



January 26, 2022

Dear Members of Immanuel Bible Church,

Our Annual Member Meeting is scheduled for Wednesday, January 26. We will meet in the IBC auditorium for light refreshments at 6pm before the beginning of our meeting.

PACKET:

Attached you will find (1) the agenda for this meeting, (2) the minutes from the 3rd quarter meeting on October 27, 2021 (3) the church clerk's annual report; and (4) the annual/4th quarter reports from the Servant Administration Team.

BALLOT ITEM:

1. Membership:

Jennifer Grasso, Jon Grasso, John Norman, Michelle Norman, Deb Stringer

2. Ordination of Pastor Ian and Pastor Jonathan

Sincerely,

Elizabeth Schwannecke, Church Clerk
MS

Please bring this packet with you to the January 26 meeting.

Agenda

Annual Member Meeting
Immanuel Bible Church
January 26, 2022

- I. Snacks & Fellowship
- II. Scripture and Prayer
- III. Establish Quorum
- IV. Review/Approve Clerk's Minutes
- V. Review/Approve Clerk's Annual Report
- VI. Review/Approve Ballot Items
 - a. Membership: Jon and Jennifer Grasso, John and Michelle Norman, Deb Stringer
 - b. Approval of ordination for Pastor Ian and Pastor Jonathan
- VII. Review/Approve Servant Administration Team Reports
 - a. Benevolence
 - b. Christian Education
 - c. Finance
 - d. Facility & Grounds
 - e. Hospitality
 - f. Music & Worship
 - g. Missions
 - h. Welcome/First Impressions
 - i. Women's Ministries

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| <p>SAVE THE DATE: The next Member Meeting and Meal is scheduled for Wednesday, April 27 at 6:00PM</p> |
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Church Clerk Report

Immanuel Bible Church
3rd Quarter Church Business Meeting
Wednesday, October 27, 2021

I. Meal and Fellowship

I. Scripture and Prayer

Pastor Mark stated that the last 20 months have been “bumpy” for all and asked how a broad diversity of people maintain unity? He shared that Paul spoke to a like group in Hebrews 12:1-2 and Paul told them to look to Jesus. He is our Joy and our Example. Prayer then started the meeting at 6:16pm.

II. Establishment of Quorum

There were 81 members present at the time of establishing a quorum. *Quorum needed* for regular business is 60 (¼ membership) and quorum for Elder-Church relationships is 80 (1/3 membership).

III. Review/Approve Church Clerk Minutes

Report **Approved**

IV. Review/Approve Treasurer’s Report

John Coates had a question concerning the much lower Giving Total (\$171,311.29) for the prior year and the actual for 2021 (\$549,696.34). James Wickman said this is an error on report and gave 2020 corrected Giving Total (\$570,970.84). IBC has no current liabilities or debt. Praise God! *Report Approved.*

V. Review/Approve Ballot Items

A. Elder Recommendation for Church Membership

Brayden Andreasen, Joyce Lent, Kayla McCallister, Deb Miller, Milah Montle, Carlene Palmateer, Anita Pityer, Josh Pityer

B. Deacon/Deaconess (SAT)

Benevolence: Ken Streeter; Facility & Grounds: Jim Shafley; Finance: James Wickman; Hospitality/Fellowship: Debby Glupker; Missions: Grant Schutte; Music/Worship: Sarah Mitchell; Welcome/First Impressions: Lynn Hazen; Women’s Ministries: Tracey DeLong

C. Church Officer Affirmation

Financial Secretary: Kaylee Schutte; Church Clerk: Elizabeth Schwannecke; Treasurer: Donna Moore

D. Elder Reaffirmation

Steve DeLong

E. Affirmation of Proposed 2022 Budget

A written proposed budget was distributed for review. A written ballot was distributed for membership vote. All Approved.

VI. Review SAT Reports (written reports were submitted)

A. Benevolence

B. Christian Education

C. Elders- Jon Hartwick is taking a one-year sabbatical from the Elder Board. A personnel team is being crated and Jeff Sams, Tricia Sommer, and Phil Luter will serve on this.

D. Facility & Grounds

- E. Finance-** Pastor Mark thanked Donna Moore and James Wickman for their diligence in researching an error in payroll taxes that the IRS has identified. Currently waiting on the IRS to rectify.
- F. Hospitality/Fellowship**
- G. Missions**
- H. Music/Worship**
- I. Welcome/First Impressions**
- J. Women's Ministries**

The meeting was adjourned with prayer at 6:57pm.

Respectfully Submitted, Elizabeth Schwannecke, *Church Clerk*

Annual Church Clerk Report

Immanuel Bible Church
January 1 – December 31, 2021

2021 BUSINESS MEETINGS

January 24, 2021 - Annual Business Meeting

A vote was taken and the following people were added to church membership:

7 Added: Fred Bartlett, Julie Bartlett, Samantha Hartwick, Jocelyn Pignatelli, Mario Pignatelli, James Wickman, Pam Wickman

April 25, 2021 - First Quarter Business Meeting

A vote was taken and the following people were added to church membership:

13 Added: Nathan Acker, Stephanie Acker, Carolyn Case, Erica Jones, Peter Jones, Amy Peck, Brandon Petter, Makayla Petter, Brenda Sutton, Neil Sutton, Cal Zastrow, Patricia Zastrow, Andrea Zuidema,

A vote was taken and Ian Newberry, with his wife Whitney, were added to the Membership to serve as the Associate Pastor for Ministry Advancement.

A vote was taken and *two* missionary families were added as IBC supported missionaries: Aaron, Rachel & Juniper – *Central Asia*; John, Anna & Johnny – *North Africa*

A vote was taken and Kyle Cissell was added as a member of the Church Elder Board.

July 25, 2021 - Second Quarter Business Meeting

A vote was taken and the following people were added to church membership:

9 Added: Joe Hansen, Kelly Hansen, Lee Lambert, Linda Lambert, Dave Pickering, Maggie Pickering, Aubrey Teall, Landon Teall, Julie VanHolstyn

~ *Acting Treasurer, July-Oct.--Donna Moore (Jim Vietti has moved out-of-state)*

~ *Acting Finance Deacon, July-Oct.--James Wickman (Finance Deacon Position re-instated)*

October 27, 2021 - Third Quarter Business Meeting

A vote was taken and the following people were added to church membership:

8 Added: Brayden Andreasen, Joyce Lent, Kayla McCallister, Deb Miller, Milah Montle, Carlene Palmateer, Anita Pityer, Joshua Pityer

Vote of Affirmation was taken for the following:

Church Officers: Financial Secretary – Kaylee Schutte
Treasurer – Donna Moore
Church Clerk – Elizabeth Schwannecke

Proposed 2022 IBC Budget

Elder Reaffirmation: Steve DeLong Sabbatical(1year): Jon Hartwick

Deacon/Deaconess for 2022: Benevolence-Ken Streeter; Finance-James Wickman
Facility & Grounds-Jim Shafley; Hospitality-Debby Glupker; Missions-Grant Schutte;
Music & Worship-Sarah Mitchell; Welcome/First Impressions-Lynn Hazen; Women’s Ministries-
Tracey DeLong

2021 CHURCH OFFICERS/LEADERSHIP

The following list delineates the individuals who served in various leadership/officer positions during 2021

Deacon/Deaconess:

Benevolence – Ken Streeter
Christian Education – Pastor Jonathan Baldwin
Facility & Grounds – Ryan Tausch
Finance – James Wickman
Hospitality/Fellowship – Debby Glupker
Missions – Grant Schutte
Music & Worship – Sarah Mitchell
Welcome/First Impressions – Lynn Hazen
Women’s Ministries – Tracey DeLong

Financial Secretary: Linda Drude

Treasurer: Jim Vietti (Donna Moore Acting Treasurer; July-Dec)

Church Clerk: Elizabeth Schwannecke

Elder/Oversight Team: Pastor Mark Hazen, Pastor Jonathon Baldwin, Pastor Ian Newberry,
(May-Dec) John Glupker, Phil Luter, Steve DeLong, Jon Hartwick, Kyle Cissell (May-Dec)

Elder Protégés: Ben Modlin, Rick Sommer, Steve Thomas

2021 RECORD OF MEMBERSHIP (Article IV)

Membership on January 1, 2021: 211 (includes 1 minor, 210 voting)

Added: 40 (includes Jennifer Baldwin, Pastor Ian & Whitney Newberry)

Deceased: 3

Removed:

Membership on December 31, 2021: 248 (minor moved to voting)

Respectfully Submitted,

Elizabeth Schwannecke
Church Clerk

Administration Team Reports

Benevolence submitted by Ken Streeter

The Benevolence Committee has been responsive to needs of the congregation, as they have become known during the year. Communion offerings have made it possible to provide assistance with Church family needs and camperships.

The composition of the Benevolence Committee is now Ken Streeter-chair, Dr. Mike Gebler, Linda Drude, Amer Mall, Tom Peck, Myles Sakshaug and Phil Luter. We all remain attentive to needs that become known to us, and we continue to encourage the congregation to direct knowledge of need our way. The Mission of the Benevolence Committee is: "To glorify God by following principles of scripture to share the charitable interests of the church with those in need."

Expenditures listed below are unaudited at this point in time due to the close deadline for submission of this report, however books are completely balanced, and any variance will be minimal. I can tell you that we shared \$19,925.06 to meet benevolence needs within the congregation, and additionally we shared \$200 to assist campers. Our benevolence expenditures included funds to assist members with a roof repair, medical bills, unemployment, family funeral expenses, car repairs, and Christmas gifts for widows, seniors, and families facing financial challenges.

This year your committee provided minimal Christian camping assistance as part of our on-going ministry due to Covid-19. However, families interested in sending children to Camp Barakel may wish to complete a camp scholarship application to offset the cost of camp.

Finally, let me remind you once again that the Benevolence Committee does their best work as you help make us aware of congregational needs. Additionally, there may be interest in helping members with home repairs. Benevolence committee members could be an avenue of channeling such requests, and the fund can also be used to help with the cost of these repairs. Please contact any member of the committee as you become aware of such needs.

Christian Education submitted by Pastor Jonathan Baldwin

Nursery and Toddlers: Crystal Sanders, after a year of precious service leading our nursery crew, has stepped down as the Nursery Coordinator. Thank you so much for your commitment to serving our church Crystal! We are praying that God would lead just the right someone to take up Crystal's mantle. Please pray with us to this end, and please consider if you might be that person who takes the opportunity to serve this church body in that capacity.

Sunday Morning Children's Church: In addition to looking for a nursery coordinator, we are also looking for someone to take on the role of Children's Church Coordinator. Hannah Koch,

helped by her husband Chad, is our current coordinator, and they teach regularly as well. Though this past year has been extremely challenging, they have put in 150% to keep the ministry from floundering. The amount of work they have done really needs to be shared by others, so we are looking for a new leader to step in and take over the coordinator role so that Chad and Hannah can focus their efforts on teaching. The primary work of the coordinator is creating/distributing/communicating the teacher schedule, managing and distributing the curriculum materials, and advocating for the ministry in terms of inviting new teachers and helping organize team trainings or check-ins. I communicate with the coordinator regularly to brainstorm and assist in vision casting, direction setting, and facilitating the goals of the coordinator from the administrative end. Any who are interested in serving in this role, please pray about joining the ministry and contact me any time!

One of my goals as a pastor in this role is to make sure that my work edifies the church, particularly those directly in my line of oversight, and also builds up the ministries that have been placed into my care. At a basic level, this means: 1. Caring for and building up the people doing the ministry 2. Streamlining the process of the ministry if possible 3. Keeping a focus on the hearts of those experiencing the ministry more than a focus on a program.

I've now had a year to orient myself to the people and needs of the Christian Education ministries of our church, and I want to make it a point to build up our Sunday morning Children's Church ministry. The honest truth is that we are experiencing burnout here, and we are struggling in all three of the areas mentioned above in the following ways:

1. Our teachers have been members of a short staffed team for too long, and it has been producing strain. Praise God, we have had some wonderful new leaders stepping up! Unfortunately, we have lost the same number for various reasons. At times it has felt like constantly bailing out a leaking boat. The gaps have meant a steady flow of mini crises, and scrambling to cover the classes has resulted in inconsistency and a small number of people shouldering more of the responsibility even to their own detriment.
2. Our new curriculum has helped us streamline the ministry to a degree, but we are struggling to optimize our resources because our team is drained from making the schedule work. There is little capacity left to organize training time and master our material. We have curriculum for a class of 4th and 5th graders sitting aside unused because we do not currently have teachers to run the class.
3. We are not providing healthy consistency in our leadership for our kids, and this diminishes our ability to impact their hearts for God in the way that we desire. Instead of shifting teachers around and scrambling for substitutes to cover gaps, we really need to have consistency so that the kids can know who their teachers are, be known by them, build a relationship of trust and respect, and by the Grace of God be taught and encouraged to pursue a saving, life giving relationship with Christ! There is no greater pursuit!

In light of this, we are reaching out to you, our church family, to inform you and ask for prayer and help. Children's Church is the primary ministry in which we support families in feeding the entire scale and scope of God's word to our kids in bite sized pieces week in and week out year round, and I would love to see this ministry mature for the sake of our young ones. It is going to take a few people staking a claim of ownership in this ministry and saying, "This is my ministry. It's what I do!" So that is one of my goals for this year. If there is anyone who hasn't found their place of ministry yet and is looking for a way to get involved, who would like to pursue the kingdom of Christ in this way, who enjoys interacting with the kids, who can communicate well with young ones, I would invite you to consider and pray about joining the Children's Church team. For anyone with a "put me where you need me" type of attitude, this is a ministry in need!

Awana: Awana has been on pause for the holidays, and so it was a blast to see the church building filled up with energetic kids again this past Sunday night! I am really looking forward to the next few months and getting to celebrate all that has been accomplished this first year. There is little to report this quarter due to the Holiday break, but I would just like to say thank you all for making this program a success, for your prayers, and for your attention to the souls of those kids. I am cheering you on as you shine the light of Christ brightly!

Youth Ministry: Our middle school and high school groups both enjoyed a break over the holidays, but we are back to our weekly gatherings and off to a good start in the new year! Our Camp Barakel Winter Retreat is coming up in just over a month (February 18-20), and the anticipation is slowly building! We are taking a group of just over 40 people this year. When I look out at the world these days, I see that our youth are having to swim in more and more treacherous waters in the battle for their heart, soul, and mind. Even so, I know that if our God is for us, who can be against us? Our hope lies in Him and His ultimate victory over the darkness in this world. Please pray that our time together challenges us to believe God and follow Him wholeheartedly, creates space for new friendships, unifies existing friendships, opens up opportunities for God to use us to speak into each others' lives in ways He knows we need, and that God would open our eyes to see Him and know Him in ways we have not seen Him and known Him before. Our desire is for the students to have a faith that is deeply rooted, unshakeable, and a wise understanding of their faith so that they can live well in a world system set against them. May they proclaim Christ unswervingly in the face of the enemy who prowls like a lion seeking to devour them.

Adult Education: If you missed Pastor Ian's class *What is the Bible* the first time around, do not despair! He is teaching the class again on Sunday mornings during the first service from 9:00 - 10:00 A.M. in room eight. The first introductory class was on January 9th, but please feel free to jump in if you missed it! On Sunday nights, we are offering a marriage class called *What Did You Expect?* Steve and Rhonda Thomas have teamed up with Jon and Heather Hartwick to facilitate the class from 6:15 - 7:15 in room 8. The material was developed by Paul David Tripp, and the DVD lessons are a recording of his live conference teaching. January 9th was the introductory class, but there is room for more participants to join!

Finance submitted by James Wickman

God is good and His people have continued to be generous. We finished 2021 with giving in excess of budget and expenses.

We are still waiting for the long IRS backlog in order for us to properly calculate the payroll tax discrepancy that was previously reported to the members. We remain confident of God's provision and our ability to resolve this.

The Personnel Committee was resurrected with many thanks to the spiritual gifts offered by Phil Luter, Jeff Sams, and Tricia Sommer. They put in some great work and research to conduct a compensation study for staff. The resulting pay grades will provide a sound framework for making future decisions. Inflationary and other market adjustments were made to staff wages within the approved budget.

The financial report can be found at the end of this packet.

Elders submitted by Pastor Mark Hazen

The paragraphs below provide a brief overview of the ministry that has been carried on by the team of Elders during the past quarter:

- The preaching ministry during the fourth quarter was the continuation and conclusion of the series covering *The Life of Abraham (Abraham, A Friend of God)*. The congregational engagement in Bible reading has been encouraged through the purchase and distribution of the *ESV Journaling Bibles for Genesis*. This past quarter the congregation heard messages from Pastor Jonathan Baldwin, Pastor Ian Newberry and Elder Phil Luter. Plans and preparations for the forthcoming sermon series are underway as the Elders give their prayerful consideration to the preaching of God's Word.
- A baptism service was conducted on October 17th. Four people were baptized. The Lord's Table was celebrated each month. The church experienced the disruption of services for Sunday, December 12th, due to a power outage caused by storms. A special Christmas Eve service was planned and performed on Friday, December 24th.
- Pastor Jonathan Baldwin completed his first year of ministry at IBC as Pastor for Christian Education. Jon Hartwick completed his 3-year elected term as Elder and did not seek re-election. Jon was elected to the Camp Barakel governing board in October. Steve Delong was affirmed by the membership to continue his service as Elder for the next three years.

The Elders meet monthly with the Servant Administration Team to both participate and keep abreast to the ongoing ministries happening at IBC.

The Elders meet regularly to pray and provide oversight to the on-going ministries of IBC. They willingly serve as overseers, examples and servants of the church. Their primary role is to keep the church biblically sound and practically aligned with our Mission Vision, Values and Priorities. The 2021 Elder Team consists of: Pastor Mark Hazen, Pastor Jonathan Baldwin, Pastor Ian Newberry, Kyle Cissell, Steve DeLong, John Glupker, Jon Hartwick, and Phil Luter. The 2021 Elder protégés consist of: Rick Sommer, Steve Thomas and Ben Modlin.

The Mission, Vision, Values, Statement of Faith and Priorities of Immanuel Bible Church remain unchanged.

Facility and Grounds submitted by Jim Shafley

As we look forward to 2022 it is always nice to take a moment to thank Father for the things He did in 2021. While the facilities team is always busy with the smaller maintenance issues, we have a few larger projects to call attention to. The South parking lot was coated preserving our surface for several more years. We partnered with a new snow removal contractor, Bell Landscaping, and we have been pleased with their work and customer service. Thank you, to the volunteers that keep our lawns mowed, do small jobs around the church, and help with our landscaping.

In 2022 we will be partnering with the First Impressions Team to install the playground equipment. And we will be adding some landscaping to the parking lot islands.

Hospitality/Fellowship submitted by Debby Glupker

This past year has been a fairly busy one. There have been a number of areas that we, as a committee, and you, as Immanuel attenders, have been able to serve.

Meals were arranged for 8 families with new babies, 9 families with hospitalization, and 4 funeral dinners.

Other events we coordinated or provided included:

- Meet and greet for Newberrys
- Monthly communion
- 2 baptisms
- Summer Picnics
- An Awana worker's luncheon
- 5 baby showers
- 3 Starting Point luncheons
- Thanksgiving Dinner
- Organized supplies for Community Gatherings
- Provided refreshments or meals for business meetings
- Sent cards or made calls to homebound and people who were ill

Thank you to all who helped in any way in serving Jesus through serving each other.

Music and Worship submitted by Sarah Mitchell

Individuals within the Church Body remained committed on a weekly basis to provide the congregation an avenue to worship the Lord in song throughout 2021. We practiced on Thursday evenings and early Sunday mornings and enjoyed our times of worship together.

The Sound and Visual Projection (VP) teams are an integral part of what occurs during our Sunday morning congregational gatherings. Tom Peck continues to lead the Sound ministry and David Mullett leads the VP team. In order to provide our services to those unable to be present for our gatherings, Steve DeLong leads team of individuals with technological skills who facilitate our streaming capabilities. If you see these individuals, please thank them for their consistent dedication to these ministries!

There were large sound upgrades which occurred within the main auditorium this Summer. This project was conducted by House Right. A short time of training was given to our Sound techs at the time of the upgrade. Further Sound training needs have been assessed and we look forward to partnering with some capable individuals from another church who desire to help provide us further hands-on training in 2022.

The Children's Choir continues to be led by Sonja Cissell. The Immanuel kids were able to both sing for and with us this past year on three different occasions (Easter, Fall, Christmas). It is a joy to see our children actively participate in an intentional way during our congregational gathering on Sunday morning. Sonja has done a fantastic job leading this ministry and I am thankful for the time and energy (and enthusiasm!) she places into this ministry with the kids.

I will close out this report much as I did for my report on the previous year, as the sentiments have gone unchanged. As the Music Coordinator, I am immensely grateful for the wonderful individuals who serve within this ministry and its supporting ministries; the new individuals who decided to serve alongside us in 2021; and the individuals who encourage us in our endeavors. Thank you!

Missions submitted by Grant Schutte

This quarter the Missions team has been active in supporting the needs of our current missionaries including the continuation of on-boarding our two newest missionaries who are both now currently overseas beginning language and culture learning for their respective fields. We kicked off this quarter by having a group travel to Wayumi - a weekend long retreat designed to educate churches and individuals on what tribal mission work looks like and how churches can partner with missionaries serving in these contexts. In October we partnered with Hopevale to put on a 1 day missions conference called "Mission Rev". Dr. Todd Ahrend flew in to speak with those who attended from several area churches as well as students from His

House at SVSU on the Biblical Basis for Missions, the Task Remaining, and living a World Christian Lifestyle. Finally, throughout November and December we coordinated giving towards a project to help Robyn and Levi Lenz purchase a much needed vehicle for them to navigate Papua New Guinea. After all giving was processed and including a \$5,000 contribution from the missions budget we ended up raising just over \$20,000 towards this project! We also helped encourage and coordinate giving among their other supporting churches and as of the last update we have received they were over 80% of the way to receiving the funds needed to purchase the vehicle! Praise God! The team has begun to look forward to the next 6-12 months and has started planning for upcoming opportunities to engage our congregation with global missions. We are also continuously evaluating our effectiveness at supporting our missionaries and working to determine how we can better serve them based on their diverse situations and circumstances. Lastly, with the realignment of local outreach to its respective budget category we have been preparing budgets and background information to be handed off to this new team.

Welcome/First Impressions submitted by Lynn Hazen

Welcome packets continue to be filled and distributed to our first-time guests.

The playground equipment we ordered in August, has finally been delivered to the installer. It is currently scheduled to be assembled in March.

The Christmas decorations were taken down and winter decorations put out.

We are in need of a volunteer to make coffee one week a month.

We desire to reinstate our greeter ministry, but do not yet have a full slate of volunteers willing to cover one week/service a month.

If you have interest in serving in any of these areas, please contact Lynn Hazen 989-295-5952

Women's Ministries submitted by Tracey DeLong

Upcoming Events:

Youth Haven Ranch Ladies' Days, Friday, April 29th with guest Speaker Karen Ehman

"In the same way, let your light shine before others, so that they may see your good works and give glory to your Father who is in heaven." -Matthew 5:16

Our culture is obsessed with self – in our schedules, our relationships, and especially online. *We've forgotten the joy that comes from putting others first!*

In "Listen, Love, Repeat," Karen Ehman offers both biblical teaching and doable suggested actions to help you live a life full of good deeds. Not to selfishly shout, "Hey! Look at me!" but to humbly implore, "*Well... will you look at Him?*"

You won't want to miss it! *Registration is yet to open.

Camp Barakel Ladies Retreat, Fall 2022, I'm looking for a IBC gal to coordinate this event. See Tracey DeLong if interested. You would pick the weekend, be the contact person between the IBC office and the IBC ladies.

MOMS: The MOMS Ministry of IBC, Pre-K and K-12, is a targeted outreach ministry to Mothers and their pre-school/school aged children. As an outreach it seeks to attract, minister to and bless mothers who are in this demographic with the ultimate goal of making disciples of Jesus who bring God pleasure by believing Him and glorifying Him through their faith-obedience. As an outreach it seeks to be an entry point to the ministries of IBC and create relational connections with IBC members, and additional IBC ministries, where the truth of God's Word is shared. As a ministry of IBC, its leadership, communications and ministry structure must be in-line with our mission, vision, values and statement of faith for its purpose to be fulfilled and for its perpetuation as a ministry.

We have two MOMS groups at Immanuel. These groups meet September-May.

- *Pre-K MOMS group meets the 2nd and 4th Tuesdays 9:15-11:15 with childcare provided by Immanuel volunteer.
- *K-12 MOMS group meets the 3rd Tuesday of each month 9:30-11:00 AM, no childcare provided.

***Pre-K MOMS** Submitted by Elisabeth Schulz

PreK Moms has been blessed with a wonderful group this year. We are enjoying deep conversations with like-minded women, motherly support, and a marriage curriculum by Paul David Tripp. We always cherish the relationships that are fostered through this group. We appreciate each individual who puts in effort to ensure this group continues to minister to young moms. If the Lord is leading you to volunteer in this ministry, we are looking for more caregivers during our meeting time. We meet on the second and fourth Tuesday of each month from 9:15 to 11:15 AM. For any questions about volunteering as caregivers, please contact Pam Wickman.

The PreK mom's leadership team consists of Sonja Cissell, Kathleen Martin, Heather Masters, and Alexis Modlin. The coordinator is Liz Schulz. The Mentor Moms are Debby Glupker, Lynn Hazen, Jami Kinzer, and Liz Schwannecke. The Titus 2 Moms are Connie Bradley, Beth Krish, Linda Lambert, Linda Pityer, Brenda Schulz, and Kelly Stockmeyer. Our Childcare Coordinator is Pam Wickman.

***K-12 MOMS** Submitted by Stephanie Armstrong

2020/2021 Leadership Team: Coordinator - Stephanie Armstrong, Mentor Mom – Sherry Ledtke

K12 moms continues to thrive! Some of the moms have been able to meet outside of our meetings which has been wonderful to see those relationships building stronger. Our December meeting was canceled because of illnesses, and we very much look forward to meeting in January 2022!!

WOMEN TO WOMEN Submitted by Jami Kinzer
Leadership Team: Cathy Luter and Jami Kinzer

During 2021 we had 3 missionary speakers: Julieann and Ayuna, Jenny Deweese - Rescue Ministries, Hannah Gardner - Camp Barakel

Five Immanuelites shared. Our meeting average for 2021 is 62. Care packages were sent out in October to our college age young people and those in our church in the military. Christmas cards and pictures from each table were mailed to our missionaries. Our monthly meetings also include a Book Buzz and Missions Minute. Our upcoming January meeting will include Missionary Kathy Stokes. Our purpose for this ministry remains the same. Women of Immanuel gather to share, care, pray and support the Immanuel family and our missionaries.



Fiscal Year Ending 12/31/21

| | Year To Date | | | Variance vs. | |
|---------------------------|---------------------|---------------|-------------------|---------------------|-------------------|
| | <u>Actual</u> | <u>Budget</u> | <u>Prior Year</u> | <u>Budget</u> | <u>Prior Year</u> |
| Total Bank Account | 412,617.41 | | 178,542.79 | - | 234,074.62 |

GIVING:

| | | | | | |
|---------------------|--------------|--------------|------------|------------|--------------|
| General Fund | \$671,734.59 | \$585,840.00 | 615,636.63 | 85,894.59 | 56,097.96 |
| Sunday School | 459.00 | - | 671.00 | 459.00 | (212.00) |
| Capital Improvement | 39,933.25 | - | 203,312.85 | 39,933.25 | (163,379.60) |
| Benevolence | 12,847.44 | - | - | 12,847.44 | 12,847.44 |
| | ----- | ----- | ----- | ----- | ----- |
| Total Giving | 724,974.28 | 585,840.00 | 819,620.48 | 139,134.28 | (94,646.20) |
| | ===== | ===== | ===== | ===== | ===== |

EXPENSES:

| | | | | | |
|----------------------------------|------------|------------|------------|-------------|--------------|
| Total Personnel | 244,327.11 | 293,900.00 | 213,035.86 | (49,572.89) | 31,291.25 |
| Total Administration | 30,227.98 | 23,950.00 | 16,884.58 | 6,277.98 | 13,343.40 |
| Total Building and Maintenance | 63,309.61 | 41,700.00 | 120,872.97 | 21,609.61 | (57,563.36) |
| Add Principal/Cap Imp Payback | 206,140.99 | 101,200.00 | 162,424.79 | 104,940.99 | 43,716.20 |
| Total Christian Education | 13,603.91 | 7,780.00 | 2,499.08 | 5,823.91 | 11,104.83 |
| Total Outreach Ministry | 10,184.87 | 10,400.00 | 2,991.32 | (215.13) | 7,193.55 |
| Total Music and Worship | 8,786.20 | 5,410.00 | 4,129.99 | 3,376.20 | 4,656.21 |
| Total Fellowship | 4,819.73 | 7,600.00 | 1,958.62 | (2,780.27) | 2,861.11 |
| Total Missions | 48,920.73 | 72,500.00 | 82,366.50 | (23,579.27) | (33,445.77) |
| Total Hospitality/Welcome Center | 5,623.45 | 6,400.00 | 2,302.22 | (776.55) | 3,321.23 |
| Total Training | 3,471.96 | 15,000.00 | 3,013.71 | (11,528.04) | 458.25 |
| | ----- | ----- | ----- | ----- | ----- |
| Disbursement Sub Total | 639,416.54 | 585,840.00 | 612,479.64 | 53,576.54 | 26,936.90 |
| Total SS/Reimb/Capital/Conting | (366.29) | - | 203,308.10 | (366.29) | (203,674.39) |
| | ----- | ----- | ----- | ----- | ----- |
| Total Expenses | 639,050.25 | 585,840.00 | 815,787.74 | 53,210.25 | (176,737.49) |
| | ===== | ===== | ===== | ===== | ===== |