

2018 ANNUAL REPORT

IMMANUEL EVANGELICAL LUTHERAN CHURCH

3184 Church Street
PO Box 739
Manchester, MD 21102



*Our mission as disciples of Jesus, is to commit ourselves
to making Christ known through worship, service,
outreach, learning, and loving one another*

November 18, 2018

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SUMMARY OF CONGREGATIONAL MEETING

November 19, 2017

President Brenda Wulforst called the meeting to order at 10:56am. Quorum was met. The Annual Report was at each place setting.

Approval of the 2016 Congregational Meeting Minutes

The 2016 Congregational Meeting notes were reviewed. Joe Fleck made motion to accept minutes. Chris Crouch seconded. Unanimously passed.

Opening

- Request to please browse the ministry fair.
- Video with highlights of 2016 at Immanuel.
- Brenda delivered a reading by Charles Osgood.
- Introduced current council members. Brian Kremen thanked for service.

Council President's Report

- Giving is not meeting church's needs.
- Sunday school lacking consistent attendance.
- Pastor Charlie= the energizer bunny. Excellent leader!
- Music groups always looking for new members.
- All committees working hard. Many opportunities to be involved.
Softball team brought together people that wouldn't frequently interact.

Approval of the 2018 Elected Positions

- Ballots were passed out for Church Council and Cemetery Board
 - Cemetery Board Nominations: Gene Black and Stanley Martin.
Approved unanimously
 - Church Council Nominations: Tim Rill and Jeremy Edwards.
Approved 34/38. There were a few incomplete ballots.
- Frank replaced Tony Mancuso and is now completing Todd Robinson's position. Big thank you to Frank for all he does!
- Jeremy is resigning as treasurer. Sharon Slivecky will be new treasurer.

2018 Budget

Jeremy Edwards presented the 2018 budget.

Church is blessed with reserves but should not be used for daily operations. Church needs a long-term plan for financial future. \$135000 marked for kitchen fund. Finance to invest money to assist with operating expenses.

- Tracking shows church will mostly likely have to withdraw approximately \$60000 from reserve.
- Pastor received raise based on performance.

- Employees may receive monetary incentives based on performance.
- There are not many more cuts that can be made to the budget besides cutting employee hours.
- Questions on budget?
 - 34 pledges for 2018 (estimate of giving) equals \$98000
- Ballots distributed to accept 2018 Budget as presented.
 - Budget passed: 35 voted to approve and 1 voted no

Old Business

- Kitchen renovations- now having drawings. Things are progressing.
- American Red Cross- building is approved if needed for disaster relief.
- Faith Health Network- needs more participants (Lifebridge facilities).
- KIT- Matt Rooney chair person. Needs additional people on committee.
- LEAD new mission- deep listening to God to move outward in mission. Listen to what God is telling you to do. Take action.
- Kids Feeding Kids- Immanuel hosted successful program over summer. Adult supervision to help older kids prepare food for younger children. Fed 30+ children each day. May take place again summer 2018
- 60 boxes were packed for Operation Christmas Child.
- 60+ cold weather bags: Delores Whitehead and Jane Taylor spearheaded.
- Thanksgiving meals delivered to 9 families, w help from Thrivent dollars.
- Please consider joining Thrivent.
- Please pick up your offering envelopes.
- Sunday school children made a banner for 500th Anniversary of Lutheran Reformation. Over 600 people at Big Baker Chapel.
- Growing partnership with Trinity. Pastor Suzanne retiring in January.

Call for open discussion.

- Bob Nicoll, Stephen Ministry: There are more Ministers then care receivers. Refer if you know someone in need.
- Church Security: Changing locks, adding LED security lights. Upgraded to 23 alarm motion sensors. Considering locking doors during service.
- Thank you to those helping with Christian Ed.

Closure

- GET INVOLVED!!
- Joe Fleck motion to adjourn. Brian Kremen seconded.

Respectfully submitted,
Amanda Yingling

PASTOR'S REPORT

In 2018, my second full year as your pastor, there has been one big change in our congregation with the addition of LEAD, which you will be able to read about elsewhere in this annual report. I have been involved with the LEAD process almost since it began in our synod two years ago. In addition to serving as spiritual leader for Immanuel's LEAD Team, I am also coaching two other LEAD congregations in our synod: St. Benjamin's Lutheran in Westminster and St. Paul's Lutheran in Fulton. My experience has helped our team get off to a good start. I am excited about where the Spirit will lead us in 2019 as we reach out to connect with people in our neighborhood in new ways.

2018 also marked our second year hosting Kids Feeding Kids under the leadership of Sharon Bonner and this year with the assistance of Carroll County Public Schools. Their food service staff prepared meals at the Manchester Elementary School kitchen and delivered them to the social hall each day. This made it possible to continue the ministry despite our ongoing kitchen renovation. Members of Immanuel and others in the community came together again to support KFK. Sharon is already considering future plans for 2019. Representatives from Immanuel will meet with her for planning as the time draws closer.

My involvement in community ministry includes a growing relationship with our next door neighbors at Trinity United Church of Christ, now under the leadership of interim Pastor Gerry Hanberry following the retirement of Pastor Suzanne Schmidt. I also continue to serve on the Carroll County Opioid Prevention Coalition, working to address the overdose epidemic affecting all communities, including Manchester. This year I also joined Manchester's Sustainable Community Workgroup, representing the faith community with town staff and other community representatives.

Another exciting development in 2018 holds great promise for our future. Immanuel has begun meeting with Jerusalem Lutheran, Bachman Valley; St. Mark's Lutheran, Snydersburg; and St. Paul's Lutheran, Upperco to explore ways we can serve the Lord together by sharing staff and programs. Our first step has been to form a shared youth ministry program, with monthly youth activities hosted by the various congregations which the youth of all congregations are invited to attend. Our first event was an evening visit to Showvaker's Cornfusion corn maze by flashlight on October 20.

I continue to focus my ministry on preaching and leading worship, teaching, pastoral visitation, community ministry and working closely with congregational leaders on council, committees and ministry teams. In the twelve months since my last annual report (Nov 2017 – Oct 2018) I have made 322 pastoral calls and visits, received 4 new members by baptism, received 2 into confirmed membership, conducted 11 funerals (7 members and 4 non-members) and 1 wedding. 13 of our members transferred to other churches. I am currently leading weekly Bible studies on Sunday and Tuesday mornings and an evening Bible study, and Confirmation Class on Sunday evenings.

Our membership figures show a net loss of 16 members. Last year we had a net gain of 12 members. We are also seeing declines in member giving and worship attendance this year. It is more important than ever for all of us to remain faithful in giving and in worship attendance, and to encourage our fellow members to do the same. We can also look around us to invite our friends, neighbors, and coworkers to come and be a part of what God is doing here at Immanuel.

Let me close with a hearty thank you to all who continue to serve the Lord here at Immanuel including our paid staff: Rachel, Steve and Jerry; our church council and officers under the leadership of Brenda Wulforst; and all our volunteers: choir members, ushers, readers, acolytes, communion servers, altar guild, Stephen Ministers and Keeping in Touch visitors, Sunday School and VBS teachers and helpers, Social Ministry and Fellowship volunteers, and many more!

“Therefore, my beloved, be steadfast, immovable, always excelling in the work of the Lord, because you know that in the Lord your labor is not in vain.” (1 Corinthians 15:58)

Respectfully submitted,
Pastor Charles P. Marshall

COUNCIL PRESIDENT'S REPORT

“Our mission, as disciples of Jesus, is to commit ourselves to making Christ known through worship, service, outreach, learning and loving one another”

Our church council meets each month and at each meeting we repeat our mission statement before we follow through with the meeting. Sometimes we repeat the statement twice so that we allow the words to sink in to our thoughts. I believe we are a congregation dedicated to the tenets of this mission statement. Do you agree?

It surely does not seem that 365 days have passed since we last gathered in our Social hall to reflect on the past year and to look forward to how God will lead us in the coming months. Time continues to fly and I again am grateful for the opportunity to be your council president. We are all blessed with a group of hard working, dedicated council members. They each work hard to keep the day to day operations of Immanuel running smoothly. Many of the tasks are in the background and may possibly go unnoticed by the congregation. What you see are the end results.

2018 has been a difficult year financially. Once again, day to day operating expenses far exceed our donations coming in through your weekly envelopes. Additionally, sponsors for flowers and sponsors for our Holiday families have significantly declined. As a result, Immanuel covers those expenses, adding to our deficit. 2019 will demand we make some difficult decisions concerning our expenditures.

Our Christian Education department continues to shrink, both in the number of children in attendance and in the number of teachers. The staff consists of 5 teachers, who are consistently teaching their own children. As parents and grandparents, it is our duty to encourage our children to attend Sunday school. The teachers would appreciate parents and volunteers from the congregation.

Currently Immanuel is partnering with Jerusalem and St Paul's Upperco to mingle our youth in monthly activities to increase the attendance at events and to share the costs.

Early in 2018 Pack 320 was disbanded because of little participation. It is good news to note that through the persistent efforts of scout leadership, Pack 320 was reformed in September and they are sponsoring activities and meetings for approximately 16 children, both girls and boys.

Pastor Charlie celebrated 2 years with us this past April. It is easy to recognize all the ways he has enhanced our worship services and continues to fill our days and evenings with opportunities to learn and explore God's word. His commitment to Immanuel's congregation is unceasing.

Bible studies are available on Sunday morning following the 9 am service, Tuesdays at 11 am in the Oak Tree room and most Wednesday evenings at Pastor's home. You should consider attending at least one when you can. Last year, I challenged you to pick a Bible study and make an effort to attend. Did you?

Our musical groups still struggle to have members join them. This year a new choir was formed—The Women's Harmony Choir. They have performed once in 2018. Children's Choir performed for Christmas 2017 and Mother's Day 2018. Brenda and Pete performed for the children's choir on Back Pack Sunday. If this ministry is to continue in 2019, parents, once again, need to get their children involved. The Chime Choir and The Luther Men continue to perform and enhance our services quarterly. We are grateful for every person who takes his or her time and talent to contribute to the music programs at Immanuel.

Once again, our Church committees have had a busy year. Most significantly, our Property committee, chaired by Tim Rill began the renovations of the kitchen. Even more excited than Immanuel's congregation is Dr. Foard's family. I have heard from his daughters and they are thrilled this project, in their father's memory is started.

Our church committees consistently support Tree of Friends [ToFF], Table of Grace [ToG], North East Social Action Program [NESAP], Operation Christmas Child and Shepherd's Staff. This year Immanuel welcomed Shepherd's Staff to turn our Boy Scout room into a Christmas workshop as they prepare for The Festival of Trees in Westminster. Many thanks are extended to the Boy Scout Troop for being flexible and cooperative in temporarily relocating their meetings for a few weeks. This congregation also supports approximately 12 families each year for Thanksgiving, Christmas, Easter and back to school. Monthly missions support various non-profit organizations. Committee reports, which follow in this Annual Report, delineate specific activities of Immanuel's outreach activities.

You have been hearing a lot about LEAD the past few months. Please take time to listen and get involved, if asked. In the next few months you will be hearing more as God leads Immanuel's congregation into uncharted territory.

Again, I am challenging each of you to pick just one opportunity to get involved at Immanuel. Tithes, Time and Talent, these are all gifts we have in our possession. Won't you please include Immanuel in your priority list?

One thing we can all do without leaving the comfort of our easy chair: please pray for Immanuel, our Pastor, our Church council and every member and friend our congregation touches. Please pray also for our world, our country and every human life on this planet.

We are richly blessed. Help us richly bless others.
Brenda Wulforst,
Church Council President

LEAD

Pr Charlie, Spiritual Leader; Chris Crouch, Facilitator;
John Gregg, Council Liaison; Debbie Mace, Debbie Miller, Terri Rill

2018 marked the beginning of an important journey for the people of Immanuel. LEAD (Living Everyday As Disciples) is designed to engage Immanuel in an ongoing process of discipleship and discovery, laying the foundation for a deeper faith and a wider mission as we strengthen the connection between church and community.

Since February 2018, Immanuel's LEAD team has been engaged in the "Tune In" stage by listening deeply and responding intentionally to what God is saying to us through prayer and Bible study, and through the voices of those in our congregation. We'll broaden our listening in 2019 by engaging with members of our neighborhood.

A key project this year was a Congregational Assessment administered in April to examine how members of Immanuel view our church and its purpose. 60 responses to the survey were received. The results of our assessment show that Immanuel can best be identified right now as a *Becoming* congregation. We are out there serving and making a real difference in the community, however we need to develop a vision and strategy that will engage more of our members in this mission so that it becomes not just what we do, but who we are.

In addition to the Assessment, our team has accomplished the following during 2018:

- Attended twice monthly LEAD Team meetings to pray, study, build our team, and plan our activities.
- Attended two day learning seminars in February and August, led by the national LEAD and Delaware Maryland Synod staff.
- Attended monthly meetings with our LEAD coach, Pastor Patrick Gahagen (Pastor Charlie and Chris Crouch)
- Participated in Pastor Charlie's Lenten Bible study which focused on how the Holy Spirit empowered the first believers to reach out across all sorts of barriers with the good news of Jesus – and how the Holy Spirit can help us do the same today.
- Invited the congregation to join us in a special Listening Event on July 15 to review and study the same scriptures, digging deeper into discerning the implications for us as a congregation today.

- Communicated the progress of our team through Visitor reports, bulletin messages, presentations, and displays.
- Introduced the Congregational Survey through presentations over 5 consecutive weekend worship services in September and October.
- Administered a Congregational Survey in October, asking open ended questions about our congregation's relationship with the neighborhood.

During the rest of this year and into January, we'll share similarities and emerging themes of the October survey responses with the congregation. The team will subsequently engage in small group and one to one conversations with a cross section of the congregation, listening to what you say about our church's values, our mission, our neighborhood, and our future.

In early February we will summarize our months of congregational listening and share a final report. After attending our next Learning Seminar at the end of February, our focus will move on to listening to God in the neighborhood.

Please pray that through the LEAD journey our church's identity and purpose are strengthened by deeply connecting with God, with each other, and with the community God has called us to serve.



MISSIONS

Our mission as disciples of Jesus, is to commit ourselves to making Christ known through worship, service, outreach, learning and loving one another

We continue to collect a monthly special offering to support designated ministries. While we have occasionally used this offering to support some of the global initiatives of the ELCA, our preference has been to support ministries closer to Immanuel. These monthly offerings are intended to:

- provide a voice to and support for organizations who share our ministry of outreach to those in need of food, shelter, health care and other basic needs.
- focus on organizations where a small level of financial support can provide a significant benefit to the organization and those they serve.

This is a good time to look back on not just the organizations we have supported in 2018, but to all of the organizations we have supported since redirecting our offerings. Some of these organizations have received our offerings on multiple occasions. We have been blessed to be able to continue these ministries. We look forward to including some new organizations in this outreach, as well as providing continued support to some of those ministries we have supported in the past.

Global Outreach

ELCA Global Ambassadors	Malaria Campaign	IWA World Health
The Least of These Ministries	Disaster Relief	Food for the Poor

Regional Outreach

Community of St. Dymas	Gettysburg Seminary	Lazarus Lutheran Church
All Saint's Lutheran Church	Mar-Lu-Ridge	Thiel College Choir
St. John's Lutheran Church	Casey Cares	Princess Pillowcase Project

Local Outreach

NESAP	Scout Troop 320	Target Comm & Educational Svs
Access Carroll	ELCA Youth Gathering	Carroll Lutheran School
Table of Grace	New Life for Girls	Masonic Charitable Trust
VBS	Stephen Ministry	Boys & Girls Club of Westminster
Tender Care	Hampstead Fire Dept	Tree of Friends Foundation
Olivia's House	Habitat for Humanity	Family and Children's Services
Trinity UCC	Carroll Hospice	Carroll County Food Sunday
IC Christian Ed	Carroll Lutheran Village	Westminster Rescue Mission
Anthony's Way	Rising Above Addiction	CC 4-H Therapeutic Riding

SOCIAL MINISTRY

Once again, our committee extends a heartfelt THANK YOU to you the congregation of Immanuel Church for supporting the efforts of the Social Ministry Committee. You have risen to the challenge time and time again to extend help and support to the community.

We finished 2018 serving the *Table of Grace* on October 30th. In January we served 97 meals, May we served 115 meals, August we served 103 meals and in October we served 99 meals. These number of clients indicate how many are struggling with the current economic picture. Our committee and volunteers plan, prepare and serve meals that are nutritious, tasty and appealing (in addition to the wonderful baked goods that are donated). You have generously donated toiletry items which we distribute to the clients. These items are very much appreciated.

You provided Thanksgiving dinners and Christmas dinners to 10 families. Families received a turkey, traditional holiday dinner items and pantry staples, such as cereal, jelly, peanut butter, flour, sugar and pastas. Also included were butter, milk, eggs, bread and holiday cookies and candy.

In our Christmas delivery, we included gift cards and packages for 30 children and 18 adults which the congregation purchased and wrapped. YOU fulfilled every request!

In March we provided Easter dinner to our ten families. You also generously filled 31 Easter baskets that were delivered to the youngest family members. The baskets brought joy and happiness to the families.

When school bells rang in August, Social Ministry put out a request for needed school supplies for our ten families. A supply list was provided for each child and the congregation generously filled 28 backpacks. These backpacks were delivered to the students in anticipation of the 2018-2019 school year. The families were very touched by our generosity.

In October, we collected coats, hats, scarves and gloves for the Shepherd's Staff. **WOW**, thanks to all of you we collected 46 Adult Coats, 20 Children's Coats, 7 Hats, 10 Scarves, 24 Pairs of Gloves, and 2 Pairs of Ear Muffs. We also had SOCK-tober where we collected 465 pairs of socks to benefit the less fortunate in our community.

We also have continued to ask each month for an item that NESAP/ToFF is in need of for their pantry. Again, the congregation generously gives to the cause and it is greatly appreciated by NESAP/ToFF.

And last, but certainly not least, Harvest Home Sunday. Together, we generously donated 254 Canned/Boxed Foods plus \$140 in collection to benefit the Little Free Pantry and ToFF in Manchester.

To all our volunteers who help with each of our activities: you are our backbone. Please realize that each of you are tremendously appreciated. Without your help we could not accomplish all that we do.

As we embark on the next year of serving our community and church in 2019, we again ask for your continued support and prayers. It is our privilege to work with each of you.

FELLOWSHIP

The Fellowship Committee is grateful for the opportunity to serve the congregation this past year. Pastor Charlie continues to guide us as we look for more ways we can serve Immanuel and include more members in our activities. This committee has organized a lot of activities that have provided not only lots of fun but have also supported missions at the local, county and national level.

Many members continue to step up and offer their talents and time. We are quite thankful for those who continue to support the Fellowship Committee. Immanuel is strong now but looking to be stronger as we move into 2019.

Take this opportunity to review a brief listing of the events in which the Fellowship Committee contributed in some way this year with your help.

- On February 13, 2018 you were invited to attend our annual Shrove Tuesday Pancake Supper. Approximately 75 people joined us and enjoyed supper that night. We served a delicious meal of pancakes (plain, blueberry, chocolate chip) along with sausages and Fastnachts. We even had Mickey Mouse pancakes for the children. There was also a fixin bar with pancake toppings of every kind. The children were encouraged to dress in costume to celebrate Fat Tuesday, the day before Lent began. Everyone enjoyed dinner and went home satisfied physically and spiritually. Thanks to the Boy Scouts and our members for helping with clean up.
- God showed a sense of humor because Ash Wednesday fell on Feb 14, Valentine's Day. Trinity UCC once again shared meals and Bible Study with Immanuel. Each week a meal was served at noon and also in the evening on Wednesdays with Bible Study following. Volunteers prepared soup, homemade bread and fruit for these lunch and dinners.
- On March 29, 2018 the Agape Meal was held in Immanuel's Social Hall with our neighbors at Trinity UCC joining us. Our tables for the meal were set up to resemble the last supper. We washed the hands of one another. Afterwards, we then enjoyed a simple meal of soup, bread, and fruit. Approximately 40 people attended.

- Once again God gave us a laugh because Easter Sunday was on April Fool's Day, April 1, 2018. We celebrated with a full breakfast after the 7am Sunrise Service and before the traditional 9am worship service. Wanda and Dave Robinson once again chaired this event and prepared our breakfast with the help of many members. We dined on three kinds of pancakes, eggs, sausages and delicious pastry. Many members sported Easter bonnets in the parade and some won prizes. We extend many thanks to all who contributed to this event. Thanks to Steve and Dawn Burris for our centerpiece Easter eggs that were awarded as prizes.
- May 20th we celebrated with a reception for our confirmands: Sarah Day and Ashton Eckhardt. Cake and coffee was served after the 9am service.
- In June Fellowship hosted a food stand at an auction for the Maurer and Miller Butcher Shop. We shared a bittersweet moment for the Maurer and Richards family and the town of Manchester. Maurer and Miller Butcher Shop closed their doors in July of 2018. They will be missed. We also were blessed that day with Jeff Mullins as our cook. He served hotdogs and hamburgers for lunch after serving ham, egg and cheese sandwiches for breakfast. Jeff cooked all day making people salivate when they smelled food on the grill. We sold out that day and shared a time with Jeff that we won't ever forget. Jeff will be missed in Immanuel's congregation.
- On August 8th the Fellowship Committee participated in Manchester Night Out at the Carnival Grounds. Pastor Charlie helped children play a game called "Fishing for School Supplies." Using make-shift fishing poles, they tried to catch a "fish" to win and pick out a school supply. The school supplies were donated by Vacation Bible School. Everyone was excited to win something for the new school year. Somehow everyone caught a fish and went home with a school supply.
- Plans for Immanuel's Annual church picnic at Christmas Tree Park were changed at the last minute. This summer was especially difficult for outdoor activities. Heavy rain on September 9th kept us from enjoying the park but we moved into our Social Hall. Fellowship supplied the chicken and hotdogs and Immanuel's cooks did the rest. Volunteers brought every kind of side dish and dessert that you could imagine. What a wonderful meal. Sunday school provided games for the children while Judy Bixler called bingo for the adults. As a special treat for the children, "Adventures in Fun" made balloon sculptures by request. Children of all ages enjoyed the balloon creations.

- October 6th was our 3rd Annual Yard/Craft Event with Trinity UCC. The day was a little foggy and a little drizzle came down from time to time. Some of what we thought were raindrops were actually acorns falling from our beautiful oak tree. That did not stop shoppers from supporting us and enjoying the day. Many of our ladies supported our efforts by baking. Bertuccio's Bakery donated three dozen donuts. Delicious breakfast sandwiches of egg, ham and cheese were prepared by 6:30am for our customers. Trinity UCC took over the lunch shift. They served hotdogs and drinks. What a great day we had looking over crafts, yard sale items, eating and fellowshiping with the community. Money from this event will go to Rising above Addiction and a portion will be donated to our Kitchen Fund. Thanks to all who helped make this day a success.
- Today, November 18th our committee is hosting the Annual Congregational meal. Once again, members attending have volunteered their time and talent to prepare side dishes for all of us to enjoy. Our pot luck dinners are always hearty and delicious.

The Fellowship Committee has enjoyed working with the members of Immanuel on all of the events listed for 2018. We are amazed at all that can be done by everyone doing just "one little thing." Please continue to support us in our events as we go thru 2019.

CHRISTIAN EDUCATION

We have been blessed and busy again with our Sunday School families, along with changes to classroom formats and additional youth group activities. We appreciate the support of the council, Pastor and members as we continue educating, sharing and growing in Christ's word.

Sunday School Teachers:

Jeanne Swain – Preschool through Kindergarten

Jen Edwards – 1st through 5th grade and serving as Sunday School Chair

Angie Eckhardt – Middle School & High School

Jamie Rooney – Baby Sunday School class

Sandy Voight – Playing piano and managing new music opportunities

Pastor Charlie – Leading the Adult Sunday School / Bible Study class

Sunday School Classes:

Our classes follow a school year format running September through May, with classes each Sunday directly following worship service. The classes include music, singing, offering, prayer, Bible story, activities, crafts, games and snack. With the addition of Baby Sunday School, we now offer classes from infant through high school, along with Pastor Charlie's adult Bible Study class. We again have approximately 20 registered youth so far and have changed up some of the classroom organization and curriculum, using a mix of Spark Lectionary curriculum and additional online curriculum. We always appreciate the assistance of substitute teachers and those able to donate snacks or craft materials to help the Sunday School teachers.

Youth Group/Activities:

We continue to have monthly activities outside of the church to encourage social and support opportunities among our families. Starting in the fall of 2018, Immanuel has partnered with St. Paul's of Upperco and Jerusalem Lutheran to plan inter-congregational activities. They will continue to be either a "fun" outing or a "service" activity, with such items as corn maze, bowling, Italian dinner, coffee hour, youth Sunday, NESAP assistance, snow tubing, day trips and more. Activities are open to everyone, and we encourage families to invite their friends, neighbors and families. Updates and schedules are posted in bulletins and newsletters and emailed to Sunday School families.

Vacation Bible School:

We enjoyed a wonderful Vacation Bible School this past July. It is amazing to see God's work through so many youth attendees and adult helpers. The generosity of all those who make this special week possible is a true blessing! As we start to plan next year's VBS, please prayerfully consider how you may be able to assist to reach out to the youth in our community and join us on our adventures of faith and fun.

Immanuel's Little Free Pantry:

Connor Vogelsang, a member of Immanuel's sponsored Boy Scout Troop 320, chose to plan, construct and install the Little Free Pantry at the edge of the parking lot this fall as his Eagle Scout project. In addition to all his hard work, he also gifted Immanuel with the residual funds he raised. Immanuel's Sunday School classes will take on the job to stock and manage the pantry's inventory and supplies. Donations are always welcome, please see the Christian Education team for more details.

Summary:

We thank you for your support! We welcome any new volunteer, family, congregational or council member to join our team of dedicated volunteers as we seek to expand and encourage the Christian Education team.

FINANCE

Please contact the Church Office for financial information.

PROPERTY

- The Fire Alarm, Sprinklers and Extinguishers have all been inspected with minor adjustments as needed and are all certified.
- Proposals on replacing the two main doors to the church have been received. They are in constant need of repair as they age and create safety issue as well as concerns for energy loss. We are investigating possible financial help for this project from Homeland Security.
- Many years ago, doors in the Sunday School Auditorium (the 'Archive display area) were removed. The member that has been storing them needs them out of their barn. Council is discussing the uses for the doors.
- Kitchen project has been started. Completed to date: A new drain line installed in the floor and new supply lines run by Alford plumbing at a cost of \$3000. New lighting and wiring by B&C Electric in the amount of \$2000. Old ceiling and wall covering removed and drywall hung and finished by CSB Construction cost \$2850. Doorway widened and new Fire rated door installed from the kitchen to the Martin Luther room, trim and minor frame work completed by WD Rill at a cost of \$2363.19. Painting of trim and drywall by Stump Painting cost \$1375. Agreement signed with Depaulo Mid Atlantic Restaurant Supply to install a new hood fan, exhaust and return air system, new combination griddle, stove, oven and fryer. All materials and installation the council has approved with a total cost of \$48,364.23. We sent a deposit and the materials have been ordered. We applied for the permit for the installation. We are waiting approval and hope to have this part of the project completed by mid to end of November. Once this is completed we will start the task of new cabinets. The kitchen has been and will remain open for use through the remodeling process.
- We experienced outside water entering the Social Hall during the hard rains this summer. We installed a new downspout and extended a pipe temporarily to the sidewalk. Once we determine that this corrected the issue, we will work on a permanent solution.
- We have experienced and corrected a few minor issues with door locks.
- Heating and air conditioning units have been serviced and maintained throughout the year by AJ Michaels.
- Air conditioning is scheduled to be shut down and the Boiler fired up on October 30th by AJ Michaels, as part of our service agreement.

Your property committee believes the property is in great shape at this time and takes great pride in our attempt to keep it that way.

STEPHEN MINISTRY

Administration

- Effective in September Connie Dattilio assumed the leadership of the Immanuel SM group. Bob and Carol Nicoll have transferred their membership to Carroll Lutheran Village where they are participating in the newly formed SM organization there.
- Gretchen Jensen completed her SM training and was commissioned as a new Stephen Minister at Immanuel. Bonnie Hull, a previously trained Minister, has returned to the group.
- The monthly meeting agenda at Immanuel is a combination of Administration, Continuing Education, and Supervision of the ministerial visitations.
- The congregation is updated with an article of interest in the Monthly Newsletter.
- The Pastor joins the monthly meetings on a regular basis.

Continuing Education

- Education is a combination of selected classroom curriculum provided by the national organization, visits with community organizations of relevance to our outreach, and special guests with expertise in topics of particular interest.

Ministry Outreach

- Our Ministry team addresses both formally assigned Care Receivers in confidential one-on-one relationships, and occasional special visits with congregants in need.
- We now have the capacity to assume some new support assignments.
- The identification of potential Care Receivers, and the referral process, is an important part of our operation. It depends on inputs from our Stephen Ministers, the Pastor, the KIT Committee, and our congregation.

Supervision

- A review and critique of each assigned ministry relationship is an important part of each meeting.
- Connie Dattilio, an experienced Stephen Minister and a Stephen Leader, has the responsibility to lead this segment of our agenda.

MUTUAL MINISTRY

Administration

- Consistent with the DE/MD Synod Vision Plan, our objectives are two-fold:
 1. To provide a confidential forum that is alert for, and identifies problems and opportunities from, the congregation or our community. Of particular interest is our ability to head off problems before they become bigger issues.
 2. Insure that our Pastor's overall health and wellbeing are being addressed. We examine three areas of the Pastor's "Wellness"; Nurturing, Advocacy, and Wholeness. The Pastor provides a report, and the Committee critiques.
- We meet on a bi-monthly basis. Following each session, we provide a general update article for the Newsletter.

"Scanning" the Congregation for Problems and Opportunities

- Committee members report on relevant inputs they have encountered. A locked "Suggestion Box" in the rear of the church is provided to further facilitate congregational comments. Inputs are treated as confidential.
- A written "Capture Log" is used to record inputs, what organization should respond, and the action plan. To date all 38 items received have been answered, completed, or referred.
- Inputs of any type from the congregation have been minimal. We are planning to connect with other MM committees in our Westminster Conference to identify new and better ways to execute our mission. In the near future, opportunities for our congregants to engage with each other and church leadership, will be enabled through the ongoing LEAD program and strategy.

Pastoral "Wellness"

- The Pastor has done an exemplary job in addressing his overall health. It has made the oversight role of the committee relatively easy.
- Pastoral wellness is holistic;
 - a) There is Spiritual Guidance at the Aisling Retreat House, and a Prayer and Meditation Day.
 - b) There is professional and collegial participation in our Synod and Westminster Conference, to include numerous workshops. He is orchestrating Joint Church Planning with several area churches. He currently serves as secretary of our Westminster Conference.
 - c) There are two "energizing" activities in particular for the Pastor; Bible Studies and Visitation. He maintains a full schedule of both.

- d) There are regular physical checkups at Carroll Health Group, and weekly physical workouts at the “Y”.
- e) The Pastor maintains a ledger of ministerial service hours. There have been some high workload months. He is doing more “journaling”, seeking to get a better balance between “reflecting” and “doing”.
- f) For some needed “R&R” the Pastor and family travel frequently to Virginia and performances at the American Shakespeare Center Blackfriars Playhouse.
- The Committee assesses the family’s perception of Pastoral Wellness periodically with lunch meetings with Caroline Marshall.

WORSHIP AND MUSIC

Worship and Music thanks everyone from the congregation who have volunteered their time and talent as worship assistants this year. Thank you to the head ushers who oversee the weekend Saturday and Sunday services plus mid-week services. Worship at Immanuel would not run as smoothly without everyone's continued help! Worship assistants are sent emails &/or phone calls to remind them of their weekend responsibilities. Schedules are printed in each weekend bulletin and each monthly Visitor. Opportunities exist for everyone to volunteer... it is never too late to give an hour of your time at the service of your choice. Worship Assistant Forms can be obtained from the center radiator in the sanctuary, in the monthly Visitor or by contacting Susan Burnette to join the growing 'fellowship' of volunteer service at Immanuel.

ALTAR GUILD is a very active service group at Immanuel with 14 members. Each month, two members or husband/wife teams volunteer to setup and cleanup communion at each of our Sunday services, mid-week and holiday church services. They prepare the communion elements, maintain the correct liturgical altar color, maintain the yearly Flower Calendar, coordinate the delivery/set-up of Christmas Poinsettias and Easter Lilies and setup for any scheduled baptisms. This '*behind the scenes*' commitment is open to any member of the congregation. Our annual meeting was held on Sun, November 11, 2018, immediately after the morning service. Please consider joining Immanuel's Altar Guild!

CHRISTMAS POINSETTIAS ~ EASTER LILIES

Worship and Music sponsors the sale of Christmas Poinsettias and Easter Lilies to the congregation. For three weekends prior to these services, orders are received. Plants are purchased through Auchey's Plant Farm, in Hanover. A total of **63 red poinsettias** decorated the altar area for the three 2017 Christmas Eve services.

Three Easter Services were conducted on March 31-April 1, where **39 white lilies** filled both sanctuaries with their wonderful fragrance. **FYI: Poinsettia Sales for 2018** will begin the weekend of December 1-2 and run through Sunday, December 16th - deadline.

IMMANUEL'S ACOLYTES continue to serve an important bridge between Pastor Charlie and the congregation at every worship service. Our current acolytes are Dylan Andrews, Jayden and Jordan Bosnick, Ashton and Tanner Eckhardt, Madelyn and Ryan Edwards, Austin and Zoe Gregg, Willis Kiler, Danica Reiley and Kyle Robinson.

IMMANUEL'S MUSIC MINISTRY is an important part at our weekend services. Immanuel is fortunate to have five active musical groups who provide music leadership during the year.

- The **Adult Choir**, under the direction of our organist, Jerry Hoffman, leads the Sunday services and rehearses Thursday evenings at 7pm, from September through May.
- The **Chime Choir**, under the direction of Audrey Moose, provides special chime music for festival services during the church year. This group rehearses on Thursday evenings beginning at 6pm.
- The **Luther Men**, a dedicated group of men, who enjoy singing the old-time hymns, lead our Sunday Services four times a year (Palm Sunday, Red, White & Blue Sunday in July, Old-Fashioned Hymn Sing in October, and during the Advent Season). The Luther Men rehearse following Sunday services prior to when they sing.
- The **Children's Choir**, '*All God's Children*', sing quarterly. Pre-scheduled rehearsals on Sundays at 10:30am in the kindergarten room.
- The **Woman's Harmony Choir**, our newest group of singers, provide harmonious songs several times during the year. Their practices are scheduled on Sunday mornings as needed.

Exercise your Spiritual gifts by volunteering and joining one of our musical groups!

THE 2017 YEAR IN REVIEW

Attendance	Worship Service
119	500th Reformation , Oct 28-29, 2017
103	All Saints , Nov 4-5, 2017
49	Thanksgiving Eve , Nov 22, 2017
93	Christ The King , Nov 25-26, 2017
<u>Advent 2017:</u>	
134	week 1: Dec 2-3
78	week 2: Dec 9-10 (snow)
158	week 3: Dec 16-17 (SS program)
<u>55</u>	week 4: Dec 23-24
354	<i>(Advent Season Total)</i>
<u>Christmas Eve 2017:</u>	
92	Sat Dec 24 @ 3pm
85	@ 7pm
<u>78</u>	@ 9pm
255	<i>(Christmas Eve Total)</i>

THE 2018 YEAR IN REVIEW

<u>Attendance</u>	<u>Worship Service</u>
107	Epiphany Sunday, Jan 6-7, 2018
103	Baptism of Our Lord, Jan 14-15, 2018
123	Transfiguration, Feb 10-11, 2018
<u>Season of Lent 2018:</u>	
27	Ash Wednesday, Feb 14 @ 1pm
<u>28</u>	@ 7pm
55	<i>(Ash Wednesday Total)</i>
84	Lent 1, week 1, Feb 17-18 (5pm cancelled snow)
108	Lent 2, week 2, Feb 24-25
114	Lent 3, week 3, March 3-4
116	Lent 4, week 4, March 10-11
<u>102</u>	Lent 5, week 5, March 17-18
524	<i>(Lent 1-5 Total)</i>
<u>Holy Week 2018:</u>	
140	Palm Sunday, March 24-25
54	Maundy Thurs, March 29
64	Good Friday, March 30
<u>Easter Weekend 2018:</u>	
75	Vigil of Easter, Sat March 31
44	Easter Sunrise, April 1 @ 7am
<u>137</u>	Easter Resurrection, April 1 @ 9am
514	<i>(Holy Week-Easter Totals)</i>
119	Ascension, May 12-13, 2018
111	Pentecost, May 19-20, 2018
74	Holy Trinity, May 26-27, 2018
72	Festival of the Holy Cross, Sept 15-16, 2018
90	Harvest Home, Sept. 22-23, 2018

CHURCH COMMITTEES 2018

<u>President</u>	<u>Vice-President</u>	<u>Recording Secretary</u>
Brenda Wulforst	John Gregg	Jamie Rooney

LEAD TEAM Facilitator: Chris Crouch

Members: John Gregg, Pr Charlie, Debbie Mace, Deb Miller, Terri Rill

MISSIONS Chair: Joe Fleck

SOCIAL MINISTRY Chair: Deb Hebrank

Members: Rhonda Kiler, Brenda Wulforst, Amanda Yingling

FELLOWSHIP Chair: Rhonda Kiler

Members: Linda Gregg, Deb Hebrank,
Jamie Rooney, Matthew Rooney, Brenda Wulforst

CHRISTIAN EDUCATION Chair: Jennifer Edwards

Members: Angie Eckhardt, Jen Robinson, Jamie Rooney,
Jeanne Swain, Sandy Voight

FINANCE Chair: Jeremy Edwards

Treasurer: Sharon Slivecky; Financial Secretary: Rachel Murphy
Members: Frank Burnette, Norm Downes, Garth Eckhardt,
Matthew Rooney, Audrey Shaffer, Jeff Yingling

PROPERTY Chair: Tim Rill

Members: Frank Burnette

STEPHEN MINISTRY Leaders: Connie Dattilio, Bob Nicoll

Ministers: Evonne Brillhart, Chris Crouch, Bonnie Hull,
Gretchen Jensen, Carol Nicoll, Audrey Shaffer

MUTUAL MINISTRY Chair: Bob Nicoll

Members: Chris Crouch, Doris Dell, Rodgers Hagert, Pr Charlie,
Jamie Rooney, Brittany Trott, Sandy Voight, Amanda Yingling

WORSHIP and MUSIC Chair: Susan Burnette

Members: Judy Bixler, Jerry Hoffman, Jennifer Holbrook, Audrey Moose,
Wayne Thomas, Sandy Voight, Amanda Yingling