



October 18, 2023

Dear Members of Immanuel Bible Church,

Our Third Quarter Member Meeting is scheduled for Wednesday, November 1. We will meet in the IBC auditorium for a meal of Spaghetti at 6pm before the beginning of our meeting.

PACKET:

Attached you will find (1) the agenda for this meeting, (2) the minutes from our second quarter meeting on July 30, (3) the third quarter reports from the Servant Administration Team.

BALLOT ITEMS:

1. **Membership:** Kris Ferguson
2. **Elder Reaffirmation:** John Glupker
3. **Affirmation/Reaffirmation of Deacons/Deaconesses:** Myles Sakshaug, Jim Shafley, James Wickman, Debby Glupker, Grant Schutte, Sonja Cissell, Linda Lambert, Lynn Hazen
4. **Reaffirmation of Church Officers:** Elizabeth Schwannecke, Kaylee Schutte, Donna Moore
5. **2024 Budget**

Sincerely,

Elizabeth Schwannecke, Church Clerk MS
Miranda Goddard, Office Administrator

Please bring this packet with you to the November 1 meeting.

Agenda

Third Quarter Member Meeting

Immanuel Bible Church

November 1, 2023

- I. Meal & Fellowship
- II. Scripture and Prayer
- III. Establish Quorum
- IV. Review/Approve Clerk's Minutes
- V. Review/Approve Ballot Items
 - a. Membership
 - b. Elder Reaffirmation
 - c. Affirmation/Reaffirmation of Deacons/Deaconesses and Church Officers
 - d. 2024 Budget
- I. Review/Approve Servant Administration Team Reports
 - a. Benevolence
 - b. Christian Education
 - c. Finance
 - d. Facility & Grounds
 - e. Hospitality
 - f. Music & Worship
 - g. Missions
 - h. Outreach
 - i. Welcome/First Impressions
 - j. Women's Ministries

SAVE THE DATE:
The next Member
Meeting is scheduled
for Wednesday,
January 31st at
6:00PM

CHURCH CLERK REPORT

Immanuel Bible Church

Quarterly Church Business Meeting

Sunday, July 30, 2023

I. Refreshments & Fellowship

Ice cream and light refreshments were provided at 6 pm

II. Scripture and Prayer

Pastor Mark opened the meeting at 6 pm by reading from Lamentations Chapter 3, saying a prayer and reviewing the agenda.

III. Pastor Mark addressed the decision not to have open mic Q&A presentations at IBC.

Discussed how most people don't like to speak in public and 'floor' questions may or may not be appropriate for public discourse – making the speakers more nervous. The kinder response is to protect people from those uncomfortable situations. IBC has provided the opportunity to answer congregants' questions through early submittal. Some submitted questions may not be answered for various reasons – i.e. might be answered in the presentation; might be very similar to another questions; might be a 'Curious George' question which is better suited for private conversation and not public discourse; more questions asked than time allows. We ask you to trust leadership to curate the questions. The speakers and leadership are always available to answer questions you may have.

IV. Establishment of Quorum

There were 108 members present at the establishment of the Quorum. Quorum needed for regular business is 64.

V. Review/Approve Church Clerk Minutes

- a. Elder Recommendations for church Membership
 - i. Emily Wood, Chris Sagen, Caleb Dean, Jenna Dean, Aaron Bugbee and Cortney Rick
 - ii. A written ballot was distributed. Approved
- b. Elder recommendation to add LifeClinic as an IBC Supported Outreach Ministry Partner
 - i. A written ballot was distributed. Approved
- c. Elder recommendation to provide support to Brayden and Milah Andreasen as Missionary Partners
 - i. A written ballot was distributed. Approved

Pastor Mark explained that by supporting items V.b and V.c, it won't change the budget as various missionary support items were included in the budget in November.

VI. Reports – written reports were provided with the exception of Missions

- a. Benevolence
- b. Christian Education
- c. Elders
- d. Facility & Grounds - Discussed the meetings that began to discuss the expansion for

education space with Fred Bartlett. Working for months and plan to have renderings and facility plans for members in time for the October meeting. The challenge is what will be presented will barely meet current needs. Looking at Phased plans with the proposed plan filling our immediate need. We plan not to build for future needs primarily due to construction costs. Earliest would be a Spring groundbreaking. Looking at other options to better serve our young congregation in the meantime.

e. Finance

f. Hospitality/Fellowship

g. Missions - The update from missions is the recommendations for support for LifeClinic and Brayden and Milah Andreasen as missionaries

h. Music/Worship

i. Welcome/First Impressions

j. Women's Ministry

VII. Review and approve church clerk minutes

A written report was submitted and distributed for review. A motion to approve the minutes as presented was made by Matthew Price and seconded by Jim Newman. Approved.

Donna Fiebig motioned to adjourn, seconded by Jonathan Baldwin. Meeting was adjourned with prayer at 6:39 pm

Respectfully Submitted,
Rhonda Thomas,
For Church Clerk

Administration Team Reports

Benevolence submitted by Ken Streeter

Your Benevolence Committee has continued to promptly respond to needs within the Church as soon as they have become known. We have had the opportunity to be of assistance with medical bills for our retired missionary, Paul Dye, and assist a couple families facing significant financial challenges.

The composition of the Benevolence Committee is Ken Streeter-chair, Dr. Mike Gebler, 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."

The current balance of the Benevolence and Campership account is \$17,691. This balance is about normal for this time of year, and we thank you for your stewardship that allows us to stand prepared to meet needs as they arrive.

Finally, let me remind you once again that the Benevolence Committee does their best work as you help make us aware of congregational needs. Please contact any member of the committee as you become aware of such needs.

Christian Education submitted by Pastor Jonathan Baldwin

Nursery and Toddlers: This quarter we expanded the nursery during our second service to include a fourth room so that we could accommodate the large number of little ones who are a part of our church! This was needed in order to keep the numbers of children in each room appropriate for the size of the room. On Sunday mornings, we now have volunteers overseeing an Infant Room (Room 1), a Waddler Room (Room 2), and two rooms for Toddlers (Rooms 3 and 4). We spent the remainder of our year's budget to furnish the new room in a way appropriate for children and to replace some of our older and more worn down toys and books. The expansion of the nursery also triggered a need to expand our volunteer base, and we want to say thank you to all those who have jumped in to help! Meghan Stockmeyer and Andrea Wagoner, our nursery team directors, deserve all the appreciation I can give them as they helped pull off this transition all while contributing to the need to expand our nursery in the first place by having babies! A big congratulations to you both!

Sunday Morning Children's Church: The room designations for our children's church classes shifted this quarter when the nursery expanded on graduation Sunday at the end of August. Our Preschool class now meets in Room 5. Our K-1st class meets in Room 6. The biggest change

came when our 2nd-3rd grade classroom moved to Room 11 at the end of the hallway on the opposite side of the education wing. The transition went smoothly, and our classes continue to meet as normal. We've begun children's choir rehearsals in preparation for the kids to introduce a new song to the congregation in November.

Awana: Awana consists of three age designated "clubs": (1) Cubbies - 3 and 4 year olds, (2) Sparks - K-2nd grade, and (3) T&T - 3rd-5th grade. This quarter marked our third year of Awana on Sunday evenings. That means that our youngest members who began as Cubbies in the fall of 2021 are the first group of children to fully complete the club for their age group and move on to the next club and become Sparks! I am serving as a Cubbies group leader this year on Sunday nights, and it warms my heart to think of those little ones growing up learning God's word with the help of their parents and the Awana leaders. I just want to encourage everyone who is involved with our children's ministries here at IBC whether it be our toddler room leaders, our children's church teachers, or our Awana volunteers, what you are doing to minister to the children to point them to Jesus and give them a foundation in the faith really matters and really makes a difference!

Awana has seen steady growth and has now crossed over into the triple digits in terms of registrations! Over 100 children are participating! This means we have the opportunity to share the good news of Jesus Christ with over 100 young souls in this program this year! Please pray that God would be at work in the hearts and the minds of the children. Please pray that God would be at work through the volunteer leaders. Awana is a massive undertaking in terms of manpower, so pray for the energy of the leaders. Pray for our attitudes. Pray for our ability to speak to the kids at their level. Pray that the Spirit of God would use our efforts mightily in their lives.

Youth Ministry – Submitted by Pastor David Mullet

This past quarter the youth leaders met monthly to talk about the ministry. We are continually evaluating what we are doing, and why we are doing it. I am truly grateful for all the leaders, and for their passion for youth discipleship and the interest they all have in the spiritual formation of the youth.

Our Sunday evening youth groups are well under way and going well. In addition to Sunday evenings we have several events/activities planned for the fall.

Young Adult Group: After a summer hiatus, the young adult group (age 18-28) is back in action 6:00 - 7:30 on Wednesday nights. The group is led by Josh and Anita Pityer and hosted in their home just a few minutes from IBC. The group shares a meal together, enjoys a time of fellowship, and discusses each week's sermon. Whether you are a college freshman, a college grad, single, or married- this group is for you!

Rooted: Rooted is a Bible study and worldview discussion group for adults in their late 20's - 50's who need to stay rooted in Christ while in the midst of having more influence and taking on more responsibility than ever in terms of career/family/church leadership. Life is busy and distractions abound, but we are committed to pursuing truth in God's word and relationship with Christ and with one another as we seek to stay grounded on a foundation of faith in all

that we do. In the future, we hope to look back and have little to regret about the way we invested these years for God.

This fall Rooted is meeting every other Tuesday evening at IBC from 6:30 - 8:00. Until the end of 2023, we will be studying the book of 1 John. There has been an expressed desire and even need to offer some childcare to make the group more accessible to parents. Anyone interested in providing help in this area can contact Pastor Jonathan.

Adult Education: There have been a few changes in our class offerings this past quarter. Due to life circumstances, Mike Gebler's adult Sunday school class has moved back to an online format Sunday afternoons at 2:30. His study is in the book of Colossians and all are welcome to join via zoom link. John Glupker continues his class on the book of Romans on Sunday mornings from 9:00 - 10:00, as well as leading the spiritual disciplines group that meets every 1st and 3rd Sunday at 4:00. Pastor Ian is leading a class on the gospel of Matthew on Sunday evenings.

Adult education is being actively discussed among the elders, and I myself am working to create a better framework for structuring our class offerings in a more intentional and organized manner. Progress is being made, but this will be a process that takes some time, so please be patient and bear with us as we try to put all the pieces together in a way that will build us up in Christ.

Deaf Ministry: Many of you are aware, but some of you may be unaware, that we have a ministry to the deaf led by Ed Thies from 10:30 - 11:30 on Sunday mornings. Ed offers interpretation for the deaf during our first service, and then he teaches a Sunday school class for the deaf during the second service in Room 9 in the education wing. There are anywhere from two to ten people participating in that class on any given Sunday. Sign language students from Delta College who need observation hours occasionally come to observe, and Ed presents the gospel to them. The class is currently studying the book of Romans. Ed is glad to get the word out and welcome more people to the group, so if you know anyone who would benefit from this ministry you can connect them with Ed!

Finance submitted by James Wickman

Thank you to the SAT for working to tighten the budget and for continuous improvements. Giving is down from last year and we are still able to budget within our means. The proposed budget and year-to-date financials are attached for your review. You will note that Non-General Fund categories have been created to help alleviate confusion with the accounting. Please feel free to reach out to me prior to the meeting with any questions.

jwickman@live.com

Mobile: 810-333-3841

Immanuel Bible Church
2023 Budget vs. Actual (year-to-date)
2024 Proposed Budget

| | Total | | |
|--|----------------------|------------------------|-------------------------|
| | Actual | 2023 Budget | Proposed 2023 Budget |
| Giving & Receipts | | | |
| 0100 Receipts (General Fund) | \$ 556,445.88 | \$ 870,115.08 | \$ 725,545.41 |
| 0200 Other Receipts | | | \$ 38,000.00 |
| | | NEW (Non-General Fund) | |
| Total Giving & Receipts | \$ 556,445.88 | \$ 870,115.08 | \$ 763,545.41 |
| Expenses | | | |
| 0300 Personnel | \$ 361,402.91 | \$ 417,654.72 | \$ 440,505.40 |
| 0400 Administration | \$ 30,879.86 | \$ 31,806.31 | \$ 38,620.00 |
| 0500 Building and Maintenance | \$ 81,267.15 | \$ 174,900.00 | \$ 55,350.00 |
| 0600 Christian Education | \$ 17,081.29 | \$ 26,200.00 | \$ 28,720.00 |
| 0650 Outreach | \$ 9,540.00 | \$ 14,220.00 | \$ 14,220.00 |
| 0700 Ministries | \$ 11,569.22 | \$ 31,660.00 | \$ 21,610.00 |
| 0800 Music/Worship | \$ 15,546.59 | \$ 21,220.00 | \$ 8,120.00 |
| 0900 Fellowship | \$ 5,584.69 | \$ 12,800.00 | \$ 12,800.00 |
| 1000 Missions | \$ 37,867.70 | \$ 96,900.00 | \$ 63,100.00 |
| 1200 Reimbursement | \$ 16,675.35 | \$ 8,980.92 | \$ 13,000.00 |
| 1600 Hospitality / Info Center | \$ 4,835.32 | \$ 8,400.00 | \$ 8,800.00 |
| 1700 Training | \$ 5,276.30 | \$ 24,000.00 | \$ 20,700.00 |
| 2000 Capital Fund | | NEW (Non-General Fund) | \$ - |
| 9000 Special Project, Missions & Outreach Fund | | NEW (Non-General Fund) | \$ 23,000.00 |
| Expenses | \$ 597,526.38 | \$ 868,741.95 | \$ 748,545.40 |

Fund Balances (as of 09/30/23)

Benevolence Fund \$ 17,691.49

General Fund \$ 528,676.99

Elders submitted by Pastor Mark Hazen

The Elders pray, provide oversight, prepare new members for membership, and prepare church members for ministry through the faithful preaching and teaching of God’s Word and through watchful oversight of the ministry. Their primary role is to keep the church biblically and theologically sound and practically aligned with her Mission Vision, Values and Priorities. The following report gives a brief review of the primary activities of the Elder Team for the second quarter of 2023:

- The preaching ministry for the second quarter of 2023 consisted of a series of expository messages through the book of *Job*, and a series of messages through the book of *Song of Solomon*. Journaling Bibles were made available for the *Job* series, and for the upcoming series in 2 Corinthians. Pastor Ian Newberry preached on Sunday, September 3rd. Pastor Joseph Berkobien, from Frankenmuth Bible Church, was a guest preacher on Sunday, September 17th. Pastor Jack Glupker filled the pulpit on Sunday, October 22nd. The present and future direction of the preaching ministry is continually reviewed by the Elders.
- A Starting Point class was conducted on September 24th and 30th. The IBC Statement of Faith, Constitution, and Applications for membership were distributed to those who participated.
- The Lord's Table was celebrated on the first Sunday of each month (8/6; 9/3 & 10/1). As of the writing of this report, a baptism service is scheduled for October 29th.
- The third quarter schedule included a Sunday evening Pastor Panel with Pastor Mark Hazen, Pastor Ben Glupker (SCC) & Pastor Joseph Berkobien (FBC). This panel discussed the influence and wise use of smartphones and social media (August 13). The schedule also included an evening of musical praise & worship by members of our music team (August 27).
- The Elders met monthly with the Servant Admistration Team (Deacons/Deaconesses) to keep abreast of the ongoing ministries taking place at IBC. Beyond the regularly scheduled SAT Team meeting, the Elders and SAT members have been engaged in the ongoing planning for needed facility expansion.
- The Elders meet each month to pray together and labor together in providing oversight to the ministry of the Church. The people, preaching and progress of IBC's ministry is at the forefront of our monthly agenda. The Elder's meetings begin with prayer and end with the Doxology.

The Elders willingly serve as examples, servants, and overseers of the church.

The 2023 Elder Team consists of: Pastor Mark Hazen, Pastor Jonathan Baldwin, Pastor Ian Newberry, Pastor David Mullet, Kyle Cissell, John Glupker, Phil Luter, Ben Modlin and Steve Thomas.

The 2023 Elder protégé is Traig Savage.

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

Facility and Grounds submitted by Jim Shafley

Last month we got two rooftop HVAC units replaced. That gives us 4 units over the sanctuary that have been replaced out of seven. In August we had the roof analyzed for leaks and repaired.

The new wall in the pastor office area is 90% complete and should be close to finished by the time of the quarterly meeting.

Once again, we have contracted with Bell Landscaping to handle our snow removal and salting of the parking lot and sidewalks.

Hospitality/Fellowship submitted by Debby Glupker

Activities we have performed this quarter include:

- Arranging for meals for six families with new babies
- Starting Point Luncheon
- A wedding shower
- The final summer picnic
- Baptism
- Communion

Thank you to everyone who has helped with these things.

Music and Worship submitted by Pastor Ian Newberry

The worship team continues to do well as we work through a period of change. The Elders have recommended Sonja Cissell for the position of Deaconess of Music & Worship. We are grateful to both her and Kyle for giving their time and attention to this ministry. Tom Peck has recently stepped down from the Tech Team and we are also grateful to him for his years of service. In addition to this, we are glad to welcome Kris Ferguson to the tech team to help out with sound and streaming.

This last month, we introduced “All My Boast is in Jesus” as a new song and we excited to continue singing it. We also look forward to learning another new song in a few weeks, which will be taught to us by our Kids Choir. As always, we continue to strive to lead the church in singing truth about God with one another for his glory.

Missions submitted by Grant Schutte

This quarter the Missions team has been active in supporting the needs of our current missionaries. This includes partnering with A&R serving in Central Asia by sending a \$2,000 gift towards the purchase of a new vehicle for their use. We also met with Robyn Lenz to learn about and commit a \$2,000 gift towards the first printing of the North Waghi New Testament. They are expecting a larger printing with additional costs next year and we will be in close communication with them regarding the timing and needs of that project. We have also continued onboarding and meeting with our newest missionaries, Brayden & Milah Andreasen as they continue to take steps towards long-term missionary work. During the 3rd quarter we

also met with Scott & Sharron Berkobein to learn about their work counseling missionaries, their new organization, Press On International, as well as to discuss how we might partner with them in this endeavor. We did receive new prayer cards as well as a small charm/gift from John & Anna (serving in North Africa) which are at the welcome desk for anyone to take one to have (please do not post or share digitally for security reasons). As always, we are 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.

Outreach submitted by Pastor Ian Newberry

The Outreach Team continues to make contact with our currently supported ministries and look for ways to partner with them. We are glad to welcome Jenna Dean onto the team as well and believe she will be a valuable addition. We continue to evaluate potential new ministry opportunities and hope to be able to share some of those soon.

Welcome/First Impressions submitted by Lynn Hazen

Summer decorations have been stored and the seasonal fall decorations are on display. The coffee station has been stocked. There are two open positions on our coffee-making team. If you would like to serve your church family on the second or fourth Sunday of the month by making coffee before the early service, please contact Lynn Hazen.

Our greeters continue to welcome you and our guests each Sunday morning, but they could use some help. If you would like to join this team of friendly faces and warm greeters, see Lynn Hazen.

If you have any comments or suggestions for helping our church have a great first impression, or are interested in the above service opportunities, please contact Lynn Hazen. 989-295-5952.

Women's Ministries submitted by Linda Lambert

We are very thankful that it has been a smooth restart this fall for the Women's Ministry programs. Much appreciation for the many individuals who are committed to the ministry and for working hard to see it through.

Last month we hosted a conference for the ladies who are currently serving in a leadership role. The purpose of this conference was to help further equip us to mentor the women in our life and to help grow us in ministry skills. Thank you to all the individuals who helped make this a fruitful training session for the leaders- you know who you are.

This October we hosted the S'more of Jesus event for ladies of Immanuel Bible Church and had extended the invitation to their family, friends, and neighbors. We received a fantastic and enthusiastic response to this fall-themed, spiritually encouraging, outdoor fellowship event.

The Women's Ministry Leadership Team continues to earnestly seek the Lord as to what our next task will be. We're perceiving with great anticipation how He will lead us for future opportunities for spiritual growth and fellowship!

Women To Women submitted by Cathy Luter

Leadership Team: Cathy Luter and Jami Kinzer

The W2W ministry started up again in September with Whitney Newberry as our speaker. We welcomed many first time Immanuel women. Our speaker for October was Rachael Bennett on staff at Camp Barakel. We are looking forward to Linn Boese speaking in November. Each meeting is a time for Immanuel women to get together and share, care, pray and support each other as well as getting to know other ladies at Immanuel.

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 volunteers.
- K-12 MOMS group meets the 3rd Tuesday of each month 9:00-10:30 AM, no childcare provided.

Pre-K MOMS submitted by Elisabeth Schulz

PreK Moms has begun another year of gathering together for encouragement and community. We are working through Melissa Kruger's bible study on contentment. We are thankful for all the many volunteers and prayer warriors that are the backbone of our group. We have many new moms this year and quite a few from outside our church. We are grateful for the opportunity to minister to these women. Please continue to pray that we impact these moms and families for God.

The PreK Moms leadership team consists of Heather Masters, Alexis Modlin, Sarah Rutkowski, and Micaela Hazen. 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, Kelly Hanson,

Beth Krish, Linda Pityer, Kelly Stockmeyer, and Brenda Sutton. Our Childcare Coordinator is Pam Wickman.

K-12 MOMS submitted by Stephanie Armstrong

K12 moms currently has 18 women registered this year, with more to come!! (potential of having 30 if all come)

We are so excited to see where this year leads us as we focus on "Godly Friendships".

I am very happy to have Pam Wickman on the leadership team for K12, she will be assisting me this year as we plan and care for these dear women.

Pray for these beautiful moms as we walk this season of life together.