Total number of services at Emaus.....	182
Thanksgiving Eve	0	Good Friday service at Holy Hill.....	1
Advent/Guadalupe (Spanish).....	3	<u>Latino Sunday service at Lutherdale.....</u>	<u>1</u>
Christmas Eve (w/Holy Communion)..	2	Total number of services off campus.....	2
Other midweek worship.....	?		
Family/special/other services			
Baptismal services	8		

	Sat.	Sunday English	Sunday Spanish	Combined
Average weekly worship.....	23.....	38.....	154.....	166*

* Combined average differs from total average due to missing reports and combined services.

Members received and removed:

	<u>Baptized</u>	<u>Confirmed</u>
Total membership as of January 1, 2016	376	194
<u>Members received:</u>		
a. by baptism: children	14	0
b. by baptism: adult	0	0
c. by affirmation of faith	11	11
d. by transfer from other ELCA	0	0
e. by transfer from other Lutheran	0	0
f. by transfer from non-Lutheran	-	-
g. baptized members confirmed	-	11
h. renewed membership	-	-
<u>i. statistical adjustment</u>		
Total members added	25	22

	<u>Baptized</u>	<u>Confirmed</u>
<u>Members removed:</u>		
a. by death	6	5
b. by transfer to other ELCA	6	3
c. by transfer to other Luth. congregations	2	2
d. to non-Lutheran congs.	-	-
e. Moved/no transfer/inactivity	15	7
<u>f. Statistical adjustment</u>		<u>5</u>
Total members removed	29	22

Total membership as of December 31, 2016
 372 194

Pastoral Acts in 2016 · Actos Pastoral en 2016

BAPTISMS · BAUTIZOS.

Tyriec Earl Jackson, Jr.
Jayce Louis Jackson
Genesis Estrella Garay
AnaMarie Ayala-Ferraro
Lia Josephine Schultz
Bryan Jesús Lopez Olguin
Tania Sarahi Peralta
Azul Lius Mendoza
Aaron Abraham de la Paz
Clarita Belen Antonio
Kimberly ____
Aiden Guzmán
Joel García
Yair Morales Flores

Imelda Hernando
Kimberly Martínez
Vicente Morales Flores
Luis Moya
Érica Villegas de Huarota
Kevin Ayala García
Luis Ayala García
Mary Camarena
Ariela Cardenas
Alejandro Cardenas
Jose Cardenas
Danielly Guerra
Arieli Henandez
Israel-Adan Mora
Izabella Athenia Mora
Paola Azeret Mora
Vanessa Itzel Mora
Irving Ruiz
Angelica Veronica

FIRST COMMUNION · PRIMERA COMUNIÓN.

Kevin ____
Angel Arias
Celeste Arias
Luis Ayala
Juan Manuel Barajas
Raul Barajas
Angel Castañeda
Gio de la Torre
Alexander Espinoza
Abel Galvan
Angelica Hernando
Evelyn Hernando
Jaylene Huarota
Denise Marin
Janice Morales
Jasmine Morales
Anthony Peralta
Cody Peralta
Tania Peralta
Itzel Silva
Ytzayana Silva
Suhaid Zavaleta

MARRIAGES · BODAS.

Maribel Vega & Javier Madrid
Deysi Ramirez & Jose Antonio
Gutierrez Vera
Soledad Beltrán & Maria de la Luz
Zetina
Sandra Zavala Ortiz & Luis Antonio
Moya
Teresa Garcia & Jose Villalobos
Stacy Steinike & Melissa Lemke
Maria Guadalupe Flores & Carlos
Gonzalez
Susana Sanchez & Humberto Anzures
Karina Cruz & Roberto David Vazquez

TRANSFERS OUT · TRANSFERENCIAS AFUERA.

ELCA:

Rev. Jhon Freddy Correa, Liliana
Moncada, Mateo Correa
Kerry Perkins, Henry & Mae

Non-ELCA Lutheran:

William & Linda Meteyard

Non-Lutheran Christian:

none

CONFIRMATION · CONFIRMACIÓN.

Edgardo Acosta
Erasto Cruz Peralta
Brian González

FUNERALS/MEMORIAL SERVICES ·
FUNERALES/ CEREMONIAS
CONMEMORATIVAS.

Robert Allen Mathieus
Eleanor Gerhardt Lawrenz
Harold Martin Miller
Dorothy Borchardt Bagley
Eugene Dexter *

Robert Rubio
Ron Sovelenko *
*Infant · bebé **

*Non-member · no miembro

*Italics indicate a child or infant. · Cursiva indica un
niño o un bebé.*



Emaus 2016 Memorials and Honoraria • Memoriales y Honorarios

DESIGNATED MEMORIALS & HONORARIA

Outreach, EASY

Zielke, Lyle.....	\$ 100.00
Hansen, Beverly.....	\$ 150.00
Smith, Nancy and Art.....	\$ 1,000.00

NON-DESIGNATED MEMORIALS & HONORARIA

Bagley, Dorothy.....	\$ 25.00
Lawrenz, Eleanor.....	\$ 70.00
Miller, Harold.....	\$ 345.00
Mathieus, Robert.....	\$ 450.00
Rasmussen, Ralph.....	\$ 25.00
Zielke, Lyle.....	\$ 125.00
Hansen, Beverly.....	\$ 50.00

The above memorials and honoraria have come through the general checking account. Memorials and honoraria given directly to Neighborhood Camp may be published in separate reports.
 Los memoriales y honorarios han llegado a través de la cuenta general. Memoriales y honorarios directamente a barrio campamento pueden ser publicados en informes separados.

Greater Milwaukee Synod - ELCA
Misión Support Statement • Declaración de Misión de Soporte

STATEMENT DATE: 12/31/2016

DATE	DESCRIPTION	AMOUNT	BALANCE
01/31/2016	Balance forward		0.00
2/1/2016	INV #14778-16. 2016 Intent	17,750.00	17,750.00
4/20/2016	Pmt. #22225, Jan.-Feb. 2016	-2,950.00	14,800.00
6/16/2016	Pmt. #23051, Mar.-Apr. 2016	-2,950.00	11,850.00
BALANCE REMAINING FOR PRIMARY SUPPORT			\$11,850.00

The donor has not been provided with any goods or services connected with the above contributions.

Note: A check for \$9,940.00 was sent to the Synod office toward Emaus ELCA's 2016 pledge on January 24, 2017.

Nota: Un cheque por \$ 9.940,00 fue enviado a la oficina de Sínodo hacia del compromiso de Emaus ELCA para 2016 en 24 de enero, 2017.

Emaus ELCA Mortgage Annual Statement • Informe anual de la hipoteca
 by Thrivent Financial™

Loan information: Loan number • Número de préstamo: 204571000
 Maturity date • Fecha de vencimiento: 10/1/2029
 Interest rate • Tipo tasa de interés: 5.250%

Principal, interest information: Principal balance at 12/31/2015 • Saldo a 31/12/2015.....\$ 113,754.78
 Interest paid • Intereses pagados.....\$ 5,834.61
 Principal balance at 12/31/2015 • Saldo a 31/12/2016.....\$ 107,985.39

Treasurer's Report • Informe del Tesorero by Art Smith

2016 was another challenging year. What made it particularly challenging this year was that we re-incorporated the church when we merged our Anglo and Latino congregations. Even though this was approved by the congregation in January, all the financial details didn't get resolved until April. A new federal employer identification number and new state tax numbers meant that we had to open new bank accounts with these numbers. Since we were "starting anew" we also reorganized our chart of accounts as we pulled our grants and outreach budgets into the accounting system. We also called Pastor Gabriel in July as a full-time pastor. However, with his immigration status he continued to get paid by us through the synod office. We also continued to be the fiscal agents for Neighborhood Camp. There were a lot of "moving parts" to our financial picture this year.

As you can see from the accompanying page showing the proposed 2017 budget and actuals from 2016, we suffered a deficit. We have loaned ourselves the money from our dedicated accounts to cover the difference between our expenses and our income. This deficit came about because some income items were not realized (e.g., offerings were down by 9% and fund raising was down by 30%) and some expenditures were unanticipated (e.g., bringing on a full-time pastor in July instead of toward the end of the year). However, it is not as bad as it could have been since we had relatively mild weather and the utility bills were down.

Going into 2017 we are not expecting to call a bilingual pastor. We anticipate having an interim pastor for the Anglos and a full-time pastor (Gabriel Marcano) until

El 2016 fue otro año desafiante. Lo que lo hizo particularmente desafiante fue que incorporamos la iglesia al fusionar nuestras congregaciones anglo y latina. Aunque esto fue aprobado por la congregación en enero, todos los detalles financieros no se resolvieron hasta abril. Un nuevo número de identificación federal del patrón y nuevos números del impuesto del estado dieron como resultado el que tuvimos que abrir nuevas cuentas bancarias con estos números. Dado que estábamos "empezando de nuevo", también reorganizamos nuestro plan de cuentas a medida que sacábamos nuestros presupuestos de subvenciones y alcance al sistema de contabilidad. También llamamos al pastor Gabriel en julio como pastor de tiempo completo. Sin embargo, con su estado de inmigración continuó su pago por parte de nosotros a través de la oficina del Sínodo. También continuamos siendo los agentes fiscales de Neighborhood Camp. Había un montón de "partes móviles" en nuestro panorama financiero este año.

Como se puede ver en la página adjunta que muestra la propuesta de presupuesto 2017 y el actual 2016, sufrimos un déficit. Nos hemos prestado el dinero de nuestras cuentas dedicadas para cubrir la diferencia entre nuestros gastos y nuestros ingresos. Este déficit se produjo porque algunos ingresos no se cumplieron (por ejemplo, las ofertas se redujeron en un 9% y la recaudación de fondos se redujo en un 30%) y algunos gastos fueron imprevistos (por ejemplo, traer a un pastor a tiempo completo en julio en lugar de ser a fin de año). Sin embargo, no es tan malo como podría haber sido ya que teníamos un clima relativamente suave y las facturas de servicios públicos estaban bajas.

En 2017 no esperamos llamar a un pastor bilingüe. Anticipamos tener un pastor interino

December per his term call. We have lined up almost all our grants for 2017 and some were not able to give us what we proposed. Therefore, we are looking to other sources such as Potawatomi to support some of our outreach programs.

We have also been looking at some of our expenses in detail and discovered that our trash collection was costing us significantly more than what other providers charged. Therefore, as of the beginning of the year we switched trash collectors. We are also mindful of the color copies and postage that our monthly newsletter cost us and we are encouraging everyone who can to view the newsletter online. The other non-personnel expenses in the budget are an estimate based on the last three years. Most of these expenses are necessary to operate and maintain our facilities. There is very little discretionary money in this budget.

The largest items in the budget are the personnel items. This budget reflects a half time interim Anglo pastor and a full time Latino pastor. All musicians will go on a performance basis rather than a salaried basis. The church secretary duties will be spread over more people in order to provide service to the Latino portion of the congregation. The number of outreach personnel have been adjusted to reflect the grants we expect to obtain.

Respectively Submitted
—Art Smith
Treasurer

para los anglos y un pastor de tiempo completo (Gabriel Marcano) hasta diciembre con lo acordado en su llamado. Hemos alineado casi todas nuestras subvenciones para 2017 y algunas no pudieron darnos lo se propuso. Por lo tanto, estamos buscando a otras fuentes como Potawatomi para apoyar algunos de nuestros programas de divulgación.

También hemos estado viendo algunos de nuestros gastos en detalle y descubrimos que nuestra colección de basura nos estaba costando mucho más que lo que otros proveedores cobran. Por lo tanto, desde el comienzo del año cambiamos recolectores de basura. También estamos atentos a las copias en color y importe que nuestro boletín mensual nos costó y estamos animando a todos los que tengan la posibilidad de ver el boletín en línea. Los otros gastos no relacionados con el personal del presupuesto son una estimación basada en los últimos tres años. La mayoría de estos gastos son necesarios para operar y mantener nuestras instalaciones. Hay muy poco dinero libre en este presupuesto.

Los elementos más importantes del presupuesto son los elementos de personal. Este presupuesto refleja un pastor interino Anglo de medio tiempo y un pastor latino de tiempo completo. Todos los músicos irán sobre una base de beneficio en lugar de una base asalariada. Los deberes del secretario de la iglesia se extenderán sobre más gente para proveer servicio a la porción latina de la congregación. El número de personal de extensión se ha ajustado para reflejar las subvenciones que esperamos obtener.

Respectivamente redactado por:
—Art Smith
Tesorero

Emaus ELCA Budget		Presupuesto de Emaus ELCA		
2017		2016		
	Budget		Actuals	Notes
Income Ingresos				
From Us	\$171,000	48%	\$178,589	55%
Offerings	144,000		143,365	A
Designated Gifts	15,000		22,914	B
Undesignated Memorials	3,000		762	C
Re-Designated Funds	0		5,898	
Forward in Faith	9,000		5,650	D
From Others	\$24,600	7%	\$23,987	7%
Building Use	7,800		6,574	E
Partnerships	3,000		2,974	F
Neighborhood Camp	13,800		14,439	G
Fund Raisers	\$26,972	8%	\$9,803	3%
Fund Raisers	13,000		9,803	H
Outreach Fundraising	13,972		0	I
Grants	\$130,585	37%	\$115,106	35%
Outreach For Hope	34,000		34,000	J
Siebert Lutheran Foundation	25,000		25,000	K
Racine Community Foundation	6,000		6,000	L
Potawatomi	8,000		0	M
Siebert First Start	20,000		20,000	N
Siebert Neighborhood Minister	16,000		16,106	O
ELCA Grant	21,585		14,000	P
Total Income	\$353,157	100%	\$327,486	100%
Expenses Gastos				
What We Give Others	\$16,190	4%	\$6,350	2%
Benevolence	16,190		6,350	1
Program Expenses	\$22,756	6%	\$19,139	6%
Fellowship	800		0	2
Music	4,050		1,824	3
Outreach/Education	14,900		13,951	4
Stewardship	965		870	5
Worship	2,041		2,494	6
Administration Expenses	\$19,790	5%	\$53,764	16%
Administration	19,790		33,605	7
Transition	0		20,158	8
Building Expenses	\$50,367	14%	\$55,207	16%
Insurance	8,196		8,522	9
Maintenance	14,213		16,439	10
Mortgage	11,604		11,604	11
Utilities	16,354		18,641	12
People Expenses	\$251,008	70%	\$205,948	61%
Salaries/Wages/Benefits	241,780		197,257	
Pastoral Salaries	56,400		47,536	13
Non Pastoral Salaries/Wages	140,392		131,050	14
Benefits	44,988		18,670	15
Payroll Expenses	9,228		8,691	16
Total Expenses	\$360,112	100%	\$340,407	100%
Net Income	-\$6,955		-\$12,921	

Income:

- A. Offerings includes regular, holiday, and special offerings such as Adopt-a-Bill
- B. Designated gifts include offerings to pay for specific items or programs
- C. Undesignated memorials include offerings to remember or honor individuals
- D. Forward in Faith offerings are designated offerings specifically for advancing the mission of Emaus
- E. Building use income comes from groups using the building plus other events such as weddings and quinceañeras
- F. Partnership income comes from other churches who support our mission
- G. Neighborhood Camp provides money to pay for administering the camp program
- H. Fund Raising income comes from events
- I. Outreach Fund Raising income comes from individual donations to our Outreach mission
- J. Outreach for Hope is a synod ministry that supports our EASY program
- K. Siebert Lutheran supports our EASY program
- L. Racine Community Foundation supports our EASY program
- M. Potawatomi is a new grant that we will apply for this year
- N. Siebert Lutheran is also supporting Emaus as a new congregation
- O. Siebert Lutheran supports our Outreach Director as a Neighborhood Minister
- P. ELCA (the national church) supports us because we have a Latino ministry

Expenses:

1. We have agreed to give 11% of our regular offerings to the synod. This also includes dues to the Racine Cluster and Racine Interfaith Coalition (RIC)
2. This will cover some events and food during the year
3. The Latinos have a music fund to buy musical instruments and music. Also tuning the musical instruments comes out of this line item
4. These are the supplies and curricula needed for our Outreach programs

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| <ol style="list-style-type: none"> 5. This includes fees for our online giving plus expenses for our stewardship activities 6. This includes altar supplies and decorations for the church 7. This includes the supplies (e.g, paper, ink, postage, copier, etc.) to run the general church activities plus fees to the city 8. Transition in 2016 included Pastor Mary's consulting, legal advice, and new bank checks. There will be no budgeted transition expenses in 2017 9. Insurance includes liability and workman's compensation 10. Maintenance includes expenses to keep all systems in the church and parsonage working properly 11. This includes both the principal and interest payments on our mortgage 12. Utilities include the gas and electric for both the church and the parsonage 13. This is what we pay our pastors including our guest pastors. This includes a ½-time Anglo interim and a full-time Latino pastor 14. This is what we pay all the rest of the staff including the educational and Outreach directors, custodians, secretaries and EASY and music staff 15. This represents the benefits for the Latino pastor, the Outreach director and the education director 16. Payroll expenses include the employer taxes and payroll fees | <ol style="list-style-type: none"> 5. This includes fees for our online giving plus expenses for our stewardship activities 6. This includes altar supplies and decorations for the church 7. This includes the supplies (e.g, paper, ink, postage, copier, etc.) to run the general church activities plus fees to the city 8. Transition in 2016 included Pastor Mary's consulting, legal advice, and new bank checks. There will be no budgeted transition expenses in 2017 9. Insurance includes liability and workman's compensation 10. Maintenance includes expenses to keep all systems in the church and parsonage working properly 11. This includes both the principal and interest payments on our mortgage 12. Utilities include the gas and electric for both the church and the parsonage 13. This is what we pay our pastors including our guest pastors. This includes a ½-time Anglo interim and a full-time Latino pastor 14. This is what we pay all the rest of the staff including the educational and Outreach directors, custodians, secretaries and EASY and music staff 15. This represents the benefits for the Latino pastor, the Outreach director and the education director 16. Payroll expenses include the employer taxes and payroll fees |
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