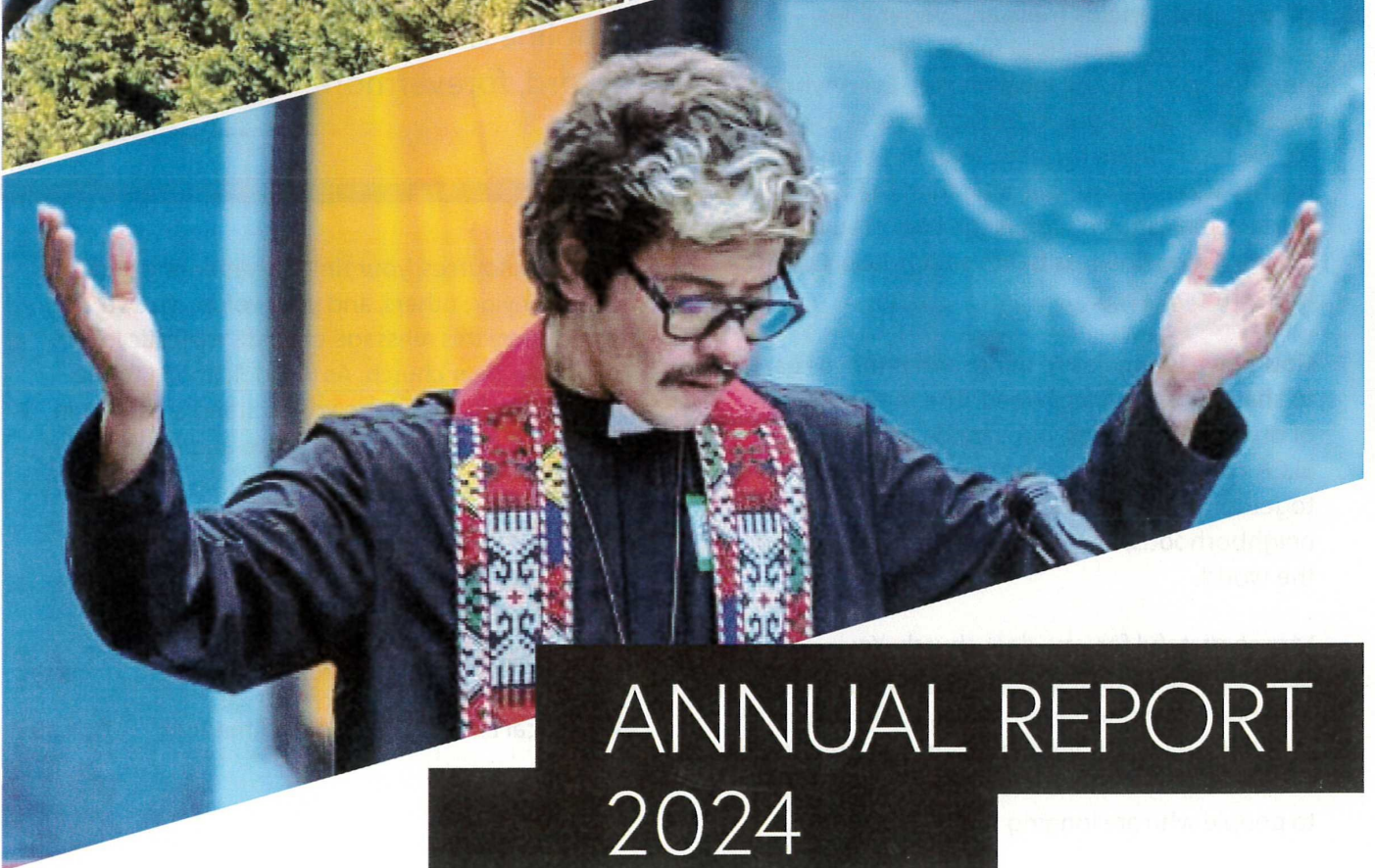




Evangelical
Lutheran Church
in America



ANNUAL REPORT 2024

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

All around us, we see signs of God's love and goodness. A person who has stepped away from church for many years steps back into a congregation, feeling the call of the Holy Spirit. Young adults feeling isolated in a digital-first world start gathering in person in a small group, enjoying the warmth of a hug and a new friend asking about their week. A mother plants a garden, and it yields fruits and vegetables, giving her nutritious food for her kids and extra produce to sell at the local market. Everywhere we look, we see signs of Christ's love. In Psalm 93, we read: "More majestic than the thunders of mighty waters, more majestic than the waves of the sea, majestic on high is the Lord! Your decrees are very sure; holiness befits your house, O Lord, forevermore" (4-5).

God's love is a majestic thing, and it moves us to share it in word and deed. The ministries of our congregations, our synods and the ELCA churchwide organization are all working together to share God's love with people in our neighborhoods, across our country and around the world.

I am so grateful for you, dear church. Your generosity to each of these three expressions of the church — your congregation, your synod and the churchwide organization — has bolstered the church's ability to share the message of God's love to people who are longing for it. Through your

“More majestic than the thunders of mighty waters, more majestic than the waves of the sea, majestic on high is the Lord! Your decrees are very sure; holiness befits your house, O Lord, forevermore.”

—Psalm 93:4-5

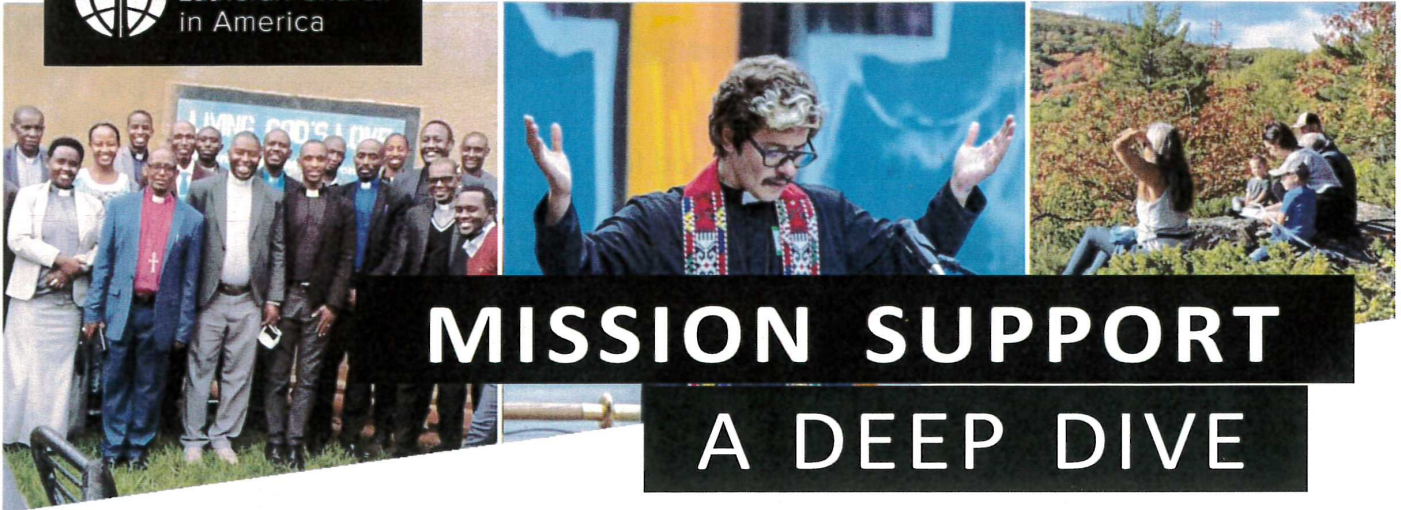
financial resources, your time volunteering and accompanying others, and your voices, you've helped carry this message of God's majestic love. Thank you, dear church. As we look ahead to the coming year, I encourage you to stand steadfast in God's promises, sure of God's love and goodness.

A handwritten signature in black ink that reads "Elizabeth A. Eaton". The signature is written in a cursive, flowing style.

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America



Evangelical
Lutheran Church
in America



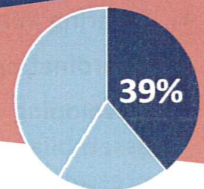
MISSION SUPPORT A DEEP DIVE

Montana Synod FY2023 Thank You

We believe that the ELCA's members, congregations, synods and churchwide organization are called to be church together. Every year around \$1.6 billion is shared as regular offerings to ELCA congregations and worshipping communities. Over 5% of that generosity is shared with our 65 synods, a portion of which is then shared with the churchwide organization. We call this Mission Support. In FY2023, the Montana Synod shared \$295,878 directly in Mission Support for ELCA churchwide ministries. Whether utilized locally, regionally, nationally or internationally, Mission Support enables us to have a greater impact in communities — working together to share God's abundant grace with others.

Your Mission Support funds a variety of churchwide ministries.

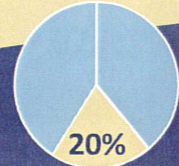
39% builds Christian communities in the United States by:



Thank you for \$115,392 from the Montana Synod for these ministries!

- Planting and supporting hundreds of worshipping communities.
- Revitalizing congregational ministries and reaching out to their surrounding communities.
- Promoting leadership opportunities, discernment and education through leadership initiatives.
- Supporting the work of seven ELCA seminaries and 26 ELCA colleges and universities.
- Hosting events and leadership opportunities for youth and young adults.
- Supporting regional work through directors for evangelical mission as well as candidacy and leadership managers.
- Preparing and implementing a system for recruiting and assigning rostered ministers.

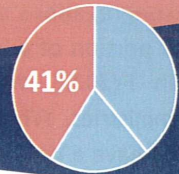
Another **20%** grows the global Lutheran church and addresses issues around the world by:



Thank you for \$59,176 from the Montana Synod for these ministries!

- Accompanying new Lutheran churches, expanding ministries, and training leaders and evangelists.
- Sending missionaries to accompany communities around the world.
- Addressing social issues and working for justice.
- Cultivating and maintaining relationships with 149 other churches through the Lutheran World Federation to strengthen the church and its global work.
- Fostering relationships between ELCA synods and 65 companion churches, for a total of 127 official relationships.
- Working with leaders and members of our African-descent, American Indian, Alaska Native, Arab, Middle Eastern, Asian, Pacific Islander and Latiné communities.

Finally, **41%** strengthens and sustains the ministry and mission of the whole church by:



Thank you for \$121,310 from the Montana Synod for these ministries!

- Offering ministry resources and opportunities to lay leaders for networking.
- Coordinating and supporting churchwide ministries.
- Developing social messages of the ELCA as topical documents — called for by ELCA churchwide assemblies and adopted by the ELCA Church Council — to focus attention and action on timely, pressing matters of social concern to the church and society.
- Providing governance, including maintenance of rostered leadership records and support for the ELCA Church Council and triennial ELCA churchwide assemblies.
- Sustaining ecumenical and interfaith relations.
- Partnering with congregations and ministries across the church as they explore new, innovative ways of being church in a constantly changing world.
- Investing in technology and communications.
- Growing and sustaining financial resources.
- Engaging in research and strategic planning.
- Creating and sharing resources for faith, discipleship, prayer, stewardship and worship.

Thank you for your ongoing support and faithful partnership! For stories of your impact, visit LivingLutheran.org/SOFIA. To find additional Mission Support resources, visit ELCA.org/SOFIA.

*Please bring this with you
to the annual meeting.

2024 Annual Report of Immanuel Evangelical Lutheran Church

830 South Avenue West
Missoula, Montana 59801
406-549-0736
Email: office@imluchurch.org
Website: www.imluchurch.org

A member of:
The Evangelical Lutheran Church of America
Montana Synod
Five Valleys Cluster



ImmanuelLutheran
CHURCH

Annual Congregational Meeting
February 2, 2025 11:15 a.m.

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2025 MEETING AGENDA

1. Call to Order
2. Opening Litany
3. Approval of 2024 meeting minutes
4. Year End Review and Celebration
 - a. Ministries Review
 - i. Creating Community, Care, and Connection
 - ii. Loving God through Worship and Music
 - iii. Transforming Lives thru Mission and Service
 - iv. Forming Faith Filled Followers
 - b. Narrative Budget Presentation
 - c. Review of Benevolence
 - d. Endowment Review
 - f. Preschool Report
5. New Business
 - a. Nomination Report & Election
 - b. RIC Updated Statement
 - c. Ministry Spending
6. Other Business
7. Adjournment & Closing Prayer “Lord God, you have called your servants to ventures of which we cannot see the ending, by paths as yet untrodden, through perils unknown. Give us faith to go out with good courage, not knowing where we go, but only that your hand is leading us and your love supporting us; through Jesus Christ our Lord. Amen.”

Vision and Mission Statement

Vision:

Immanuel is called to be a caring, compassionate and diverse congregation that is spiritually nourished through Jesus Christ and reaches out to the community at large.

Mission:

Share the love of Christ with all!

2024 CHURCH COUNCIL

Sumer Pellett, *President*
TJ Johnson, *Vice President*
Audrey Thornton, *Secretary*
Tana Lambert, *Treasurer*
Vacant, *Finance*
Vacant, *Fellowship*
Vacant, *Christian Education*
Albert Melby, *Property & Grounds*
Winter: Angela Fielder / Fall: Nancy Marks, *Service*
Ray Smith, *Stewardship*
Marilyn Hall, *Worship & Music*
Vacant, *Witness*
Vacant, *Youth & Family*

2024 STAFF MEMBERS

Pastor: Molly Sasser-Goehner
Associate Pastor: Rebekah Cochrane
Director of Worship & Music: Allen Sasser-Goehner
Director of Christian Education: Sonja Wolsky
Director of Youth Ministries: Vacant
Youth & Young Adult Ministry's Coordinator: Colter Murphy
Administrative Assistant: Olivia White
Bookkeeper: Tudi Smith, Kara Schultz (Spring 2024)
Preschool Director & Teacher: Wendy Deaton
Preschool Aide: Lisa King
(Julie Sager is on leave)

2024 Contract Staff/Volunteers

Custodians: Carrie & Mark Courter
Music Team Leaders: Jim Bendickson, Nita Smith
Choir Director: Nita Smith
Organists/Pianists: Nita Smith, Judy Nakamura, Julie Long
Fellowship: Carol Fleharty, Deb Getz
Funeral Coordinator: Nancy Marks
Wedding Coordinator: Vacant

2023 Annual Meeting Minutes

Minutes of the Immanuel Evangelical
Lutheran Church Annual Meeting
Sunday, January 28, 2024

The meeting was called to order at 11:15 am by Council President Ike Marks
The opening prayer and litany was led by P. Molly and P. Rebekah

Approval of 2022 annual meeting minutes: Motion made by Georgia Cobbs with a second by Susannah Murphy. Motion passed by acclamation

Attendance:60

Mission and Ministries video by Nancy Marks

Loving God through worship and music: Marilyn Hall Thank you to everyone who has helped and for all those wanting to help going forward. If training is needed, please see Marilyn.

Creating Community Care and Connection: Ike Marks 22% of annual spending serving on council, prayer shawls, 125 celebration, became an RIC congregation, visitation and caring for each other and the community around us.

Transforming Lives Through Mission and Service: Nancy Marks reviewing of the many different ways we serve our community, Family Promise, baby care kits, Washington middle school, Giving Tree, apple trees, Habitat for Humanity, blood drives, Thrivent action grants, Rob and Carolee Stuberg in Tanzania and scholarships for their students.

Forming Faith Filled Followers: Ray Smith 23% of income spent here We called an associate pastor, advent devotions, Family Faith Gatherings, confirmation teaching mentoring, book studies, youth camps, partnered with MIC and Emmaus for various events

Review of benevolence: food donations, communion bread/wine, food for all our different events, Giving Tree items, office furniture for the new minister, hall cleaning and painting, housewarming gifts, lawn care maintenance, decorations, little library, postage, loft remodel, ceiling repair, dish room, website maintenance.

Giving and benevolence: Endowment fund \$15,547 to a variety of activities here and in the world beyond- retreats, bible camp scholarships, gifts of money to others given through our church \$14,465 given beyond pledges budget \$23,686 to Montana synod \$1,776 to MIC Thrivent action grants (any member can supply up to 500 per year easy to do) Family Promise welcome baskets, devotion printings, bible study books, \$4,000 given by Thrivent to fund things we know are important \$1,000 special grant \$500 from Town Pump from Thrivent for giving \$55,000 80% ends up going beyond these walls.

EAR campaign 57 households \$473,000 for EAR campaign end of 2022 30% has been received by 2023 36% by end of 2023 we have received 2/3 of our goal/pledges \$40,000 in savings in checking \$27,000 \$86,000 in EAR campaign paid down principle \$82,000 for brand new roof, \$70,000 solar panels got grant for \$51,000 (we paid the original amount then received a rebate back), paid 1/2 of gutters, \$3,000 for equipment/materials for loft build \$58,000 in savings is being used for mortgage payment \$5,100/mth.

Endowment started in 1994 balance approximately \$450,000 to \$500,000 more precise balance in February; Habitat asking for \$5,000, women's retreat, chapel benches, fund has a lot of variety can also donate to the fund.

Strategic plan review : focus to align our gifts and resources to share the love of Christ with all

2023 Annual Meeting Minutes

- reaching diverse people and families creating Christian care and community leading the future church embracing a place for all people always open to new ideas.

Julie preschool report: always had two classes post covid has been a little difficult on the preschool probably due to mostly full-time working parents numbers have been down. Decided to combine one class for 3-5 year olds it's been great. Classes have been full. Was going to retire but God seems to have different plans. Classes t-th parents are now recruiting new families and raising tuition only two openings for next year keep going at least one more year take it a year at a time. (Cont. on next page)

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New Business: nomination report floor opened to nominations none Georgia Cobbs made a motion to accept slate as offered Albert Melby second approved by acclamation slate accepted as written.

Thanks to Ike for six years of being president.

2023 ministry spending: Tana Lambert: income \$308,570 expenses \$302,975 added \$5,595 to checking even though mid-year we added P. Rebekah as our 1/4 time Associate Pastor which increased our budget by \$12,625 and we still have a surplus!

2024: detailed budget is available income \$306,513 expenses \$338,339 gave 6.25% raise to all full-time employees The large jump in budget is due to having our 1/4 time associate pastor in the budget for the full year. We anticipate a possible deficit of \$31,826 but we can take from savings if we need to cover deficit. \$66,394 in cash on hand utilities will go down with addition of solar panels. Fun to watch that one go down. Thank you to Tudi for the last nine years as full time bookkeeper. She has gone above and beyond. Kara Schultz is currently being trained and will be a wonderful replacement.

Motion by Mick Hanson to approve 2024 ministry spending, Marilyn Hall second, passed by acclamation.

(2023 meeting minutes (cont.))

Recycling Georgia Cobbs: \$250 Thrivent grant proposal to get bins Republic updated proposal collect once a month no sorting drop solid waste cost new proposal \$20/less per month even with additional recycling fuel surcharge cost different month to month.

FMLA for P. Molly in February to figure out a schooling plan for Luke P. Rebekah will take on extra hours for a total of 32 hours/week lots of other folks to do visitation. Thank you for love/support.

Leave will be 2/12 through 3/12.

Motion to adjourn Georgia Cobbs with second by Albert Melby

Meeting adjourned at 12:05pm

Respectfully submitted Secretary Audrey Thornton

2024 Statistical Report

157 Confirmed Members

98 Average (in person) Sunday Attendance

43 Average Sunday (Livestream) Attendance [est.]

10 Average (in person) Wednesday Night **(Lent)**

6.5 (Livestream) Attendance **(Lent)**

7 Baptisms: Josephine Diggs, Leticia Garcia, Ian Johnson, Cash Long, Murphy Long, Scott McDonnell, Olivia Selle

Confirmations: N/A

Weddings: N/A

New Members (other than baptism): There were 16 new members Kim and Greg Butler, Marilyn Davis, Jeanne & Mickey Kolis, Melanie & Ron Martin- Dent, Mary McClintick, Laurie & Terry Nugent, Nita Smith, Pam Ward, Kurt Wheeler, Celeste Yeager.

5 Transfers and Requests for Removal

3 Funerals (Deaths)/Memorials/Gravesides: There were 3 deaths: Donna Boileau, Toni Johnson, and Marilyn “Dimpy” Anderson.

Bishop Jungling Report



Dear Siblings in Christ,

January 1, 2025

"...the fruit of the Spirit is love, joy, peace, patience, kindness, generosity, faithfulness, gentleness, and self-control. There is no law against such things ...If we live by the Spirit, let us also be guided by the Spirit." (Galatians 5:22-23, 25)

Why are you here? Most likely you're reading this at your congregations annual meeting. And perhaps you are pondering this same question: "why am I here when I could be doing something else that's more exciting than a boring church business meeting?"

But what if congregation annual meetings were seen as more than just a "business meeting?" What if we thought of our Annual Meetings as the exciting continuation of our year-long discernment about where God is calling our congregation to go AND, even more exciting, as taking the first and biggest step of the new year into the calling from God that we discerned together?!

Annual Meetings are the time, usually the only time of the year, when the majority of your congregation gathers to make important decisions about leadership for the congregation (president, council members), finances (the budget, compensation packages), and how the congregation hopes and plans to do its ministry over the next year and beyond.

These necessary decisions are hopefully ignited from the values and principles sparked by the Holy Spirit through spiritual discernment. They emerge from hearts and spirits made bold by the transforming love of Christ and empowered through by the Spirit's fruit in "love, joy, peace, patience, kindness, generosity, faithfulness, gentleness, and self-control." They come from a mutually discovered purpose (why are we doing this?) and vision (where is God calling us to go?) in conversation with one another and with God.

What if we entered into our Annual Meetings with the perspective of opportunity and the mindset of generosity rather than just one more church-thing to do on a Sunday afternoon in January that's keeping us from watching the NFL playoffs? Imagine what God could accomplish in and through us for the sake of Christ's congregation, Christ's Church, and the wider world!

Congregations are not the only part of the church that have annual meetings. The Montana Synod, composed of congregations from across Montana and Northern Wyoming will also be having its Annual Meeting (also known as the Synod Assembly) in Great Falls, MT on May 30-31, 2025. As a Synod, we will walk on Christ's way together to elect the synod's leadership including a bishop, manage with generosity the blessings God has given to this Synod, and equip each other for listening to the Spirit's guidance, proclaiming Christ's Gospel, doing Christ's love, and collaborating for Christ's ministry. The theme for the 2025 Montana Synod Assembly is "Equipping for Hope."

There is a third Annual Meeting that will be happening this year- the ELCA's triannual Churchwide Assembly will meet in Phoenix, AZ on July 28-August 2, 2025. As the Evangelical Lutheran Church in America, voting members will gather from diverse places across this country to discern the direction of the Holy Spirit in electing a new presiding bishop and new Churchwide secretary, managing the blessings the ELCA has been given, deciding how we will live as Christ's Church together, and how God is calling us as the ELCA to move toward God's future together.

In all of these opportunities to gather for "Annual Meetings" in the name of Jesus Christ, let us remember that we are each and all parts of Jesus' Church, the body of Christ, and let us be emboldened to live out our faith through the hope, love and joy poured into us by the Holy Spirit.

May your congregation be blessed in this New Year by the new life that comes to us only in Jesus Christ!

In Christ's Love,

Rev. Dr. Laurie Jungling
Bishop, Montana Synod, ELCA

Pastor Molly Sasser-Goehner 2024 Report

Senior Pastor's Annual Report – 2025

*The LORD is the everlasting God,
the Creator of the ends of the earth.
The Lord does not faint or grow weary;
God's understanding is unsearchable.
(Isaiah 40:28-29)*

The prophet Isaiah reflects on the changing and brief span of human powers with the enduring nature of God. The past year encompassed upheaval on global, national, and environmental levels. We met and worshipped together as a united community amid the turmoil of a divided nation. We comforted each other as beloved leaders became ill, resigned, or died. Amid the transitions, as the people of God, redeemed and freed in Christ Jesus, we at Immanuel focused on our Four Branches of Ministry. We forged ahead in tried and true and new ways to live as the Beloved community and to share the love of Christ with all.

Loving God through Worship & Music: We baptized and buried, confirmed and married. We continued to worship together in a “blended” style incorporating traditional hymns and liturgy with newer songs, updated language, and art. Our choir expanded with new members and more offerings. In the summer, Worship in Woods, connected our worship with God with God’s creation and gave us opportunities for intimate fellowship. We made our sermons and other theological reflections on topical issues available to thousands of people across the U. S. and the world with our “Good News Podcast” and our updated live-stream technology.

Forming Faith Filled Followers: We continued to gather for Bible and book studies, topical conversations, and the Family Faith Gathering (FFG). We are grateful to Sonja Wolsky, our Christian Education Director, for her leadership over the past 20 years, and sad to see her formal leadership at IMLU end. Under the leadership of Pastor Rebekah and Colter Murphy, we expanded our efforts for Collaborative Confirmation and High School Youth Ministry among the ELCA Churches. Confirmation students meet at both IMLU and St. Paul, and a high school group has been forming and meeting together. IMLU hosted VBS with leaders and young people from several churches participating.

Creating Community, Care, and Connection: IMLU members faithfully continued to visit the sick and the dying, offer meal trains, prayer and support to one

another. We welcomed many new members who have offered new energy and ideas alongside participating in our current ministries. We increased fellowship opportunities with Dinner Church, more organized fellowship hours after church, potlucks, a 5 Valleys Lutheran progressive dinner, and a fabulously renovated kitchen and new dish washing room. These renovations were made possible from gifts to our EAR Capital Campaign and over 1200 hours of volunteer labor! In addition, we launched a new website and increased our presence on social media. Our Endowment Team gave funds to members in need of housing stabilization.

Transforming Lives through Mission and Service:

Our service team expanded leadership and led our congregation as we reached out to the local community and beyond. We continue to host Family Promise at the Meadowlark Housing Center, and support families in need through our Welcome Basket and Giving Tree program. We transitioned our partnership from Flagship (which is no longer funded) to a closer partnership with the Boys and Girls Club. We continue our own IMLU led after school program of Cookin’ and Craftin’, while the Boys and Girls Club meets daily in our basement. Our Reconciling in Christ Team (RIC) continued to lead our efforts to intentionally welcome people of all sexual orientations, gender identities and expressions and to consider our commitment to anti-racism.

These are only a few highlights of our faithful ministry over the past year. Please review the rest of this annual report to hear more about our ministry and efforts to “share the love of Christ” with all! In the midst of upheaval and change all around us, may we at Immanuel continue to trust in the enduring nature of God’s presence and power among us in both tried and true and new ways.

Thank you to everyone who gives so generously of their time, talent, and treasure to create our Beloved Community in mission for the sake of Christ and the world who needs the good news we share.

+ *Pastor Molly Sasser-Goehner*

Associate Pastor Rebekah Cochrane 2024 Report

In these days of returning daylight, I give thanks for the bright and guiding light of the Immanuel community and for our partnership together in ministry. In 2024 my Star Word was passion. As I reflect on our ministry together, I see how my passions and the passions of the congregation worked together for the building up of our community and the ways that we reach out to “share the love of Christ with all”.

The Good Word Podcast continues to be a successful way to share our sermons with a diverse audience that extends far beyond Missoula. In addition to this weekly sermon podcast, Pastor Molly and I experimented with three topical series: The Language of Lent (during Lent), A Longer Table (during the Easter season), and What Lutherans Teach About... (Sept/Oct/Nov). We learned that we enjoy these short (~20-30 min) conversations that weave together theology, personal stories, and the wisdom of other voices that we bring in through interviews and research before recording. All episodes combined have 2,500 listens. The podcast is becoming a steady part of my ministry and yet remains exciting and experimental as we consider more special series in 2025.

The Reconciling in Christ (RIC) Team focused our work this year on moving towards being more aware and active in Immanuel's pursuit of racial justice with the goal of updating our RIC Commitments and Welcome Statement at the 2024 Annual Meeting. We added two new team members: Rev. Barb Gwynn and Sumer Pellett and together we worked with Tobin Miller-Shearer, the chair of the University of Montana's African American Studies Department, to host a training for all local ELCA congregations about how we might move toward racial justice as an institution. That training prepared us to develop and deliver an adult education series in the fall. Additionally, the RIC Team hosted an RIC Sunday in February and, along with many other congregation members, marched in the Missoula Pride parade in June.

“Passion” certainly influenced my commitment to greater involvement in middle and high school ministries this year. For the first time ever all of the local ELCA Congregations are participating in a collaborative Confirmation program. This encourages students to develop relationships across congregations and supports a fun and engaging class environment with more students. Pastors and youth staff work together to lead two classes per month. High School Youth Ministry is also in the process of re-emergence! Dedicated parents and engaged youth have united their energy to get our high schoolers connecting with each other at church and beyond! Immanuel hosts a monthly free lunch for Sentinel students, a monthly High School Youth Group during Family Faith Gathering, a monthly social activity, and personal/pastoral connection. It gives me great joy and hope for the future to be redeveloping youth ministry at Immanuel and city-wide along with other inspiring leaders.

Thank you for your support in 2024 and I look forward to what we'll do together in 2025!

+Pastor Rebekah Cochrane

Council President Report

To My Congregational Family,

It is with **great** joy that I write to you to acknowledge and celebrate our ministry, praise, and worship this past year. So many experiences, opportunities for engagement, and connections were made, and it all comes back to the love of Christ that we share. Some of those connections were experienced amongst our own flock – weddings, baptisms, funerals, sermons, outdoor worship, Immanuel Service Band, Immanuel Choir, fellowship hour and food, baptism and communion classes, backpack blessings, confirmation, graduations, bible studies, book studies, Reconciling in Christ educational series, devotionals, prayer services, soup suppers, intergenerational service projects, faith family gatherings, rides and meals for members in need, and Apple Days. Plus we had the pleasure of surprising Pastor Molly with a celebration to acknowledge her 10th year leading and working with our congregation. What a blessing she and Allen have been for us!

Our outward connections were just as meaningful and many: Live streaming (with updated equipment – thanks Tim and Andy), preschool, contemplative worship, celebrating new ordainments, Immanuel's Good Word podcast (including these series: The Language of Lent, A Longer Table, Created to Be, and What Lutherans Believe), blood drives, Missoula Interfaith Collaborative, Family Promise, Welcome Baskets, Habitat for Humanity, Boys and Girls Club, God's Work our Hands projects, monthly Sentinel High School student lunches, recitals, an art exhibit, Vacation Bible School, quilting, the Giving Tree, Pride Parade, Flathead Lutheran Bible Camp (including the Women of the ELCA annual gathering), Dough for Daily Bread Montana Synod Hunger Fund fundraiser, Montana Synod Assembly, Lutheran World Relief, and the many collaborations with the other ELCA congregations in the area.

Additionally, thanks to the generous outpouring of donations (monetary, in-kind, and labor), we met some of our Elevate Anticipate Resonate (EAR) goals for the year including the completion of the dish room (with fancy commercial dishwasher!), new flooring in the Fellowship Hall, and paying down the principal on our loan - to name a few. A great deal

of this was because of the wonderful volunteers (Jay Getz, Swede Gustafson, Mick Hanson, Greg Karlsgodt, Jim Bendickson, Albert Melby, Walt Richards, and Jack Freer) in our congregation who donated a *significant* amount of time and labor.

I'd be remiss to not acknowledge and thank all of the committees and individual people who do the outlooking and behind-the-scenes work to keep us on track: Pastor Molly Sasser Goehner, Pastor Rebekah Cochrane, Allen Sasser Goehner, Nita Smith, Olivia White, Tudi Smith, Tana Lambert, Marilyn Hall, Carol Fleharty, Debbie Getz, Nancy and Ron Marks, Sonja Wolsky, Julie Sager, and Wendy Deaton. I am deeply appreciative of the committee members from Council, Fellowship, Worship and Music, Finance, Stewardship, Property and Grounds, Service, Endowment, and Nomination who continue to dream big and inspire our good and holy work. Finally, the 2024 Council members (Pastors Molly and Rebekah, TJ Johnson, Audrey Thornton, Marilyn Hall, Tana Lambert, Albert Melby, Ray Smith, and Angela Fiedler) have been incredibly gracious as I've learned on-the-job this last year, and I'm proud of the thoughtful, hard work we've done to support Immanuel's ministry.

Whew! If it felt like we were busy, there may be a reason. As my mother always says, "Many hands make light work."

Ephesians 4: 11-13

"And he gave the apostles, the prophets, the evangelists, the shepherds, and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until we all attain to the unity of faith and of the knowledge of the Son of God, to mature adulthood, to the measure of the stature of the fullness of Christ."

God's amazing love, mercy, abundance, and grace are alive and well in Immanuel. Praise be to God.

Sumer Pellett
Council President

Christian Education

1 Chronicles 16:34 says, "Give thanks to the Lord, for he is good; his love endures forever." As the Christian Education Director, there are so many things for which I am thankful. I could not have done this job without the support of this congregation, Pastors Molly and Rebekah, parents who make it a priority to involve their youth in the church, but most of all God. God is the one who deserves our gratitude and praise.

The Family Faith Gatherings (FFG) continue to be a great place for families to gather and learn about the Lord, build relationships with their own family and other families attending Immanuel. We gather for FFGs on the fourth Sunday of the month from 4-6:15 p.m. These gatherings are open to anyone, especially families with children from PS-HS. We start in the sanctuary where we open with songs led by Allen, introduce the various themes each month, play a game, and get to know one another. We then have our class time and break into various groups depending on age or grade level. We study the theme/lesson of the month, and usually include a craft or hands on activity of some type. Our "Family Connect" time is next, which involves participating in various stations as a family. These too, are all connected to the theme of the month. We end the night by eating a wonderful meal provided by various volunteers. This year we have had St. Paul Lutheran join us, so Colter Murphy has joined in the planning and writing of curricula as well as Pastor Molly, Sonja, and Pastor Rebekah. We have also extended invitations to Atonement Lutheran, UCC, and other area churches. We have had many families join us in our Faith Family Gatherings. Thanks also to all the families that attend, the volunteers who help teach classes and serve meals.

We were able to do a few Intergenerational Service Projects this year. We packed food and handed out the Thanksgiving Baskets at the Missoula Food Bank, made PB&Js for the Poverello Center, picked and processed apples, and participated in God's Work, Our Hands Day. We were able to make an impact and help by "Sharing the Love of Christ with All".

Our Confirmation students attend the Family

Faith Gatherings, service projects, meet with their Faith Mentors and turn in Sermon Notes. Starting in the fall we have been collaborating with all area ELCA churches for Confirmation. Pastor Rebekah and Colter Murphy are leading the Confirmation class on Sundays once a month at St. Paul. Combining confirmation programs allows middle school youth from across our Missoula congregations to connect with one another and form peer relationships beyond their home congregations. Between the four participating churches, roughly 20 students will be part of this program. The benefits of a larger group of students are many, but include more robust faith discussions, more opportunities for building relationships, and greater group energy overall. Another key benefit of a combined confirmation program is a deeper pool of experienced leaders, each with their own teaching and leadership gifts to share with the students. We did not have anyone confirmed this year.

The Christmas Window was the Christmas program this year, directed by Sonja Wolsky and accompanied by Allen Sasser-Goehner. Elementary students participated, and we practiced several times following church and had a dress rehearsal on the Saturday before the program, which took place on Sunday, December 15. Middle School and High School students did the readings, ushered and served communion. Thanks to all the families that participated in the program and made it a very special celebration of the Jesus' birth.

Our week of SonRise National Park Vacation Bible School was a success! Immanuel collaborated with St. Paul, Atonement, Our Savior's and UCC. There were about 30 kids that attended each day, Monday-Thursday, from 9:30-12:30, June 17-20. These kids were from all 5 congregations, and Immanuel's Preschool. Colter Murphy from St. Paul and Sonja Wolsky from Immanuel were the Coordinators, but it would not have been possible if we didn't have our wonderful volunteers! Just as many adults and youth gave their time, energy and focus to the kids this week. Thank you to ALL our volunteers, who also were from each of the five churches.

Julie Sager continues as the Director/Teacher and Wendy Deaton, Teacher, of Immanuel Lutheran Preschool. Julie had to take a leave of absence this fall due to health reasons, but Wendy has done the job of Director and Lead Teacher. Lisa King has filled in as the assistant.

Thank you SO much to Wendy and Lisa for filling in during this time of need. Pastors Molly and Rebekah lead the chapel time monthly for each of the classes.

The CE Committee also gave out 15 Bibles to youth this spring. Normally we have given Bibles to third graders, but since COVID, we have missed a few families, so many ages received a new Bible. We also have had a lot of new families attending church, so there was a bigger number than usual.

Spencer & Kinsley Long, Emilia Orrego, Lola Garrett, Ellinor Schultz and Alex Brannon attended FLBC this summer. The Endowment Committee generously supported these youth with scholarships to help defray the cost of attending.

This fall we did a Blessing of the Backpacks on August 25 for our students and teachers heading back to school. We recognized Jacob Bishop, Hannah Wolsky and Ellen Gardener, all graduating from Sentinel High School on May 19th. Each high school student was given a fleece tie blanket as recognition of their achievements.

Thanks to Immanuel for your prayers and help whenever needed. Thanks so much to the Christian Education Committee (Toni Johnson, Shelley Morris, Julie Sager, Kathy Schaller, and Sonja Wolsky, CE Director), who make working together on this committee very rewarding. This Fall we mourned the loss of one of our committee members, Toni Johnson, who gave SO much to this committee and church over the years. She was a shining example for all of us.

God's Blessings,
Sonja Wolsky, Director of Christian Education

Finance

Please refer to the 2024 Financial Statement.

Service

2024 was again a year of outreach and giving to our community.

The Service Committee consists of a team leader who takes responsibility for leading/coordinating an Immanuel service project. Each committee member has a team of congregational members

who work to meet Immanuel's goals of helping children and the homeless with our talents in the areas of food and community service. A special thank you to Angela Fiedler who served as Council Committee chair for part of 2024.

Projects include:

- Baby Care Kits sent to Lutheran World Relief
- Serving Family Promise to care for local families experiencing homelessness
- After-school Cooking and Crafting in partnership with Boys and Girls Club
- Supporting Washington Middle School's Families in Transition Coordinator
- Habitat for Humanity build days
- Holiday Giving Tree providing food, gifts, and quilts for local families
- Red Cross Blood Drive held two times this year.

These projects involve many hours of time and resources. The Committee and a large percentage of our congregation help to complete each project.

Cooking and Crafting with Boys and Girls Club (Tudi Smith)

Our partnership with the Boys and Girls club continues. A grant from the Hetzel Foundation made it possible to host Cooking and Crafting for elementary age children. The kitchen/fellowship hall renovation didn't stop our cooks and we even hosted a cooking day camp. Our wonderful volunteers found projects to fit a younger age group. The children made a variety of seasonal crafts from pumpkins to Christmas wreath, and experimented with wood burning. They cooked up a storm with bacon cheddar pinwheels, chocolate cake with ganache frosting, and many other tasty treats. It is rewarding to work with younger children and watch their personalities and creativity grow throughout the semester as they try new things. As always, Immanuel volunteers make this possible. Thank you to: Linda Redfern, Sharon Hanson, Linda Rosenbaum, Laurie Nugent, Carol Karlsgodt, Marilynn Hall, Valerie Carrasco-Cuevas, Carolee Stuberg, Mick Hanson, Tudi Smith, and all those who donated supplies and funds to make this ministry a success.

Service, cont.

BABY CARE KITS (Deb Getz)

Thanks to the generous donations of items, money and Thrivent grants, Immanuel Lutheran sent 53 Baby Care Kits to Lutheran World Relief in May of 2024. These kits are distributed to new mothers and infants in developing nations and in underserved poorer areas of the US.

Thank you to members who faithfully sew and provide beautiful flannel blankets. A special thank you to Sharon Hanson and Carole Graham for the dozens of blankets they have contributed through the years. Thrivent grants helped to purchase diapers and clothing and some members donated monetarily to this very worthy mission.

A big THANK YOU to Joel and Brittany Getz (Deb's son and daughter-in-law) for their help with online ordering of items needed to fulfill each kit. Thank you also to Nancy Solum, Sharen Peters, Linda Rosenbaum, Sharon Hanson and Carol Fleharty for helping assemble the kits. The drop off site was First Lutheran where kits were picked up for delivery to LWR.

The Service Committee is moving to another project in 2025 called ELCA Good Gifts/God's Global Barnyard. Remaining baby care items were donated to the Community Hospital Neonatal unit and to Jan Turbak at St. Paul for their baby care kits.

Thank you again to the Immanuel Congregation for your generous and caring involvement in this project.

FAMILY PROMISE (Nancy Marks)

The Meadowlark Housing Center has operated collaboratively with Family Promise and the YWCA since May 2021. Missoula is fortunate to have a facility where families are provided a room with a bathroom as well as dinner each night. The Family Housing Center provides short-term emergency housing for families experiencing homelessness along with support and resources to move into permanent homes. It has been at or near capacity since it

opened. The facility has 25 rooms. Each room contains beds for five people and a bathroom with a tub/shower. There is also an overflow space that can house five families with four beds and separate bathrooms. The Meadowlark houses the YWCA programs as well as the YWCA Domestic Violence Shelter with 14 families of up to five persons.

A case manager works with families to find housing and other resources to assist with barriers that limit their success. During Immanuel's rotation, we provide kitchen help, salads and desserts, gas cards and gift cards. Additional volunteers staff the evening desk and others assist with laundry when families move out of the FHC.

Thanks to the many volunteers – Immanuel provides 50 volunteers/donations during the week with over 90 hours logged during this time. Immanuel has loyal volunteers who also assist with other churches' rotations.

Family Promise provides Welcome Baskets for families who find permanent housing. Persons matched with a Housing Advocate through Missoula Interfaith Collaborative are also recipients. Welcome baskets include supplies such as cleaning supplies, food staples, kitchen utensils and bathroom supplies. In 2024, we dispensed 44 Welcome Baskets (61 adults and 73 children). Thanks to Dick and Nancy Solum for co-coordinating with me and making many of the deliveries.

THE GIVING TREE (Nancy Marks) In

2024, ten families, plus the Graham House, including 28 adults and 21 children were supported with gifts, food, quilts and gift cards to help make the holiday season special. Using team leaders for various task assignments has become a successful solution to a job that was once handled by one person. Families were chosen from Washington Middle School, Family Promise alumni, families nominated by our Immanuel members and thirteen men living at the Graham House Recovery Center. Members of the congregation helped by donating

Service, cont.

food, buying gifts, shopping, gift wrapping, sorting presents, making cookies and sewing quilts. Thanks to the many volunteers who donated so much to make this project successful. Grants from Thrivent and Town Pump provided additional funds for this project.

In addition, our Giving Tree ministry also expanded into the community by mentoring fourteen other congregations, organizations and individual families. They are using our model for providing gifts and groceries to additional Family Promise Alumni, Housing Advocate Network matches who have found housing this year, as well as those served by the Prevention program. In total (including Immanuel's families) the Giving Tree ministry was able to provide gifts and groceries to a total of 75 adults and 74 children in 44 households.

Apple Days (Ron and Nancy Marks)

Thanks to the generosity of Immanuel members and community members. Although the apple crop was small, with donations of apples from many locations, we raised \$1000 to support Emmaus Campus Ministry.

Habitat for Humanity (Tove Elvrom)

Habitat for Humanity of Missoula continues to follow a national trend by repairing local residential properties. Assisting low-income families with repairs allows them to live in safe and well-maintained homes.

Volunteers are always welcome at the repair jobsite or the new build construction site. Panelized walls were built at Home Resource with eighty percent of the walls being completed and ready for site construction. Completion of the current build, a triplex, should occur in late spring of 2025. In July, the All Lutheran Build Day volunteers were on site to help with the basics of building a solid foundation.

Thanks to Immanuel Lutheran volunteers for "Doing God's Work, Our Hands."

A search continues for a liaison to organize a group of church members to participate in the All Lutheran Build Days. If you are interested contact Nancy Marks.

Red Cross Blood Bank (Georgia Cobbs)

Two blood drives were held in our fellowship hall in 2024.

- May 23, Red Cross stated they had 18 products collected.
- November 13 from 10-3pm. We had a few walk-ins, but most donors had appointments. Advertising via Red Cross and Immanuel worked well! Red Cross stated they had 14 products collected.

Thanks to several church members who helped before and after the blood draw to prepare the room for the blood drawing stations.

A search continues for a coordinator to arrange the 2025 Blood Draws. If you are interested contact Nancy Marks.

Thrivent Action Teams Thrivent Action grant cards are used to provide additional funding support for many service projects and educational opportunities. Some of the ways they were used help support our Giving Tree ministry, Apple Days, LWR Baby Care Kits, and Washington Middle School.

If you are a Thrivent member and willing to use a Thrivent action grant to support Immanuel ministries, please let Nancy Marks know. The grants are easy to apply for, but application assistance is also available. By providing your name, we can develop a list of members to contact when the opportunity arises to use a grant.

Witness

Immanuel Lutheran Church members promise to participate in our faith community through:

- Regular attendance at worship and receiving Communion.
- Praying for our church community.
- Giving financially to the Annual Fund to support Immanuel's mission and ministry.
- Attending to your own and your family's faith life and spiritual growth through the various opportunities our congregation offers such as education, service, and leadership.
- Attending and voting at annual and special meetings of the congregation.

Witness cont.

We have updated the website (thanks Nancy Marks) and even have web check in during worship; we have updated our live streaming.

Immanuel continues to get reports that our worship life and congregation is very welcoming and joyful. Please continue to say hello to people you don't know, visit with them, and invite them to come back to worship or to join you in something you do with church.

This year we were blessed to welcome 16 new members. We offered two two-hour orientations to Immanuel's mission and ministry and were received in two separate services. Our new members have enhanced our worship life and become participants and leaders across our four branches of ministry.

Music and Worship

2024 Worship Committee Report

Worshipping together is one way that we, as Christians offer our love and thanks to God. As Lutherans we follow a liturgical calendar that organizes the year into seasons that guide what we do in worship. That's why the colors, banners, and other symbols change throughout the year. Although there are 52 weeks in a year, we worshiped together 59 times, that a lot of assistance during worship! Many thanks to all the people that have helped with the many, many aspects of our worship; ushers, readers, the children who hold the communion cup baskets, communion assistants, all our wonderful musicians and choir, our pastors and all those who have enriched our worship through their art.

Worship is also a time for us to get together and share our joys and sorrows, our hopes and dreams with each other. As a community of believers, we help each other carry our challenges and celebrate our joys while offering it all to the Lover of our Souls. Each person in worship is important, because you bring your unique gifts to share.

Howard Thurman, (1891-1981) became a spiritual advisor to Martin Luther King Jr. and many other famous black leaders in the 20th

century. As a black man, many doors were closed to him as he grew up, yet his love for God and his fellow humans, black and white, compelled Dr. Thurman to view the world through the lens of his faith which informed all his actions. He wrote a poem that I've been reading through January, and it reminds me of all the people that have helped us with their time, gifts, and energies in worship and in our congregational life together. Thank you for lighting candles...here is the poem.

Candles

by Dr. Howard Thurman

Candles of joy, despite all sadness,
Candles of hope where despair keeps watch,
Candles of courage for fears ever present,
Candles of peace for tempest-tossed days,
Candles of graces to ease heavy burdens,
Candles of love to inspire all my living.
Candles that will burn all the year long.

2024 Annual Report from Allen Sasser-Goehner, Worship and Music Coordinator

All I really have to report this year is a heart filled with gratitude. Our worship life at Immanuel Lutheran continues to fill me with gratitude. I give thanks for the many people who gather together each week to hear the word of God in music, proclamation, scripture, prayer, and fellowship. We are all the body of Christ together. Without all the folks behind the scenes and those volunteering each week in leadership positions, we would not be able to make it all happen. So many thanks to our communion preparers, ushers, readers, projectionists, sound techs, food preppers/servers, and worship team members. A special thanks to Olivia in the office for putting up with me in general and for her continued ministry in putting together our bulletins and projection presentations each and every week.

We continue to enjoy our Immanuel choir. Some new people have come and others have left, but Nita bravely rallies us every few weeks. She goes the extra mile in arranging music that is suitable for our talents. Her expertise and experience digs deep and brings out the best in each of us as singers. It is a joy to be a part of such a fun and talented group.

To all who have helped lead music in worship this past year, thank you. We have enjoyed the addition of Jeanne on flute and Linda on violin for many of our services. Susannah, Mick, Hailey, Linda, Anna, Chad, (and any I may have forgotten) we are grateful for your sharing of musical gifts. A special thanks goes out to Jim and Nita for their dedication to showing up each week to create and collaborate together. We are so blessed to have you both as musical leaders. It is truly a joy each week to come together with so many wonderful people to worship and praise our Lord Jesus. So, Thank You.

Fellowship

A new way of running Fellowship at Immanuel was implemented this past year and has been successful. It has been so wonderful to see our members enjoying fellowship after worship. This is how our team is organized: Members volunteered to be on the Fellowship Team. Each member was paired with a member to host Fellowship Time approximately once every 3 months. Other members of the congregation signed up to bring food on Immanuel's weekly e-newsletter or on the sign-up board in the Hemgren Room. A huge thank you goes out to our team volunteers—well done faithful members!

Occasionally there are five Sundays in a month. That 5th Sunday has been designated DONUT Sunday with donuts provided by Immanuel. The first Sunday of the month is POTLUCK Sunday. Bring your favorite savory or sweet snack. No signup is needed. On the remaining Sundays please sign up to bring baked goods, cheese, meat, crackers or fruit. If you would like to join our team to volunteer to host on a Sunday, please contact Deb Getz at 406 239-6835 or Carol Fleharty at 406 544-4125.

Funerals

This year we have offered a beverage and cookie reception after a funeral or a simple lunch. We rely on the congregation to help with funeral reception setup, serving food provided by Immanuel members, and cleanup. If you could be a part of the FUNERAL RECEPTION team, please let Deb or Carol know. A huge thank you to all of you who have volunteered in some way to serve a family who has lost a loved one—well done faithful members!

Children, Youth, and Family

**Shared Children, Youth and Family Ministry of Missoula-area ELCA congregations and UCC
2024 Annual Report**

Dear Siblings in Christ, God be with you!

It is with joy that I submit this annual report regarding the vital and growing shared ministry we support together. To share in this ministry is to be the body of Christ together. We are blessed to walk alongside our children, youth, and parents as we journey the path of faith together.

In 2024, St. Paul Lutheran, Immanuel Lutheran, Our Savior's Lutheran, Atonement Lutheran, and University Congregational Church shared in resources and time to offer programs and events for our families. Each of our churches have unique and wonderful ways we support the faith lives of our young people individually, and we offer our families opportunities to connect to a broader faith community of support. Our shared identity as Missoula congregations allows us to come together in mutual support of Missoula families.

There were several special events and programs held in 2024 for the whole family. Our Trunk or Treat event is a special Halloween carnival, giving kids and parents the chance to dress up and trick or treat, and decorate their vehicle to offer fun games and candy for other families. We also collaborated to offer a Lent Art Show, held at the Zootown Arts Community Center. The show featured art from the Missoula ELCA congregations, including art by kids and youth. During the summer, St. Paul sponsored three evenings at Splash Montana water park, giving families from all our congregations a chance to connect with each other and have fun together.

Several week-long programs were held during the summer for kids of all ages. In June, we offered vacation bible school for kids ages 3 through fifth grade. There were volunteers and kids from each of our churches, a true collaboration and a joyful week of faith formation. Middle and high school youth worked as volunteers during the first part of the morning, and then had their own designated youth time with faith discussion and games. We also organized a special "Missoula at Flathead Lutheran Bible Camp" week during July, when Missoula kids, youth, and adult volunteers all attended FLBC

together.

Each month throughout the year, Immanuel hosts and invites families from our congregations to the Family Faith Gathering. These gatherings are held on the fourth Sunday of each month during the school year. There is an opening time of singing songs and playing get-to-know-you games with all of the families and leaders. Then, leaders guide age group learning time for: pre-school, K-5, 6-8, high school, and adults. After age group time, families are invited to rotate through several stations that have meaningful faith activities they can do together. A shared meal in the fellowship hall gives everyone a chance to spend time around the table together. Adult volunteers who aren't parents are always needed to help with age group lessons and cook dinner, please contact Colter if you are interested in lending a hand!

Beginning in the fall of 2024, the Missoula-area ELCA congregations began offering collaborative confirmation for our middle school youth. Youth from Atonement, St. Paul, and Immanuel are part of this meaningful faith formation program. They attend two Sunday classes each month, once at Immanuel during the Family Faith Gathering, and one at St. Paul after church. They meet outside of class with a chosen faith mentor from their church once a month for guided discussion. Students complete worship notes and also engage in documented service to their community. We hope this three-year program builds them up and encourages them in their faith. Each church will hold its own Affirmation of Baptism (confirmation) with students encouraged to attend worship at partner churches on those Sundays to support their peers.

Ministry for our high school youth continues to grow and change to meet their needs and schedules. Early in 2024 we were continuing to offer weekly meetups at Ruby's Cafe for students before school. This program transitioned during the year to a lunchtime offering, free lunch for the students of Hellgate and Sentinel High Schools. St. Paul hosts lunch for all Hellgate students, usually on the 2nd Thursday of each month. Immanuel hosts lunch for all Sentinel students on the 3rd Thursday of each month. These free lunches are made possible by teams of enthusiastic volunteers, and by ongoing financial support from St. Paul and Immanuel. Other special events were held this

year to bring high school youth together, including a back-to-school bonfire, a gathering at the Red Hen Farm, and gingerbread house making and Christmas gift-wrapping for youth in need.

With gratitude and joy, this report honors the tenure of Immanuel Lutheran's Christian Education Director, Sonja Wolsky. Sonja's contributions to collaborative children and youth ministry were many, and significant. It's not hard to remember some of her fun get-to-know-you games during Faith Family Gatherings, or her friendly and professional presence as VBS coordinator. Sonja stepped down from her position in December, and will be missed! We give thanks to God for Sonja's gifts and the fruits they continue to provide.

The Missoula-Area Shared Children, Youth and Family Ministry is made possible through the sharing of resources and time. St. Paul continues to designate some of Colter Murphy's hours for this purpose. St. Paul also gives volunteer hours and facility space. Immanuel Lutheran provides monthly financial support for Colter's position. Immanuel also provided the staff time of its Christian Education Director, Sonja Wolsky, in 2024, as well as staff time from Pastor Rebekah and Pastor Molly. Immanuel also gives volunteer hours and facility space. Atonement Lutheran, Our Savior's Lutheran, and UCC all continue to offer the time of their paid staff and the time of their volunteers.

In 2025, we look forward to another year of shared ministry together. We already have shared VBS on the books for June (register at impluchurch.org/vbs), and many other plans are in the works. The best way to stay updated on our shared children, youth and family ministry is to talk to your congregations leadership, and read your congregations newsletters and email updates! Please continue to hold Missoula's families in your prayers, and pray for the leaders of this ministry. If you feel called to share your time as a volunteer for any of our shared programming, or feel called to give a financial gift toward this ministry, please contact colter@stpaulmissoula.org

God's Peace, Colter Murphy
Coordinator for Children, Youth and Family
Ministry of Missoula-area ELCA congregations
and UCC

Stewardship

We are caretakers of that which is not ultimately our own. Our bodies, our lives, our time, and our possessions are all gifts of God. We are people who belong to God.

Throughout 2024 the members of Immanuel Lutheran Church continued to demonstrate that we understand what it means to be good Stewards of all that God has given us. As shown in the Service and Giving & Benevolence Reports you have continued to generously give of your time, talents, and treasures. Because of your generosity IMLU has been able to continue to spread God's Word and help our neighbors in need.

In October of 2024 we held our Stewardship Appeal. The theme was Grateful, Graceful Living. Through the Appeal we learned that Graceful Living means living as people who know that life itself is a gift of grace and that everything comes from God. And because of that understanding, people who are touched by God's love become grateful people who want to give generously to God and to others. Throughout the month church members wrote thank you notes to other church members thanking them for their gifts of time and talents to IMLU and the community. The Stewardship committee distributed Devotional Booklets to each family to help them focus on Grateful, Graceful Living.

On Sunday, October 20th, we held our Stewardship Commitment Sunday. Fifty families pledged to give \$180,820.00 in the coming year. This is just under 52% of the proposed 2025 budget. Even though we are a very generous congregation it is clear we still have a way to go to meet the goal we have set for ourselves in 2025. Knowing how generous a congregation we are, I do not doubt we will demonstrate that we are Grateful, Graceful people and meet our goal.

Raymond Smith, Out-going Stewardship Chair

Staff

Olivia White continues as our office administrator. Pastor Rebekah has been very busy this year, please read her report to catch up on all the details. Tudi Smith has resumed bookkeeping duties as we look for a new replacement, Kara Schultz moved on to a position at the University of Montana. Sonja Wolsky resigned as Christian Education Director at the end of De-

ember. Pastor Rebekah and Colter will cover most of the duties.

Naomi Circle

Naomi Circle met this year every 3rd Wednesday of the month at 10:00 am. We have coffee and an interesting bible study with discussion led by someone in the group. Our resource is the magazine, "Gather" from the ELCA. This year's offerings were sent to LWR. All women are welcome to attend this monthly gathering.

Men's Bible Study

Men's Bible study meets every Tuesday at noon for an hour to read and to discuss the scripture lessons for the following Sunday. No previous experience studying the Bible is necessary to take part. This group provides a friendly and meaningful way to better understand God's Word, to relate it's message(s) to current issues, and to our personal lives as well. New students are always welcome.

Congregation Council

The Congregation Council shall have general oversight of the life and activities of this congregation. Members of the council represent various ministries of congregational life. Officers (President, VP, Secretary, Treasurer) serve a 1-year term and are re-elected each year. Council members serve for 3-year term and can serve 2 terms consecutively. Council members are required to attend a council meeting on the second Tuesday of each month. Meetings are usually 1 hour to 1 1/2 hours and currently are held via zoom.

Property & Grounds

Thanks to everyone who has helped to complete the Dish room project, with a special nod to Jay Getz, Mick Hanson, Jim Bendickson, Walt Richards, Greg Karlsgodt, and Jack Freer; we now have a wonderful new kitchen area and a Fellowship Hall with new flooring and a fresh coat of paint that was dedicated in November.

Thanks to Jay Getz for coordinating these efforts and thanks to everyone who donated towards the new flooring.

We have also had some other updates, expected and unexpected. The soffits were repaired this summer, we have also had repairs to the boilers and required five year inspection of the elevator.

As part of the EAR project, we will soon accept bids for painting the church exterior.

In 2025, Al Melby will hand the Property and Grounds position off to Walt Richards. Thanks Al for all your help over the years!

Solar Panel Update

Submitted by Jim Bendickson

One of the goals of Immanuel's EAR Capital Campaign in 2022 was to fund the purchase and installation of solar panels on our church facility. Our system was projected to cost \$76,888. Fortunately, we were able to apply for - and receive - a \$51,100 grant from Northwestern Energy. Ultimately, the net cost for our system was reduced to \$24,288 after deducting grant proceeds and a \$1,500 donation from our installer, SBS Solar.

During 2024, our solar panels generated 36,239 kw hours of electricity. By March, the system was creating enough energy to handle all of Immanuel's electricity needs and did so for the remainder of 2024. Immanuel used a total of 31,919 kw hours of electricity during the year, including the 3,080 kw hours purchased from NWE in January/February. Going into 2025, we have over 8,000 kw hours of unused solar energy from 2024 to cover our electricity needs during the upcoming 'dark' winter months when energy generation is low.

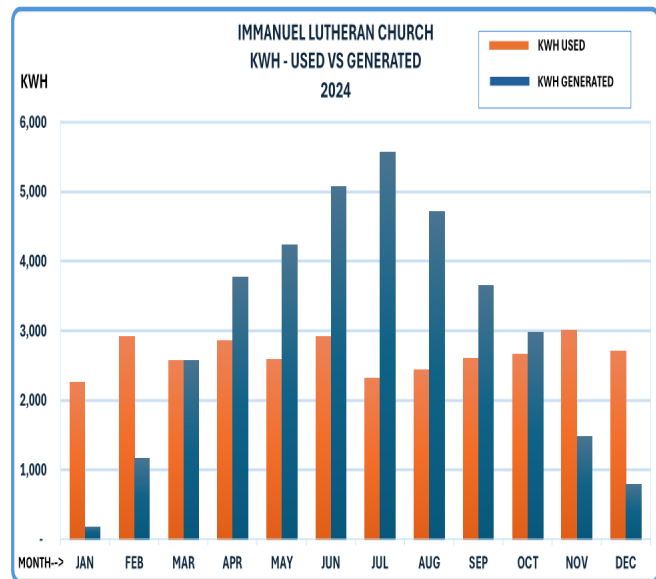
So, how does this translate into dollars? During the previous 4 years (2020-2023), Immanuel's average electricity expense averaged \$2,158 per year. During 2024, our electricity expense dropped to just \$287 - for January and February. In all of 2024, our solar panels saved us nearly \$1,900 in direct electricity expense! But there's more. We also experienced savings in taxes, electric delivery charges and natural gas. During the previous 4 years (2020-2023), Immanuel's total energy expense (electric and gas) averaged \$8,843 per year. During 2024, total energy expense dropped to \$5,909, for an overall energy expense savings of \$2,934. At this level of savings, we anticipate Immanuel will break even on our solar project in 2031.

Immanuel did a 'really good' thing when the decision was made to move forward with solar panels. In 2024 we saved \$2,934 on energy, we used those dollars to support other ministries, and we helped improve the quality of our environment. To date, our panels have reduced CO2 emissions by 60,000 pounds, which is the

equivalent of having planted 450 trees! Finally, our project has inspired a few of our members to install solar panels on their own homes!

On behalf of Immanuel's leadership, a huge SHOUT OUT & THANK YOU to all who participated in our EAR Capital Campaign! Our solar panel system is a direct result of your passionate care for and support of Immanuel. We encourage all members and friends of Immanuel to join our 'monitoring family' online, where anyone can follow Immanuel's solar panel system at work 24/7. The same monitoring system you (sometimes) see in the narthex is available to all and can be reached at: <https://monitoringpublic.solaredge.com/solaredge-web/p/kiosk?guid=980de874-8b95-4172-ae04-4175eccfd9b2>.

Immanuel members and friends who have questions or a desire for additional information about our system are encouraged to contact Jim Bendickson at (406) 240-1225.



Endowment – Immanuel's Legacy Fund

The church's Endowment Fund was created in 1994. A great deal of thought was put into the decision to create a legacy that to this day allows us to support endeavors of our church, our community, our state, the ELCA, missionaries, education, disaster relief, and the vulnerable - children, elderly, and people struggling with illness or poverty.

Endowment cont.

Where is Immanuel's Endowment Fund invested and how does it work?

Every gift to the Endowment Fund is invested 100% into the ELCA Endowment Fund Pooled Trust – Fund A. Fund A follows the ELCA's guidelines for socially responsible investing. To learn more about the fund, you can visit <http://www.elca.org/Give/ELCA-Foundation/endowment-investing>. 75% of the interest earned on our investment in the Endowment fund is used to fund Immanuel's approved requests. The other 25% of the interest earned is reinvested back into the fund. So the more money we have invested in the fund, the more money we can give!

How can I donate?

- You can honor or memorialize someone through a gift of cash or IRA funds.
- Consider a gift of property—real estate or personal property – or transfer investments, such as stocks or mutual funds to the Endowment fund.
- Naming the Endowment Fund as the beneficiary of an insurance policy, or gift ownership of existing policies.
- Remembering Immanuel in your will or living trust is a natural extension of the faithful stewardship you've practiced during your lifetime.
- Consider a Charitable Trust of Gift Annuity, which ensures you a lifetime income, after which the principal reverts to the Endowment Fund.

Who can I consult about including Immanuel's Endowment fund as part of my financial plan and the tax benefits of doing so?

Resources for donors/potential donors. ELCA contact is Josh Kerney at (530) 520-0142, [email--josh.kerney@elca.org](mailto:josh.kerney@elca.org)- For Gift Planning: contact your financial advisor.

How do I request an endowment distribution?

Requests must be in writing. The form is available [online](#) and in the church office. Requests must meet the criteria identified in the brochure (from Immanuel's Constitution):

1. Emergency relief of physical or economical needs of individuals within the congregation.
2. Special ministries in Christian education within the congregation and extending to other Lutheran congregations.
3. Special purpose grants for extending educational opportunities, including scholarships, as financial aid to qualified individuals for higher education.
4. Aid in caring for the poor, the aged, and the ill when funds are not available from other sources
5. Support of domestic and foreign missions, including all missions of the Evangelical Lutheran Church in America or its successor.
6. Aid to support activities for caring for and assisting special needs of our community's youth, which gives evidence of our constant prayerful and Christian concern for them.
7. Church building expansion or improvements, or a major maintenance item (as opposed to regular building maintenance).
8. Extending aid for programs and missions of the Church, other Montana Lutheran congregations, and the Montana ELCA or its successor.

2024 Distributions and Expenses

The Endowment Committee typically meets via email throughout the year. However, we do try to meet F2F quarterly (the last Sunday of January, April, July, and October) to review and consider funding requests. Please contact an Endowment Trustee for more information.

Endowment cont.

The Endowment Fund is managed by a trustee committee currently consisting of the following members of our church: Georgia Cobbs (Chair), Larry Lambert, Tove Elvrom, Susan Richards (replacing Susannah Murphy), and Keith Phillips. To apply for a project in 2025, applicants can access information and download an application form on –line at the church’s website or use this link <https://imluchurch.org/endowment/>

2024 FINANCIAL REPORT— IMMANUEL LUTHERAN ENDOWMENT FUND

The trustees who have been delegated to oversee the Endowment fund on behalf of the congregation feel honored and blessed to participate in sharing the gifts of our church. Thank you to the congregation for your donations, requests, and prayerful support in our church’s mission! It is truly God’s work, our hands. Submitted by Georgia Cobbs & Keith Phillips, on behalf of the 2024 Endowment Committee

Beginning Balance (1-1-2024) \$9,344.35

a. Deposits Received from ELCA			
1st quarter Endowment Fund distribution	4919.77	28-Mar	
2nd quarter Endowment Fund distribution	4931.93	27-Jun	
3rd quarter Endowment Fund distribution	4943.85	30-Sep	
4th quarter Endowment Fund distribution	4955.32	28-Dec	
	19750.87		

**Total Deposits
\$19,750.87**

Distributions in 2024:		
Habitat for Humanity		5000
MLK Empower MT		500
Lay Ministry tuition support		650
Women's Spring Retreat FLBC		1167.50
Zootown Arts Com- munity Center		475.5
Msla Interfaith Collaborative (MIC)		3000
Reconciling in Christ guest sp		1100
Bibles for IML Youth		411.16
FLBC Youth Scholarships		2200
Pride Camp		600
Member Gas Assistance		250
IML Kitchen flooring		2000
Gift to Kitchen workers		620
MIC/Family Promise		2000
IMLU Apples to Emmaus		250
Lay Ministry travel support		400
IMLU EAR		2000
Emmaus Campus Ministry		2000

**Total Distributions
\$24,624.16
Ending Balance
\$4971.06**

Ministry Partners

Missoula Lutheran Dream Team 2024 Annual Congregational Report

2024 has been a year of great transition and opportunity. In the fall of 2023, a devoted group of parishioners and pastors from Immanuel, St. Paul, Atonement, Our Savior’s Lutheran Churches as well as Emmaus Campus Ministry gathered together to talk about the future. The question that this initial group focused on was simple: What will ministry and the Lutheran Church in Missoula look like in 20 years? This conversation led to the beginning of intentional study, research, and listening.

Ministry Partners cont.

Following several sessions, this group decided that it needed to be more transparent and better incorporated into the work of all the partner congregations and ministries. Following several conversations and guidance from the MT Synod Bishop, this group set off to present and engage each of the congregation councils to get feedback, ask for more volunteers to serve as part of this group, and to be blessed in moving forward with the topic in hand. The title “Missoula Lutheran Dream Team” was created to better encompass the mission of this group which is: To dream big and prayerfully seek out the Holy Spirit’s guidance in suggesting new ways of collaboration, sharing of resources, and incorporating new ministry models.

To start, the Dream Team believes that building healthy and strong relationships between our ELCA congregations is paramount to doing any collaborative type of ministry. So, on October 27th (Reformation Sunday), the group planned and led a Lutheran Progressive Dinner that visited all of the Missoula ELCA churches for one meal course at each church and was intended to be a start for getting to know one another beyond our individual congregations. Reception of this event was overwhelmingly positive with over 100 people attending one or more stops. 2025 will see continued work from the Dream Team in its putting on more collaborative events between our congregations, as well as studying and proposing new ideas for ministries, the sharing of staff, and the utilization of resources.

Stay tuned!



Confluence: The moment of meeting, and the movement forward.

The Confluence Leadership Team -- Colter Murphy, Rev. Rebekah Cochran, and Rev. Dr. Karin Craven -- shares this 2024 annual report with our partner communities. In its current iteration, this community is three years old. Confluence is an intimate community grounded in Jesus’ vision of liberation and practices of contemplation, seeking to live the questions of faith together. Our communal, relational space welcomes the unique story and wisdom of each person, inviting one another to show up as our fullest selves. We believe worship is formative, and thus collaboratively write liturgy, that we might explore paradoxes of tension for the sake of growing ethically and spiritually as people of God. As earth creatures, we value our inner terrain and the changing seasons of our lives in conversation with the external experience of seasons and landscapes in Montana.

These values take root in our lives and deepen through spiritual practices in our gatherings and extend through our special events out in town and country. Twice a month at University Congregational Church (UCC) in Missoula, we gather and dwell in listening space framed by ritual, storytelling, singing, and creative expressions as we engage our quarterly themes. Our website features recapitulation articles for those unable to participate in the gatherings, a blog, and a community-wide curated music playlist from our intentional thematic listening practice.

Confluence is visible in the public arena. We partnered with congregational members of Missoula Ministerial Association, taking the lead to create an interfaith liturgy to honor earth, which featured MT Poet

Ministry Partners cont.

Laureate Chris La Tray. We learned from and furthered the sabbatical research project of Dr. Mary Hess (Luther Seminary) in a digital storytelling retreat. This is the second year we marched in the Missoula Pride Parade.

Our partnerships are ecumenical. Last fall, Confluence created and led worship at Glacier Presbytery's quarterly meeting. Likewise, we created and led an intergenerational event and worship for All Saints Day in collaboration with the University Congregational Church.

Within the ELCA, we have been an ongoing resource to the Montana Synod, leading worship workshops and facilitating conversations with pastors at Synod Assembly. This winter we curated a weekend retreat of contemplative practices at FLBC. We also shared Advent themes among the Missoula Lutheran congregations as a common ground of reflection and worship. Throughout the year in several congregations, Confluence provided worship leadership and the opportunity for people to experience liturgical elements and emphases unique to Confluence. We were glad to strengthen connections with faith communities this year.



2024 Annual Report to Congregations

Emmaus Campus Ministry continues to thrive as an ELCA ministry working in partnership with the Episcopal, United Church of Christ, and Methodist congregations and denominations. Emmaus is a community living in the vision of Jesus' radical love and dignity for all people and life. Emmaus is a Reconciling in Christ organization which means it is open and affirming to people of all gender and sexual identities and strives towards racial justice and equality in our world.

Student residents and staff: We currently have housing for 15 students living in three different houses including the Ark, Emmaus House, and the Wesley House. We have about 25-30 young adults who are active in some way with us. We also have students that are active and even employed in several congregations outside of Emmaus and two(!) students who are seriously discerning seminary in their future. A new and strong partnership has developed between Emmaus and Grace United Methodist Church. Thanks to our already solid collaboration with Wesley House, we have secured support and funding to hire Caleb Koebble as our new, half-time *Associate Minister of Community Life* while also serving as the new pastor at Grace UMC. We want to particularly thank Lynn Miller Jackson, District Superintendent and Associate to the Methodist Bishop of the Mountain Sky Conference, for helping to envision this new position and partnership. Caleb's new position will continue some of his duties in property management while also allowing him time to better connect and lead programming with students. His new role will enable Emmaus to be a larger presence on campus and connect with more students in the months and years to come. We see this as an example of the future in collaboration among church organizations as well as the opportunity in thinking creatively which can make all partners stronger and more effective at ministry.

Student Programs: The heart of our student group remains our weekly dinner sessions on Wednesday nights dur

ing the semester with an average of about 15-20 students. These sessions always consist of cooking and sharing a meal with one another as well as rotating between a worship/ritual activity and discussion/presentation topic. It has been a great opportunity to invite students to help lead these worship rituals and discussions as well as be involved in recruiting guest speakers and community members. We hosted a Winter Retreat in February which included 10 students skiing/snowshoeing at Lost Trail Ski Area while staying at Faith Lutheran Church in Hamilton and joining them for Sunday worship. We took a record 22 students (which included 12 international students!) to Flathead Lutheran Bible Camp for our Fall Retreat in September. This weekend retreat included swimming, sailing, and deep ritual conversation on the shores of Flathead Lake. Finally, we took 8 students to San Francisco, CA for a Spring Break service learning trip that centered around experiencing “faith in action” and learning more about the experience of homelessness, social justice, and ministering to people on the margins. 2025 is looking fun and busy as we are gearing up for a winter retreat in February and another Spring Break/service learning trip to El Paso, TX!

Community Outreach and Programs: Emmaus Campus Ministry continues to be a bridge for students to connect with the broader Missoula community. One new program that got grant funding to launch in 2025 is called the Elizabeth Project, an intentional student-mentorship opportunity that connects Emmaus students with

members of partner congregations to do a once-per-month lunch and a once-per-semester service project together. Student and congregational energy for this project has been positive and the official launch will take place in spring semester of 2025. Our Faith and Climate Program continues to be in transition and discernment but has also received grant funding to sponsor a young adult faith and climate summit gathering in fall of 2025.

Buildings and Grounds: Minor updates to all the properties were completed this summer including boiler work, wiring for internet, and painting. We also seal coated the parking lot to lengthen its life. Emmaus continues its close and positive partnership with Wesley House and will manage and coordinate needed maintenance on those houses in the coming year. Pastor Eric and Caleb will apply for grant funding for more major renovations and improvements in 2025.

Thank you so much to all of our partner congregations as well as individual supporters who have lent an incredible amount of time and financial resources in volunteering, maintenance, and just simply connecting with our students. In these unpredictable times, your support is more needed than ever and know that your gifts will make a HUGE difference for our organization.

**STAY TUNED FOR EMMAUS CAMPUS
MINISTRY'S
ANNUAL REPORT
with financial details in
our winter newsletter!
Pastor Eric Huseth
eric@emmausmontana.org
406-549-7821**

Flathead Lutheran Bible Camp

2024 ANNUAL REPORT SUMMARY

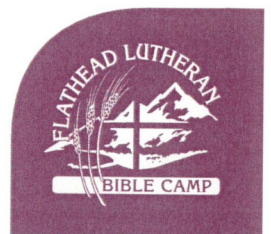
2024: THE YEAR AT A GLANCE

<p>Started the year with a beautiful winter wedding retreat at camp.</p> <p>Registration for week long summer family camp opens & filled in 17 minutes!</p> <p>Board of Directors vote to conduct a feasibility study based on the Master plan; testing 6M for needed improvements.</p> <p>Super cold weather calls for rebooking January school groups.</p> <p>Karen Ramage, PD, travels to colleges around the country, recruiting summer staff.</p> <p>Pastors Grant and Amanda Applehans leave for opportunities/call in WI.</p> <p>JAN '24</p>			
<p>Columbia River Financial Group-Seattle & Northridge Lutheran Men build the new outdoor chapel benches, with gifts from sponsored benches.</p> <p>SHALOM home completed! Under budget thanks to all donors, and Tim Rogge Construction.</p> <p>Feasibility study is conducted by GSB.</p> <p>Chapel Benches and the Shalom Home were dedicated at the Partners luncheon. Nancy Nelson, Partners speaker, thanked all who helped!</p> <p>We say thanks and good-bye to Richie Withycombe, Wilderness Coordinator</p> <p>APR '24</p>			
<p>The Board of Directors receives the report from the consulting firm, suggesting the campaign could raise 2.5M. The board will need to decide priorities, and if to proceed with a capitol appeal.</p> <p>Summer camp: Great staff ~ awesome campers ~ safe ~ and many stories of spiritual growth and fun!</p> <p>Partnership with Montana Youth Diabetes Alliance. Our biggest week of the summer with 256 campers and volunteers. The ropes course was the highlight for these campers, who grew so much!!</p> <p>JUNE '24</p>			
<p>FLBC Hosts the Lakeside-Somers Chamber. Many said "the best food around!" THANKS Chef Jess!</p> <p>The Amphitheatre benches are complete... still, some 'benches' to adopt! THANKS to the ELCA Mission Builders who worked so hard to accomplish in less than 2 weeks</p> <p>Join us for a retreat, invite us to come to your congregation for an outreach program and or camp Sunday or event. We are here to serve your congregations ministry.</p> <p>SEPT '24</p>			



DID YOU KNOW?

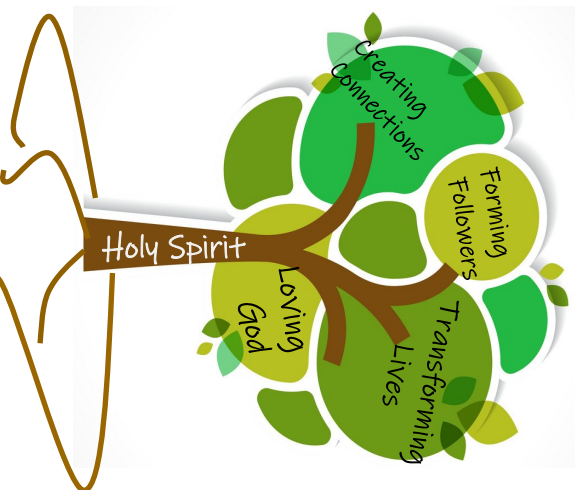
- FLBC is recovering from the pandemic. Numbers are growing again. School groups & retreat guests are coming back to camp to be involved in wonderful programs.
- No one was turned away for financial reasons... thanks to amazing gifts!
- 53% of youth campers listed none or minimal connection with a faith community.
- 88% of youth campers said they grew in their faith at summer camp.
- Over 4600 campers and retreat guests were served in 2024 (still down from 7386 in 2019... but we are coming back!)
- FLBC will launch a campaign for bathroom upgrades, housing needs, & endowment growth in 2025.
- 91% of campers in 2024 said they learned about the Bible (some said they knew it all, already!!)
- 94% of guests in 2024 said they would recommend FLBC to their family and friends.



406.752.6602 • 603 S. Main Street, Kalispell MT 59901 • office@flbc.net • www.flbc.net

Four Branches of Annual Ministry

Our mission and ministry are rooted in God's grace given through faith in Jesus Christ. We experience God's goodness and change lives through worship, our connections with each other, studying God's Word, and serving Missoula and the world.



"I AM the Vine, YOU are the Branches."
John 15:5

**By God's grace and your generous faith,
We changed lives in 2024**

The Narrative Spending Report tells the story of Immanuel's mission and service and how our financial gifts help us live into our call to "share the love of Christ with all."

Our property, administration, volunteers, programs, and personnel all support these FOUR Branches of ministry. The 2024 Actual Ministry Expenses have been divided according to the portion used for each Ministry Branch.

2024 Actual Annual Ministry Spending Report

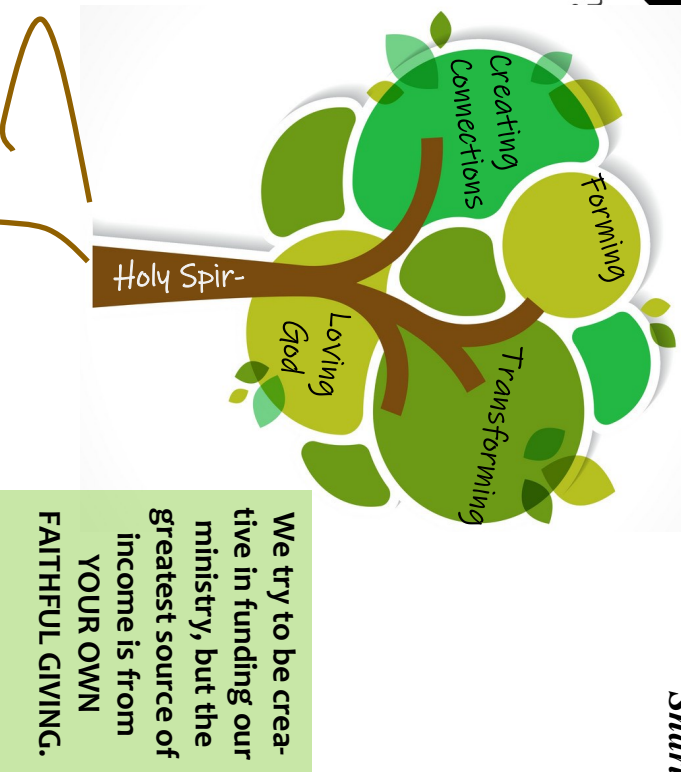
2024 Ministry Income	
\$	307,218 Offering
\$	3,267 Interest
\$	7,700 Use of Church
\$	573 Reimbursement
\$	4,645 World Hunger
\$	0 From General Savings
\$ 323,403 TOTAL	
2024 Ministry Expenses	
\$	309,818 Annual Expenses
\$	25,015 MT Synod Benevolence
\$	4,645 World Hunger
\$ 339,478 TOTAL	
2024 Spending in the Four Branches of Ministry	
\$	103,128 Loving God through Worship/Music (31%)
\$	79,505 Forming Faith Filled Followers (23%)
\$	75,739 Creating Community, Care & Connection (22%)
\$	81,106 Transforming Lives through Mission/Service (24%)
\$ 339,478 TOTAL	
\$	-16,075 Income Minus Expense



ImmanuelLuth

2025 Annual Ministry Proposed Spending Plan

We are passionately committed to
Sharing the Love of Christ with all!



“I AM the Vine, YOU are the Branches.”
John 15:5

Annual Ministry: Together We Make A Difference!
By God’s grace and your generous faith, we will share Jesus’ love, and we will make a difference in 2025. *The Narrative spending plan tells the story of Immanuel’s mission and service* and how your financial gifts & our spending plan help us live into our call to “*share the love of Christ with all.*”

Our property, administration, programs, and personnel expenses have been divided according to the portion used for each ministry area. The sources of the church’s income are also highlighted.

2025 Proposed Ministry Income	
\$ 305,492 Pledges & Offering	
\$ 3,268 Interest	
\$ 7,700 Use of Church	
\$ 3,540 World Hunger	
\$ 320,000 TOTAL	
2025 Ministry Expenses	
\$ 317,114 Annual Expenses	
\$ 29,339 Synod Benevolence	
\$ 3,540 World Hunger	
\$ 349,993 TOTAL	
2025 Spending in Four Ministry Pillars	
\$ 108,388 Loving God through Worship/Music (31%)	
\$ 74,576 Forming Faith Filled Followers (21%)	
\$ 79,107 Creating Community, Care & Connection (23%)	
\$ 87,922 Transforming Lives through Mission/Service (25%)	
\$ 349,993 TOTAL	
\$ (-29,993) Income Minus Expense	
A proposed line-item spending plan for 2025 is available upon request.	



Elevate.
Anticipate.
Resonate.

Immanuel Lutheran Church

EAR CAMPAIGN UPDATE (2022-2025)

In 2022, Immanuel launched its EAR Capital Campaign -
to **ELEVATE** our ministries,
ANTICIPATE future needs
and **RESONATE** the good news. . . .

Our EAR Campaign Goal is to raise \$500,000 in actual pledges and gifts. As of December 31, 2024, 56 households pledged \$485,000 and \$456,620 has been received. We also received a \$51,100 grant from Northwest Energy for solar installation for a total of \$507,720. As of the end of December 2024 we have received 94% of our total 3-year pledges.

2024 EAR Spending: Gutters, Dish room, Kitchen Remodel, Asbestos Abatement, Fellowship Hall Flooring, and 2024 to pay down principle (\$10,519).

EAR balances as of December 31st 2024:

Savings: \$78,665

Checking: \$42,130

Total: \$120,795

Progress Report on Campaign Goals

Debt Retirement The original accessibility project cost was \$859,646. The original loan amount was \$706,389. As of January 1, 2025 our principal balance is \$186,682. We have paid off almost 2/3 of the loan in 5 years! Since May 2022, \$64,089 has been used to pay down the principal beyond the scheduled monthly payment.

Separate Dishwashing Room & Kitchen Remodel Our original campaign goal included only a new dishwashing room. Thanks to volunteer vision, time, and countless in-kind gifts (i.e. two new oven ranges, flooring, dishware, and many other in-kind and financial gifts) the kitchen was remodeled, too. In addition to a stainless steel island, we replaced the floor, painted and put new hardware on the cupboards, and purchased new dish ware for the dishwasher. Thanks to all who gave these gifts which were above and beyond our original scope and plan. Thanks to all who donated time, skills, in-kind, and financial gifts to make the kitchen renovation and new fellowship hall floors possible. It is all well crafted and beautiful.

SPECIAL and HEARTFELT THANKS Immanuel members and friends volunteered their time and skills to plan, organize and do the Dish Room and Kitchen construction so that the project happened in a timely and cost-effective way. Immanuel offers special recognition and thanks to Jay Getz, Mick Hanson, Swede Gustafson, Jim Bendickson, Walt Richards and Jack Freer who led the charge. Thanks to Carol Fleharty, Deb Getz, Cindy Hockleberg, Nancy Marks, Val Carrasco, Tudi Smith, Nancy Melby, and others who cleaned and organized the remodeled space.

Thanks to the many other members and friends of members who helped out along the way. Volunteers donated 1,240 hours of work at a value of \$62,000! We could only do this project because of their skills, dedication, and hard work. Wow! Thank-you!

Church Exterior: Roof, Soffit, Gutters, Painting In Fall 2023, we replaced the roof of the education wing. In 2024 gutters and soffit were replaced. The goal in 2025 is to complete painting the exterior of the church. The roof and soffit costs greatly increased over our original estimate which will effect the scope of other campaign projects such as debt retirement and worship seating.

Solar Panels We received a Renewable Energy Grant from NWE of \$51,100, and the panels were installed Fall 2023. They have been effective! For example, July 2023, we used 2,032 kWh. In July 2024, we used ZERO kWh; instead we banked them. Since February, the cost of our NWE bill has decreased from budget billing \$1,042 per month to an average of around \$250 per month. The panels on the west side of the sanctuary in the shape of a cross make a bold and beautiful statement. People recognize our church because of the cross-shaped solar panels.

Update Worship Seating Our current seating is a challenge for people with disabilities and electric wheelchairs. The space between the pew and wall is too narrow. Because of increased roof costs, we are postponing and seeking other funds for the project.

5th Floor Loft Door is complete, we now have another private meeting space. Thanks to the donation of volunteer skill, time, labor and tools, we only paid the cost of materials for the project. [THANKS to Jay Getz, Swede Gustafson, and Mick Hanson.](#)

Our Four Branches of Annual Ministry

Loving God through Worship & Music (31% of gift income)



Baptism—Cash & Murphy Long

Worship helps me grow spiritually through stimulating and inspiring sermons along with the beautiful music and the children's time with the cute comments they come up with! Worship is much more than just Sunday morning. We are sent into the world to connect more deeply with others and help the community. The church links me with the Christian community locally, but also worldwide. (Georgia Cobbs)

Sunday Worship Ensembles	Choir	Worship Band	Worship in the Woods
Holy Communion	Mid-week worship	Lent & Easter, Weddings	Baptism
Funerals/Memorials	Projection	Original Worship Music	Christmas
Website Live-stream	GOOD NEWS PODCAST	Praying for the Church and World	5 Valleys Advent Special Services
			Bulletins
			Blue Christmas

Forming Faith-Filled Followers (23% of gift income)

I appreciate the Family Faith Gathering to have dedicated time for my kids to learn more about faith and the Bible with kids their age. I also appreciate the time spent with other adults in discussions, prayer, and support.
-Sarah Borge

Family Faith Gathering (FFG) Intergenerational Service Projects Around the Table Baptism & Communion Classes Devotions—Lent/Advent Collaborative Confirmation Collaborative High School Group Anti-Racism Workshop

Flathead Lutheran Bible Camp
Women's Retreat
Men's Bible Study
Naomi Circle
Christmas Program
Book Studies
Bible Studies

Family Faith Gathering



The ♥ of Immanuel: Annual Ministry

Creating Community, Care, & Connection (22% of gift income)



Dinner Church

"I appreciate you taking care of this (creating a signup for rides for Pat) so Bruce and I know ahead of time she is taken care of and we don't miss much work. She sure loves the socialization and I know Dad appreciates it too". Christi Gardner, daughter of Pat and Rick Swanson

Visitation	Pastoral care	Pre-marital counseling
Food & fellowship	Meal Train	Prayer chain
Walks	Funeral receptions	Dinner Church
E-news	Quilting	Reconciling in Christ (RIC)
High School Lunch	Council	Administration
Newsletters	Website	Communications

Transforming Lives through Mission & Service (24% of gift income)



Family Promise Meal at Meadowlark

Form the Giving Tree: One volunteer said "I absolutely adored watching children seriously consider all their options to pick 'Just The Right, most Perfect Gift' at The Secret Santa Shoppe. Kids were so happy and so excited. One little girl said, 'I told ya Grandma we had to do this today. I heard the announcement last week. I have been waiting a whole year for this!'"

Pre-school, Family Promise, Boys and Girls Club After School Program, Welcome Baskets, Missoula Interfaith Collaborative (MIC), Housing Advocate Network (HAN), Montana Synod, Emmaus Campus Ministry, ELCA World Hunger, Kogadus Prison Ministry, World Relief, Disaster Response, and Immigration and Refugee Services, Mwika Bible College Music Scholarships, Giving Tree, AA, Better Way, Habitat for Humanity, Carole Graham Home, Missoula Food Bank, Baby/Personal Care Kits, Lutheran Social Services-MT, Immanuel Lutheran Communities-Kalspell, Recycling

Thanks for 2024 IMLU Volunteers' Time & Talent

Everyday, we experience God's goodness and change lives through our connections with each other - throughout Missoula and in the world.

Loving God through Worship & Music

- Decorating sanctuary for the church seasons
- Ushering
- Preparing and Serving Communion
- Homemade Communion Bread
- Offering music through choir and praise bands
- Greeting guests
- Reading scripture
- Running sound & projection
- Folding Bulletins
- Stocking pew card holders
- Member messages and testimonies
- Personalized Candles for All Saints
- Drive Through Ashes & Communion on Maundy Thursday
- On-line Worship Improvements Tech & Sound
- Partnership with 5 Valleys ELCA Congregations for Advent

Forming Faith-Filled Followers

- Coordinating Collaborative Advent Devotions
- Family Faith Gathering Teachers
- Family Faith Gathering Host Family
- Making and donating food for Faith Family Gathering
- Confirmation Teaching
- Confirmation Faith Mentors
- Climate Change book studies
- RIC Education: Trans Lives & Understanding Racism
- ELCA Educational Courses
- Leading Adult Education
- Vacation Bible Study volunteers
- FLBC youth camp weeks
- High School Gathering, Leading, Teaching, Planning

Creating Community, Care, & Connection

- 1240 Hours Construction of New Dish-room & Kitchen remodel
- Family Faith Gathering Night meal preparation and clean up
- Donations of food and set up and clean up of fellowship space for FFG and after Church
- Furnishing funeral receptions
- Pre-school
- Facilities maintenance and lawn care
- Assembling newsletters
- Counting/recording offerings
- Serving on the Church Council and other committees
- Maintaining website & social media
- Displaying Bulletin Boards
- Brochure Rack
- Prayer Shawls
- Becoming an RIC Congregation
- New Member Receiving and Orientation
- Marching in Pride Parade

Transforming Lives through Mission & Service

- Boys & Girls Club Cooking & Crafting Leadership, set up & clean up
- Global Mission-Tanzania: Rob & Carolee Stuberger
- Apple Days for Emmaus
- Family Promise: Hosting & Volunteering (1250+ hours!)
- Giving Tree: Making fleece blankets, quilts, gifts, food donations, delivery, greeting cards, gifts for family members, Secret Santa
- Habitat for Humanity Build
- Lutheran World Relief (LWR) Baby Care Kits Assembly
- Emmaus Campus Ministry Oktoberfest
- Missoula Food Bank Assembling Thanksgiving Baskets
- Lutheran Disaster Response (LDR) - Ukraine, Hurricane Relief, Middle East Gaza Crisis, Wildfires
- Making sandwiches for the Poverello Center
- Welcome Baskets-Family Promise, Housing Advocate Network
- High School Lunches
- Red Cross Blood Drive

Immanuel In-Kind Giving 2024

*For the Son of Man came not to served but to serve,
And to give his life as a ransom for many. (Mark 10:45)*

Service Projects Beyond IMLU

Family Gatherings Food Prep/Serve/ Cleanup
Family Promise Volunteer at Family Housing Center- 4 x a year
Apple Days: Volunteer for Apples for Emmaus
Giving Tree Quilts, Preparation & Party
Food Bank Thanksgiving Food Baskets
LWR: Sorting and Packing Baby Layette kits
Making PB&J sandwiches for the Poverello
Habitat for Humanity Build
Red Cross Blood Drive
Sentinel High School Lunch
Boys and Girls Club Volunteers
Thanksgiving Food Baskets at Food Bank
Family Promise Welcome Basket Drive
Quilts for Families
Meal Train for Members (several)
Cookies for Homebound

In Kind Donations

Family Gathering Food donations
PB & J, bread Poverello sandwiches
LWR Baby Care Kit Supplies
Family Promise Welcome Basket Supplies
Communion Bread
Communion Wine
Family Promise Groceries/ Gift Cards- 4 x a year
Food for Fellowship Hour
Food for Funerals
Preschool Supplies
Giving Tree Gifts
Giving Tree Quilts & Fleece Blankets
Giving Tree Groceries
Cookies for Giving Tree/ Homebound
Cleaning Supplies for Church
Prayer Shawls
Refrigerator for Preschool
Ovens for Fellowship Kitchen
Hand made Bags & Backpacks for Baskets of Fun
Family Promise Baskets of Fun Supplies
Supplies for Fellowship Hall/Kitchen Remodel
Special Event Cakes
Lawn Care Maintenance
Christmas & Easter Decorations
Little Library
Food & gifts for new members events
Postage for various mailings
Dish Room/ Kitchen/ Fellowship Hall Remodel
Website maintenance



Immanuel Giving and Benevolence 2024

When we take your gifts to those who need them, they will thank God. (1 Corinthians 9:11)

Endowment	Gifts/Requests Beyond Annual Giving	Thrivent Action Grants	
Habitat for Humanity	ELCA World Hunger	Family Promise Welcome baskets	\$250.00
MLK Empower MT	Family Promise	Family Promise Bags of Fun	\$250.00
FLBC Women's Retreat	Apples for Emmaus	Apple Days for Apples for Emmaus	\$250.00
Lay Ministry Tuition support	Giving Tree	Baby Care Kits – 2	\$500.00
Flathead Lutheran Bible Camp Scholarships	LWR Baby Care Kits	WELCA Women retreat Gardening Service	\$250.00
Msla Interfaith Collaborative	Sunday School Missions	Welca Women's Retreat – Speaker	\$250.00
Immanuel Lutheran Church EAR Pledge	ELCA Special Disaster - Ukraine/Hurricane	Giving Tree Gifts for Graham House-2	\$500.00
Member Gas Assistance	Mwika Scholarships	Giving Tree Gifts/ Groceries – 2	\$500.00
Emmaus Campus Ministry	Computer Equipment & Software	Recycling	\$250.00
Zootown Arts Community	New dishes	Family Promise Warm Clothing	\$250.00
Reconciling in Christ Guest Speaker	Dough for Daily Bread	Family Promise Chili Fundraiser	\$250.00
Bibles for IMLU Youth	Special Services	Advent Devotion Printing	\$250.00
Pride Camp		Cookies for Homebound/ Youth	\$250.00
IMLU Kitchen flooring	Beyond Annual Giving Total	VBS	\$250.00
Honorarium to Kitchen workers		High School Lunch Supplies	\$250.00
MIC Family Promise			
IMLU Apples to Emmaus			
Lay Ministry Travel Support			
Endowment Total	\$24,624		
	Annual Operating	Thrivent Grant Total	\$4,500
	Montana Synod		
	MIC	Other Grants	
		Town Pump Grant - Giving Tree	\$500.00
	Total Annual Operating	Hetzel Grant - Cooking and Crafting	\$1,500.00

\$77,152 Total Benevolence and Giving

84% Transforming Lives through Mission & Service

8% Creating Community Care & Connection

7% Forming Faith Filled Followers

1% Loving God through Worship & Music

Immanuel Lutheran Church Annual Ministry

Treasurer's Report

By Account for Fiscal 2024

	Budget 2024	Actual2024	
Income	\$ 306,513.00	\$ 323,403.37	
Offerings	\$ 294,973.00	\$ 307,217.88	
Envelope Offering	\$ 292,650.00	\$ 304,738.53	
Loose Offering	\$ 2,323.00	\$ 2,479.35	
Other Sources	\$ 8,000.00	\$ 11,540.49	
Use of Church	\$ 5,500.00	\$ 7,700.00	
Interest	\$ 2,500.00	\$ 3,267.73	
Transfer - Other Funds	\$ -	\$ -	
Reimbursement	\$ -	\$ 572.76	
Pass Thru Donations	\$ 3,540.00	\$ 4,645.00	
World Hunger In	\$ 3,540.00	\$ 4,645.00	
			Remaining
Expense	\$ 338,338.55	\$ 339,478.08	\$ (1,139.53)
Outreach	\$ 27,138.00	\$ 29,659.60	\$ (2,521.60)
Synod Benevolence	\$ 23,598.00	\$ 25,014.60	\$ (1,416.60)
World Hunger Out	\$ 3,540.00	\$ 4,645.00	\$ (1,105.00)
Service	\$ 1,886.00	\$ 1,776.00	\$ 110.00
Service General	\$ 110.00	\$ -	\$ 110.00
Missoula Interfaith Partnership	\$ 1,776.00	\$ 1,776.00	\$ -
Pastor	\$ 151,638.41	\$ 150,218.03	\$ 1,420.38
Administration	\$ 79,716.14	\$ 79,048.03	\$ 668.11
Office	\$ 14,920.00	\$ 15,210.38	\$ (290.38)
Christian Ed. & Youth Ministry	\$ 3,150.00	\$ 2,798.56	\$ 351.44
Worship & Music	\$ 8,300.00	\$ 8,968.98	\$ (668.98)
Stewardship	\$ 300.00	\$ 486.20	\$ (186.20)
Witness	\$ 1,080.00	\$ 1,080.00	\$ -
Property & Grounds	\$ 50,210.00	\$ 50,232.30	\$ (22.30)
Income Less Expense	\$ (31,825.55)	\$ (16,074.71)	

Immanuel Lutheran Church

Balance Sheet

January 1, 2024 through December 31, 2024

	January 1, 2024	December 2024	Change +/-
Checking - US Bank	\$ 93,928.39	\$ 74,177.07	\$ (19,751.32)
Annual Ministry	\$ 35,113.87	\$ 11,957.41	\$ (23,156.46)
Preschool Fund	\$ 8,882.23	\$ 2,441.19	\$ (6,441.04)
Memorial Funds	\$ 1,923.78	\$ 139.83	\$ (1,783.95)
Special Funds	\$ 48,008.51	\$ 59,638.64	\$ 11,630.13
Savings	\$ 146,018.74	\$ 123,078.66	\$ (20,272.16)
Annual Ministry Savings	\$ 31,280.00	\$ 39,547.73	\$ 8,267.73
Cap. Camp. EAR Savings	\$ 108,823.11	\$ 78,665.30	\$ (27,489.89)
Preschool Fund Savings	\$ 5,915.63	\$ 4,865.63	\$ (1,050.00)
Total Assets	\$ 239,947.13	\$ 197,255.73	\$ (40,023.48)
Annual Ministry Total Assets	\$ 66,393.87	\$ 51,505.14	\$ (14,888.73)

Immanuel Lutheran Church
Memorial and Special Funds
January 1, 2024 through December 31, 2024

	Balance as of Jan, 1, 2024	Monies In	Monies Out	Balanc as of Dec. 31, 2024
Checking				
Memorial Funds	\$ 1,923.78	\$ 575.00	\$ 2,358.95	\$ 139.83
Memorial Fund	\$ 75.00	\$ 25.00	\$ 100.00	\$ -
Designated E.Brown	\$ 505.00	\$ -	\$ 505.00	\$ -
Designated Ina Swanson	\$ 1,000.00	\$ -	\$ 1,000.00	\$ -
Undesignated Fund	\$ 343.78	\$ 550.00	\$ 753.95	\$ 139.83
Special Funds				
Bazaar	\$ 500.00	\$ -	\$ 500.00	\$ -
Cap. Camp. EAR	\$ 27,207.66	\$ 94,187.95	\$ 79,265.23	\$ 42,130.38
Chancel Project	\$ 6,514.96	\$ -	\$ 210.00	\$ 6,304.96
Christian Education	\$ 180.17	\$ 568.00	\$ 350.14	\$ 398.03
Christmas Fund	\$ 985.19	\$ 795.00	\$ 626.29	\$ 1,153.90
Cutlery/Fellowship	\$ 1,686.25	\$ 1,250.00	\$ 1,570.85	\$ 1,365.40
ELCA Disaster/Spec. Synod	\$ -	\$ 2,070.00	\$ 2,070.00	\$ -
Endowment	\$ -	\$ 250.00	\$ 250.00	\$ -
Facilities Improvement	\$ 2,194.54	\$ 1,708.00	\$ 3,622.03	\$ 280.51
Family Promise Fund	\$ 388.52	\$ 627.00	\$ 827.00	\$ 188.52
IT Replacement & Main.	\$ 691.79	\$ 2,582.78	\$ 1,173.63	\$ 2,100.94
Lawn Care	\$ 477.01	\$ -	\$ 239.99	\$ 237.02
Lutheran World Relief	\$ 359.07	\$ 489.00	\$ 784.04	\$ 64.03
Misc. As Needed	\$ 1,609.59	\$ 3,450.00	\$ 2,723.96	\$ 2,335.63
Mwika Scholarships	\$ 889.00	\$ 2,750.00	\$ 3,050.00	\$ 589.00
Quilt Fund	\$ 530.28	\$ -	\$ 108.68	\$ 421.60
Special Fundraisers	\$ 19.87	\$ 1,432.13	\$ 1,452.00	\$ -
Special Services & Witness	\$ 1,699.69	\$ 3,912.13	\$ 4,280.81	\$ 1,331.01
Sunday School Missions	\$ 70.65	\$ 282.03	\$ 8.55	\$ 344.13
Vacation Bible School	\$ 259.58	\$ 962.50	\$ 888.15	\$ 333.93
WMS Imlu programs	\$ 1,577.31	\$ 11.60	\$ 1,579.91	\$ 9.00
Worship & Music Tech.	\$ -	\$ 688.80	\$ 640.00	\$ 48.80
Youth Fund	\$ 167.38	\$ -	\$ 165.53	\$ 1.85
Savings				
Cap. Camp. EAR SAVING	\$ 108,823.11	\$ 53,141.10	\$ 83,298.91	\$ 78,665.30

Immanuel Lutheran Church Preschool
Income & Expense for 2024

	December 2024 Actuals	Actual Year to Date
Preschool Income	\$ 3,470.00	\$ 28,613.00
PS Tuition	\$ 2,420.00	\$ 26,563.00
PS Donations	\$ -	\$ 1,000.00
From Savings	\$ 1,050.00	\$ 1,050.00
Preschool Expense	\$ 3,934.68	\$ 35,054.04
PS Instructor's Salaries Exp	\$ 3,432.00	\$ 30,888.00
PS Aide's Pay Exp	\$ 216.30	\$ 829.15
PS Materials & Supplies Exp	\$ -	\$ 843.77
PS Building Use Fee & Payroll Taxes Exp	\$ 286.38	\$ 2,493.12
*Income	\$ 3,470.00	\$ 28,613.00
Expense	\$ 3,934.68	\$ 35,054.04
Income Less Expense	\$ (464.68)	\$ (6,441.04)

Immanuel Preschool Finances 2024/2025

Month	Income	Expenses		Income Less Expense
		Salaries	Supplies	
September	\$ 2,723.00	\$ 1,850.70	\$ 133.57	\$ 738.73
October	\$ 2,316.00	\$ 3,934.68	\$ -	\$ (1,618.68)
November	\$ 2,168.00	\$ 3,756.38	\$ 27.47	\$ (1,615.85)
*December	\$ 3,470.00	\$ 3,934.68	\$ -	\$ (464.68)
January				\$ -
February				\$ -
March				\$ -
April				\$ -
May				\$ -
June				\$ -
July				\$ -
August				\$ -
Totals	\$ 10,677.00	\$ 13,476.44	\$ 161.04	\$ (2,960.48)

Expenses Salaries - includes payroll taxes

Parentheses mean negative

* Income includes \$1050 transfer from Preschool Savings

ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY

Confident in God's generosity and gathered into one by the Holy Spirit, let us praise God and give thanks ...

God, we praise you and give you thanks.

You are good, and your mercy endures forever.

You gave us a garden with good food to eat.

We praise you for food that nourishes us.

You rescued your people from slavery.

We praise you for freedom.

You gave us prophets to correct, rebuke and encourage us.

We bless you for your justice and mercy.

You gave us your Son, Jesus, to love, redeem and save us.

We praise you for his death and resurrection.

You gave us your Holy Spirit to be our Advocate and Comforter.

We bless you for the gifts of every tribe and nation.

Strengthen your church with every spiritual gift

and commission us again to be your servant people.

Multiply in us the fruit of the spirit:

love, joy, peace, patience, kindness, generosity, faithfulness, gentleness and self-control.

Send us in your love and mercy,

that the world may know you and praise you.

Now Thank We All Our God



1 Now thank we all our God with hearts and hands and voices,
2 Oh, may this bounteous God through all our life be near us,
3 All praise and thanks to God the Father now be given,



who wondrous things has done, in whom this world rejoices;
with ever joyful hearts and blessed peace to cheer us,
the Son, and Spirit blest, who reign in highest heaven,



who, from our mothers' arms, has blest us on our way
and keep us all in grace, and guide us when perplexed,
the one eternal God, whom earth and heaven adore;



with count-less gifts of love, and still is ours to-day,
and free us from all harm in this world and the next.
for thus it was, is now, and shall be ever more.

Evangelical Lutheran Worship, 840

Text: Martin Rinkhart, 1586-1649; tr. Cathering Winkworth, 1827-1878

Music: NUN DANKET ALLE GOTT, Johann Crüger, 1598-1662

Let us pray.

Gracious God, you are the giver of every good gift. Bless us with all that we need for ministry in your name, that we might be a blessing to others. In the name of the one who broke bread and fed the multitudes, Jesus Christ, our Lord.

Amen.

Through your generosity, God is at work across the ELCA. A portion of your offering, called Mission Support, advances the ministry of our church, helping the ELCA nurture Christian community, raise up leaders, serve our neighbors and strive for justice. Read stories and learn more at [LivingLutheran.org/SOFIA](https://www.livinglutheran.org/SOFIA).



Evangelical
Lutheran Church
in America