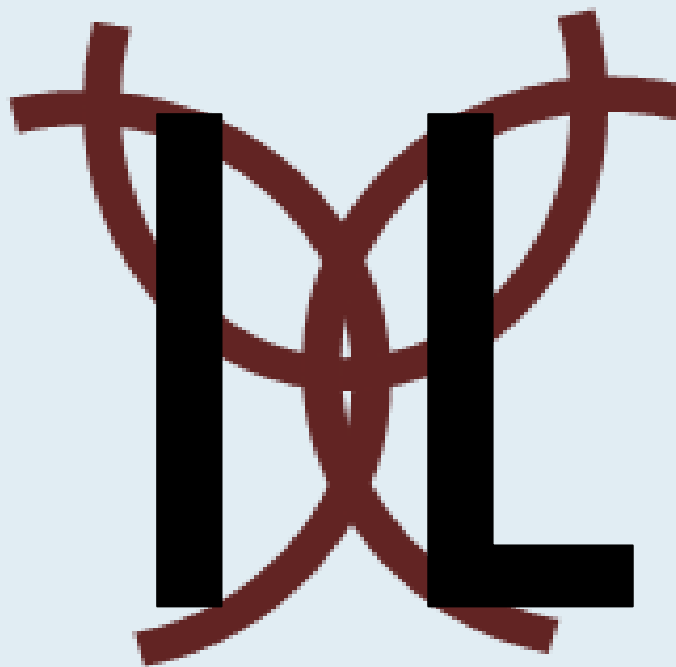


IMMANUEL LUTHERAN CHURCH

JANUARY NEWSLETTER 2024



**1002 Powell Avenue
Erie PA 16505**

814-833-4062

The mission of Immanuel Lutheran Church is to bring glory to Jesus Christ by preaching and teaching the Good News to all people, ministering to congregational and individual needs and providing programs of caring and helping to all ages, here and throughout the world.

CONGREGATIONAL PRAYER

(adopted January 22, 1995)

Dear Heavenly Father, we thank you for the gift of your son, Jesus Christ, and the power of the Holy Spirit. We thank you for all your grace in our lives, for Immanuel Lutheran Church, and for the gifts you have given us. We ask you to bless us with the Wisdom of Solomon, the generosity of the Widow, the humbleness of the Publican, the commitment of Paul, and the compassion of the Good Samaritan. Guide us to go forward in faith, that even with many obstacles, we may accomplish your will. Receive our gifts, forgive our shortcomings, and instill in us a vision to share your grace to grow in community. Help us to be your witnesses in all we do and constantly renew us in our passion for the Gospel; in Jesus' name we pray.

Amen.

Immanuel Lutheran Church

1002 Powell Ave.

Erie, PA 16505

814-833-4062

www.ilc-erie.org

immluthch@verizon.net

**ANNUAL CONGREGATIONAL MEETING
IMMANUEL LUTHERAN CHURCH
JANUARY 15, 2023**

The Annual Congregational meeting was called to order by President, Debbie Redditt at 10:31 am. The President led the congregation in prayer with Immanuel's Congregational prayer. It was determined a quorum was present.

Action of Previous Minutes:

The first order of business was the action of previous minutes, printed in the Annual Report. It was moved by Bob Dorler to approve the minutes of January 23, 2022 and December 4, 2022, seconded by Dave Mays. Motion carried.

Presentation of 2022 Annual Report:

The president presented and reviewed Immanuel's 2022 Annual Report summarizing highlights for the congregation. The President thanked the members of Immanuel, Officers, Church Council, staff and Standing Committees for their involvement, talents and generosity. No additions or corrections were entertained.

Old Business: None

New Business:

Nominations of delegates for Synod Assembly scheduled for June 9-10, 2023 at Thiel College were held. Joe Byrne and Bryan Timm were nominated. Nominations were then closed. It was moved by Hannah Mays to nominate and elect Joe Byrne and Bryan Timm as delegates of Immanuel to the Synod Assembly in June, seconded by Bob Dorler. Motion carried.

The congregation was asked if there would be any interest to have a spoken service at noon on Ash Wednesday. There was mild interest within the congregation and Worship & Music Committee will decide if the additional service is warranted. It was suggested to advertise the service within the community, but noted the Secretary does advertise services.

It was moved by Joe Byrne to adjourn at 10:47 am seconded by Bob Dorler. Motion carried.

Respectfully submitted,

Cindy Eckman, Acting Secretary

Immanuel Lutheran Church
Congregational Meeting

December 3, 2023

The meeting was called to order at 10:37am by President Debbie Redditt. She led the Congregational prayer.

A quorum was present.

The 2024 Proposed Budget was reviewed by members. It was moved by Bob Dorler to approve the 2024 Proposed Budget as presented. The second was made by David Mays. The motion carried.

Nominations for Church Council were opened. Sally Leubin agreed to a second three year term on the council. Cindy Eckman and Debbie Redditt were thanked for their two terms of service. Rick Kuntz and David Mays were nominated from the floor.

Joe Byrne moved to nominate and elect Sally Leubin, Rick Kuntz, and David Mays as members of the Church Council. The motion was seconded by Hannah Mays. The motion carried.

There was no old business.

New Business: Since the departure of the church administrator on November 20, one candidate has been interviewed with another to be interviewed tomorrow. Help is needed in the office until a new administrator is hired.

Joe Byrne moved, with the second made by David Mays, to adjourn the meeting at 10:49am.

Respectfully submitted by:

Debbie Madurski, Secretary



ANNUAL CONGREGATIONAL MEETING

Immanuel Lutheran Church

January 21, 2024

OPENING PRAYER DETERMINATION OF QUORUM: (Chapter 10.04 of the Congregation constitution states: "15% of voting members shall constitute a quorum." Chapter 8.02C defines voting members who "have communed and made a contribution of record during the current/preceding year voting members. (A quorum is 24 members.)

ACTION OF MINUTES 2022 CONGREGATION MEETINGS: pg: 3-4
January 15, 2023, December 3, 2023

MEMBER STATISTICS 5

ATTENDANCE STATISTICS 6

PASTOR'S REPORT 7

COUNCIL PRESIDENT'S REPORT 8-9

QUILTING GROUP 10

LIBRARY 10

COMMITTEE REPORTS

Worship & Music 11

Organist/Music Director 12

Social Ministry 13

Stewardship 14

Quarter Sunday Report 14

Property 15

Christian Education 16

Fellowship, Outreach & Growth 16

Finance Report 17

TREASURER'S REPORT 17

AUDIT COMMITTEE REPORT 17

BUDGET REPORTS 18-20

CHURCH COUNCIL 21-22

OLD BUSINESS

NEW BUSINESS 1. Elect synod assembly delegates Tentatively June 6-7, 2024 - Thiel College

ADJOURNMENT

MEMBER STATISTICS

Statistics as of December 31, 2023

(Source: Shepherd's Staff computer program for churches – Parochial Report)

Baptized Membership	194
Active (Communed and Contributed)	70
Members Removed by Inactivity/Own Request/Moved/Death	2
Members Removed by Transfer	0

MEMBERS RECEIVED

Holy Baptism	<i>Patton William Sharp & Wade Okami Weixlmann</i>	2
Transfers In		0
Transfers Out		0
Confirmation		3
Wedding		0
Deaths	<i>Sally Fager</i>	1
Funerals	Funerals Non Members	
<i>John Leubin</i>	<i>Lucy Arndt</i>	

ATTENDANCE STATISTICS

(Source: Weekly Summary attendance sheets from ushers)*
(Source: Weekly avg. from Shepherds Staff database)**

Average Weekly Attendance at Worship

2023	38.29
2022	29.88
2021	31.20
2020	35.78

Summer Average

June/July/Aug

2023	32
2022	25
2021	32
2020	37

Special Services Attendance *

	2023	2022	2021	2020
Ash Wednesday -	37	27	15	23
Wednesdays in Lent	19.2	21	12	19
Maundy Thursday	19	25	16	online
Good Friday	17	20	19	online
Easter	52	59	49	online
Christmas Eve	45(E) 61(L)	40(E) 38(L)	44(E) 35(L)	33(E) 24(L)

2023 PASTOR'S REPORT

Thank you for the privilege of serving God another year at Immanuel Lutheran Church; Bill and I feel blessed to be a part of your family of believers. In 2023 activity almost returned to what it was pre-Covid19. Even though Zoom has become a part of the fabric of meeting life, it is no longer the main form of group gatherings, although I did attend several classes and training sessions via Zoom. I was also off work for almost seven weeks due to having hip replacement surgery. Thank you again for the meals that were brought to our home for the first two weeks while I was not allowed out of bed.



This year our administrative secretary Lori Nemenz retired, and we had a retirement party for her which was well attended. We spent several hours interviewing candidates, hired, and trained Delani Kinzig, and she resigned due to health problems before the year was out. I would like to thank Debbie Redditt for the many hours she spent with the interviewing, hiring, and training processes, (Bob Dorler also helped with the interview process), and also for the hours she put in doing the job of secretary for the last month and a half of the year, then on into 2024. (A new secretary has been hired by the time of this report and Debbie is in the process of training her.)

Unrelated to the office or pastoral work I would like to thank Debbie and Bill Redditt for all the work they put into the Powell Ave. rental house renovation which was due to the damage done by the tenant. The house needed some remodeling, so this forced us to have it done. I know there were many other people who donated their time and talents into the renovation project, I'm sorry I can't name you all, but know that your efforts are greatly appreciated.

Other church related activities that I have been a part of this year were the Soup Cookoff, the



Trail of Treats, the Holy Trinity Sloppy Joe dinner, Sea-wolves game, Adult Sunday school classes, confirmation classes, Bible studies, a noon Ash Wednesday service, the Wednesday evening Lenten services, a healing prayer service, an attempt at an 11:00 a.m. worship service (that did not garner enough attendance to continue), and Christmas Eve candlelight services which happened on the fourth Sunday of Advent.



continued

Other activities I have participated in were attending the Pastor's weekly Bible study on the scripture readings (pericope), attending monthly Clergy Community of Practice meetings (a continuing education event held in Fredonia, PA from September through May), attending bi-monthly clergy lunches with other pastors from the Erie Conference, attending Erie Conference meetings, holding Confirmation classes, posting weekly sermons on Facebook (thank you Bill Kostur for videoing them), phoning area businesses to inform them of the Ash Wednesday noon service, hand delivering flyers to the neighborhood for the Trail of Treats, mailing Christmas cards to members with Christmas Eve service times (unfortunately I used 5 p.m. instead of 5:30 p.m. for the early service start time), and I created and mailed post cards to the neighborhood with the (correct) Christmas Eve service information.



Beyond this, I made or received over 135 phone calls, visited 9 people in the hospital, 32 people in the office, and 7 people in their homes. There were 2 infant baptisms, 3 youth were confirmed, I officiated at 3 funerals (one was not in the church) and attended 18 meetings beyond the ones mentioned in the above paragraph.

I am thoroughly enjoying ministry with you here at Immanuel Lutheran Church. Thank you for your willingness to support our church. I am looking forward to another year in ministry with you.

Grace and Peace,
Rev. Karen Kostur,
Interim Pastor



PRESIDENT'S REPORT 2023

As my term has come to a close, I would like to thank my Immanuel family for the opportunity to serve as your council president for the past six years and for trusting in me to function in this capacity. What a journey it has been. The journey may have been challenging at times, with each year presenting a direct adventure, but it was also very rewarding. I have learned a lot about Immanuel Lutheran Church, its operations and its family. Looking back, I have taken us through co-op meetings and a decision on joining the West Erie Cluster, scheduling and working with lay ministers, interviewing, hiring and renewal contract of a Pastor, downsizing to one service, resignation and replacement of our treasurer, first time closure of our church due to a world-wide pandemic, Covid protocols, drive-in parking lot services, payroll protection loan from the government, new boiler replacement in 2021, hiring of a new secretary, (actually two), updates to the garage and West 10th street rental unit, reorganization of outdated investment funds, bank account and utilities, wi-fi network placement throughout the building, terminating a tenant for cause and a major renovation to Powell Avenue rental house. It has been a privilege to share the joy, struggles, grief as we walk in faith with Christ by our side.

Immanuel has been guided this past year by the Holy Spirit to continue our ministry with wonderful, record accomplishments. We started the year in January 2023, with a **record** collection of 212 hats, mittens and scarves to donate to the children in need at Bethesda. February followed with a



record Souper Bowl monetary collection for the Holy Trinity Pasta Kitchen. February also saw the return of the soup cook-off with 8 delicious entries and all attendees had fun and left stuffed. Our administrative secretary, Lori Nemenz retired on March 23 after seven years of service. We thank her for her dedicated years of service. A new secretary, Delani, was quickly hired at the start of Holy Week, but recently resigned due to health concerns. In April, three confirmands were affirmed in Holy Baptism. In May and November, we had two successful **record** bake/book sales with a total revenue of nearly \$1K. Pastor Karen hosted three bible studies this past year in Lent, Pentecost and Advent. The Council designated the 2022 quarter Sun-

day monies for food to be purchased for the food pantry. This year's quarter Sunday donations was a **record** \$329.52. A brighter future ensued in May when the old fluorescent lighting was replaced in key areas with new LED lighting and Immanuel has already realized savings in our Penelec bills. A new security/video camera was installed, so office staff, working alone, can easily see those approaching the entry doors. I also applied for an received a grant for non-profits, for free Microsoft 365 and One Drive which has been installed on the office computer.

In the summer, the Property Committee also removed a rotted tree on the property and did some tree trimming over the parking lot. A dogwood tree will be planted, in that area in the spring, in memory of Char, from memorial donations given

continued



by the Feiler-Lee family. The council also designated the John Leubin memorial monies to update the church sign with LED panels with other monies donated from Concordia Lutheran.

The Erie Gives campaign was another **record** breaker with our generous members giving \$12,400 to Immanuel with additional bonus bucks from Erie Community Foundation for a total of \$13,075.73. Now that the ECF is charging fees for credit cards and administrative/technology fees, it would be more beneficial for Immanuel members to think ahead and mail in a check to ECF.



During the end of summer, God provided us with a perfect Sunday for an outdoor service. We also tried to host a second service for parishioners who requested a later time, however since the service was not well attended, the service was eliminated. The Social Ministry committee was crazy busy with collections for a **record** Coats for Kids collection, thanksgiving dinner stuffing, bus passes, school supplies and even hosting the October Holy Trinity dinner. Fellowship, Outreach and Growth provided a well-attended, wonderful outdoor picnic for us and

nice coffee hours at the first of the month, which are appreciated by many. The “Close Enough” quilters were quite busy sewing a **record** 128 quilts, which were blessed in October. The quilt group hosted their first National Quilting Day sponsored by Thrivent.

But undoubtedly the largest project of the year was the removal of the tenant, renovation, cleaning, painting and re-renting of the Powell Avenue rental house. A lot of my time and effort was spent communicating and coordinating with our Church Mutual insurance, Serv-Pro and the tenant. Unfortunately, I did need to seek legal counsel, due to the tenant’s unwillingness to vacate and she was given five days to vacate, as the house was not in a livable state. After the tenant vacated, she left 90% of her possessions in the unit which needed to be disposed of before cleaning and painting could commence. Cleaning, painting, demolition of bathroom, minor repairs, purchasing of products and fixtures and small updates were

continued



accomplished by Immanuel volunteers. I appreciate all who helped Bill and I. A contractor was hired for installation of the new flooring, bathroom fixtures and removal and installation the kitchen cabinets along with some wall repairs. The unit was finished in mid-December and was rented in two weeks with the tenant taking possession on January 8, 2024. As the unit rented so quickly it does confirm the need for moderate priced, quality housing in our community. We received \$24,472.64 from Church Mutual for the insurance settlement, which was used for repairs, mediation, restoration and renovation of the unit.

I could not have accomplished my goals without the support and caring of our Church Council, Standing Committees and staff members: Bryan, Lori, Wally and Delani. A huge thank you to our Treasurer, and my husband, Bill Redditt, for the countless hours he puts in to write checks, input the treasury, balance the books, create reports, manage payroll and put up with all our mistakes!



Powell Avenue rental—bathroom

Thank you to Pastor Karen who continues to guide our faith journey each week with powerful sermons and invigorating bible studies. I am grateful for your leadership and guidance.

Many thanks to all of you for your service in whatever capacity you have been called. Perhaps you were a council member, committee member, choir member, altar guild, clean-up capacity, or just greeted us with a kind work or smile. Every person, member or visitor is important in this congregation.

We are blessed to have so many dedicated members and visitors who attend each week. *Now, there are varieties of gifts, but the same Spirit; and there are varieties of service, but the same Lord; and there are varieties of activities, but it is the same God who empowers them all in everyone (1 Corinthians 12:4-6).* I appreciate all of you for your generosity and the giving of your time, talents and treasures, which are essential to keep Immanuel prospering. We are an important part of the Lakewood community and continue to be a vital congregation for now and hopefully the future. Your giving helps us to remain focused to accomplish our call to serve our neighbors and our God. So, let's get excited and break more records this coming year and invite others to Immanuel to share the Good News!

Respectfully submitted,

Deborah Kuntz Reddit, President

WOMEN'S QUILTING GROUP

The "Close Enough" Quilt Group worked all year producing 128 beautiful, unique quilts. In March, the Quilting Group celebrated the Lutheran World Relief's National Quilting Day Project. The sewers hosted members of other local Lutheran churches and members from a local quilt guild. The Close Enough sewers demonstrated how quilts are assembled for Lutheran World Relief, sharing the dimensions and how they are layered and tied. Demonstrations included cutting the fabric with electric shears, sewing squares together, binding the quilts, assembling, tying and the use of a 'holey' sheet. A \$250 grant was received from Thrivent to host the event. The grant was used to purchase new shears, needles, scissors, and pins.



On October 1st, the Quilt Blessing was held. During the year, 55 quilts had been donated to various organizations and groups, including: 46 to those suffering from the war in Ukraine, four to the Liberty House for homeless Veteran men, one to the Bethany Outreach Center for their annual golf fundraiser, and one to a local homeless man. After the blessing, the remaining quilts were sent to Lutheran World Relief. LWR ships the quilts all over the world, including places like South America and Africa. Immanuel's quilters are giving a special blessed momentum to families all over the world.

The quilt group is always looking for volunteers to help tie quilts on Monday mornings at the church at 9:30 am. In addition, we are always in need of donations of cotton blend sheets and fabric. This past year we were blessed with a large donation of fabric, batting and heavy thread.



WORSHIP AND MUSIC REPORT

We started off this year with a Hymn Sing at the Convocation meeting of several churches in the West County Cluster. Bryan Timm was on top of everything from bringing the organ and the hymnal to playing his fingers to the nubs! This was well received by all in attendance.



The Presque Isle Flute Choir came to our service on February 20th and gave us some beautiful music. The Flagship City Chorus also performed during a worship service for Prelude, Offetory and Postlude in August. I received great feedback from those that attended.

On September 28th five of us went on an excursion to Franklin to view the Tiffany Stained Glass windows at St John's Episcopal Church lead by their Pastor and my dear friend

Shawn Clerkin. These windows are so beautiful. We also took part in their Eucharist Service they have every week. We then departed for a delicious lunch down the street. Thanks again to Rick Durst for driving.



We are still finalizing the Altar Guild schedule for this year. Not as easy as you think! Right ladies!

I would like to give a special thanks to Pastor Karen and Bryan Timm for their help and dedication to Immanuel. Things run smoothly because we have these people keeping us moving forward.

Also thanks to Debbie Redditt for her leadership in Council and wherever needed for the past few years.

Respectfully submitted,

Sue Pfeiffer
Worship & Music Committee Chair

MUSIC DIRECTOR'S REPORT

Being the third year following our pandemic, it is with great relief that I can say that our 2023 activities in the music department were conducted in a completely normal manner. No masks or isolation were necessary throughout the year which allowed at least our typical calendar to follow business as usual.

In an overview, our choir members all assembled on Thursday evenings to help support and lead in congregational song. As normal, the only variant of this is during Lent when rehearsals are conducted after the Holden Evening Prayer on Wednesday night. Our 2022-2023 year concluded with Music Sunday which showcased not only the role and importance of music in our worship, but how it works in harmony with the lectionary and architectural imagery. During our summer break we were treated to the Flagship City Chorus and the Flute Choir, both in residency at ILC. Trail of Treats was our typical outward engagement with the Lakewood community at large. With the choir season beginning again in September, we resumed our Thursday night rehearsal schedule. Christmas Eve once again saw an outpouring of guest musicians at the late service providing and extended meditative prelude with antiphonal organ works, violin, cello and guest pianist. We also welcomed numerous guest vocalists to join our choir.

In June, I had the honor to attend my first ELCA Synod Assembly as a representative of ILC. However, I also was in attendance in many other capacities. I was the accompanist for all daytime worship activities and also provided an outdoor hymn festival in conjunction with fellowship and fireworks at the request of the Bishop. If you personally have not experienced a Synod Assembly, I must urge you to consider. The event was all encompassing and a rich opportunity to connect to the larger community in a meaningful capacity.

2023 overall has felt like a transitional year for me. Much like many of us, it has been a year to establish a routine in the "new normal" following the community scars of the pandemic. However, the term "new normal" is far from adequate to really describe our situation, we still continue to struggle with diminishing resources and continually changing social norms. Having mentioned the Trail of Treats above, I take some personal pride in that activity having started it as an experiment to create meaningful interaction on a night so many of us expressed that we no longer wanted to participate because we were alone. Seeing it become a night of collaboration among our church community and the impact it makes in the Lakewood community is inspiring. I feel we need to create more events such as this that allow us to connect with our neighbors.

In my 25 years of service to Immanuel we have been through a lot together. The biggest concern on most people's minds is the diminished capacity or resources in the religious sector over the past decade. What has continually astonished me is that despite all of our concerns, Immanuel continues to provide quality and meaningful worship without yielding to convenience. Immanuel is certainly a special family.

Respectfully Submitted

Bryan Timm, Organist/Choir Director



SOCIAL MINISTRY YEAR END REPORT 2023

Our year began collecting \$420 in support of Holy Trinity Soup and Pasta Kitchen on “Souper Bowl Sunday”.

Twenty personal care kits were created for Lutheran World Relief.



School supplies were collected for Harding Elementary and member, Alli Lee, at Fairview Elementary. Over 200 packs of tissues, rulers, crayons, pencils, markers, glue and many other supplies were donated.

We supported the Coats for Kids drive that Inter Church Ministries organized. With the help of the Concordia Lutheran Memorial Foundation donating \$500, we purchased or had donated 36 coats, 19 hats, 15 pairs of gloves or mittens, and 3 scarves.

At the end of October, we served 49 people at the sloppy joe dinner at Holy Trinity. It was the most people we have served in many years.

We supported Community Shelter Services by collecting money for weekly bus passes. As of this writing we collected \$250 to purchase at least 33 bus passes. They will be delivered in the new year.



As always without the support and generosity of this congregation the Social Ministry committee could not do the work outlined to help those in need in our community. Many thanks to the good and faithful servants at Immanuel Lutheran.

Debbie Madurski
Social Ministry Liaison

STEWARDSHIP REPORT

The Stewardship Committee had a speaker Karen Adam's come in October and talk to us about Julia House. She gave a very informative talk about what Julia House is all about and what it will do for Hospice & Palliative Care in Erie County and surrounding areas. She handed out informational brochures and a pledge card to help in the construction of Julia House which will be built in McKean Township on West Road in the near future. Refreshments were served after her presentation. We also ordered new offering envelopes for the 2024 year and if you haven't received them you can pick them up in the Narthex at the back of the church.

Cindy Geddes
Stewardship Committee Chair



QUARTER SUNDAY REPORT—2023



Quarter Sunday was established 23 years ago at the suggestion of Jeanette Swanson. The first Sunday of each month is designated as Quarter Sunday. On those Sundays during the offering, you can often hear the jingle of the quarters being placed in the offering plate. Over the years, the money in the fund has been designated by church council for building fund projects, the organ/bell fund and youth ministry. Last year the monies were designated to purchase food for the Little Food Pantry. In 2023, we collected **\$329.52** in quarters. Below is a tally of the amount collected each month.

January	\$ 7.00	July	\$27.00
February	\$44.00	August	\$35.00
March	\$22.50	September	\$25.00
April	\$15.70	October	\$30.00
May	\$40.00	November	\$34.42
June	\$17.65	December	\$31.25

The Grand Total collected since inception is **\$11,707.94**

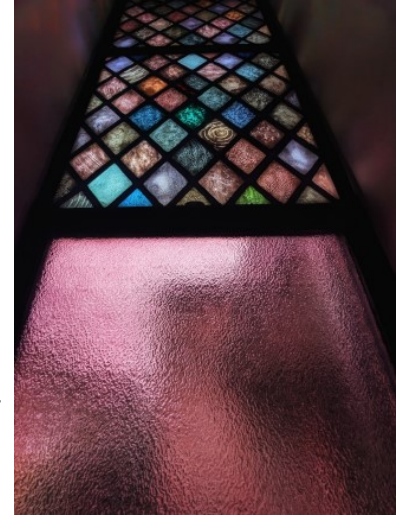
PROPERTY COMMITTEE REPORT

We thank all of you for your help this past year in helping to maintain our church and our properties on Powell and 10th Street.

As you are aware, our past tenant on Powell left us with an unimaginable mess. However, sometimes out of ruin and ash a phoenix arises and a blessing follows. We have renovated the Powell home with a new kitchen, bathroom, appliances, cabinets, flooring and fresh paint. We want to thank everyone who worked on this project, and we especially want to express our deepest appreciation to Bill and Debbie Redditt for their time and talent in buying all our fixtures and countless hours in demolition, painting and cleaning. The house is now rented for 1,200 per month.

In the Spring we installed new central air conditioning in our 10th Street rental which had been purchased in the fall of 2022. This allowed us to increase our monthly rent in the unit to cover the cost and was specifically manufactured to work with our new furnace.

We replaced our hot water tank in the church. It was over a decade to be repaired. Replacement was the most efficient and economical way to rectify the needed maintenance and service on the old unit.



New LED lighting was installed by Bill Redditt, Rick Kuntz and Debbie Redditt throughout the key areas of the church.

We want to thank Stan Holsopple for his leadership as chair of the Property Committee for countless years.

We had many members, too many to thank, who contributed time and talent for all these projects. A special thank you to our caretaker, Wally Coughlin, for the maintenance of the interior and exterior of our church. He has been a blessing to our congregation.

Bob Dorler

Property Committee, Liaison

CHRISTIAN EDUCATION REPORT 2023

Even though we haven't had very many children active in Sunday school classes we have tried to keep a somewhat active Christian Education program with adult Sunday school, Bible studies, Vacation Bible School and confirmation classes.

Semi-weekly adult Sunday school classes are held where we delve into the scriptures used for the Sunday sermon. This way we have not only a deeper understanding of the scriptures, but also a more concrete way of applying them. It would be great if more adults would join our Sunday morning study.

There were Bible studies held during 2023. In Lent we studied "On the Road to the Cross", and in Advent it was "Come, Emmanuel". There was also a study using the book "He Leads Me Along Life's Journey" that will be completed in early 2024. 7 or 8 adults attended each study.

On April 16 we had three young people, Brody Bonsell, Trista Paternosh and Nate Paternosh join our church after taking part in two years of Confirmation Classes led by Pastor Karen and Anita Byrne. They were given "Holy Spirit Crosses" to remember their confirmation and their membership vows. The worship service was followed by a cake and beverages to celebrate the confirmands. Please contact the pastor if you have any youth who have not been confirmed in their faith who wish to do so, and a new class will begin.



"Hero Hotline: Called to Serve God Together" was the theme for Vacation Bible School held at Lakewood United Methodist Church in July. Anita Byrne helped in person and many of the church members made donations of food and monetary support.

The Mitten Trees were up again this Advent season and were covered with gloves, mittens, scarves, really cute hats, and an assortment of toys. Thank you to those who set up the trees and everyone who donated.



In planning for 2024 we would like to invite the neighborhood kids and their parents to a party to introduce them to the church and what is available to them. This will take more help than just Anita Byrne, Mary Hauser and myself, so if you have any interest in bringing children into our church, please reach out to me or Anita so we can get planning for this party.

A huge thank you to Anita, Mary, Janice, and everyone who has helped out with Christian Education in 2023.

Respectfully submitted,
Pastor Karen Kostur



FELLOWSHIP, OUTREACH AND GROWTH

The purpose of the Fellowship, Outreach and Growth Committee is to present opportunities for our congregation to join in fellowship, to grow spiritually and to reach out and invite others to share in our community of faith.

We have our ongoing project of the Little Fee Pantry. All donations of food are welcome and can be placed in the pantry or extra items can be dropped off in the office. Many in our neighborhood are using the box to supplement their food budget.

The first Sunday of the month is coffee hour in the lounge following the church service. Good fellowship and a tasty snack makes for a fine



time. In February, we hosted the annual Soup Cook off. We had seven different soups and Mary Hauser and Debbie Redditt were co-champs. In March, we hosted a Lenten coffee hour. April saw three youth confirmed and we hosted a confirmation tea with Christian Ed Committee, in their

honor. May was the Election Day Bake & Book Sale. August was our church picnic, with great weather and good food. In November, we hosted another Election Day Bake & Book sale.

Thank you for your support and joining in our fellowship.

Sally Leubin & Cindy Eckman
Fellowship, Outreach and Growth, Co-Chairs



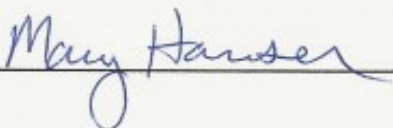

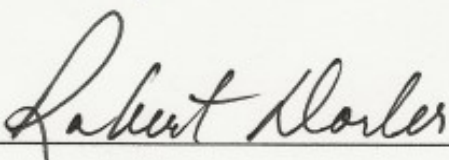
FINANCE REPORT 2023
AUDIT COMMITTEE REPORT

The audit for fiscal years 2021 and 2022 was completed at Immanuel Lutheran Church on November 28, 2023. The audit committee, consisting of Mary Hauser, Bob Dorler and George Pfeiffer, reviewed the church deposits, expenditure receipts and account balances covering these years. No issues were found during this audit as indicated by the attached reports. I wish to thank the committee members for their efforts to complete this task and Bill Redditt for his time in support of our Immanuel Congregation.

AUDIT COMMITTEE REPORT

The Audit Committee of Immanuel Lutheran church met on November 28, 2023 to audit the books for the period January 01, 2022 to December 31, 2022.

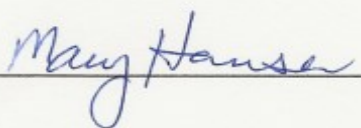
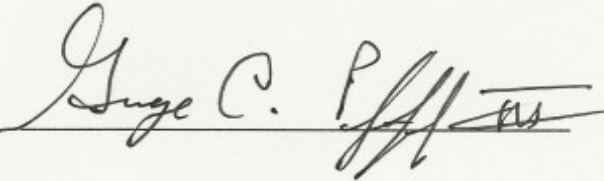
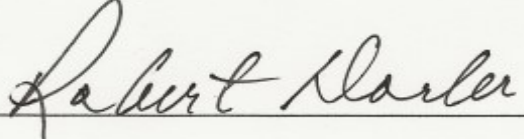
We the undersigned, audited the Operating, Savings, Petty Cash for the period January 01, 2022 to December 31, 2022 and found them to be in order.

 _____	 _____
 _____	_____

AUDIT COMMITTEE REPORT

The Audit Committee of Immanuel Lutheran church met on November 28, 2023 to audit the books for the period January 01, 2021 to December 31, 2021.

We the undersigned, audited the Operating, Savings, Petty Cash for the period January 01, 2021 to December 31, 2021 and found them to be in order.

 _____	 _____
 _____	_____

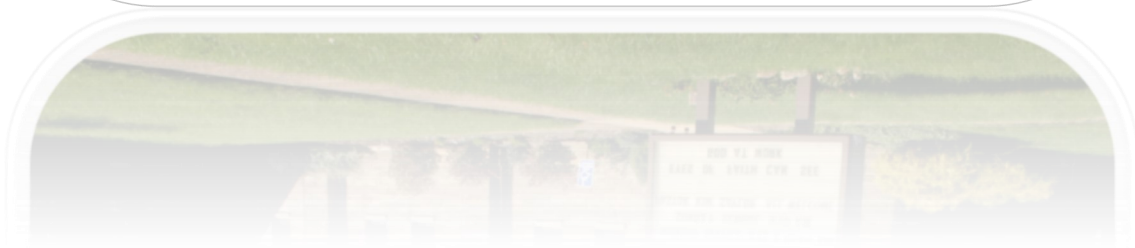
TREASURER'S REPORT 2023

The included 2023 Treasurer's Report Statement of Activity for the year ending December 31, 2023 compares our actual 2023 Revenue and Expenses to our 2023 Budget. 2023 Offerings of \$78,767 were 7% above budget (\$5,387 above budget) and 1% below 2022 offerings (\$5,650 above budget).

Rental income for 2023 was below budget by \$ 5,300 due to the 6 month down time of the unit for restoration and renovation in the Powell Ave rental. Both rental houses are currently occupied for 2024. (Rental rates for Powell Avenue were increased in January 2024 to cover increased costs for real estate taxes and improvements to the property.)

All other expense categories were within budget, except for Church/Property repairs and maintenance (Powell Avenue renovation costs), and Benevolence Expense which was \$613 above budget (most of the additional benevolence expenses were offset by designated member contributions).

William Redditt
Treasurer



YEAR-END TREASURER REPORT 2023

8:13 PM

01/08/24

Accrual Basis

IMMANUEL LUTHERAN CHURCH Budget vs. Actual January through December 2023

	Jan - Dec 23	Budget	\$ Over Budget
Ordinary Income/Expense			
Income			
015-010 · Offerings			
015-01A · Regular Envelope	74,331.73	70,500.00	3,831.73
015-01B · Loose Offering	1,645.00	500.00	1,145.00
015-01C · Communion Offering	241.00	140.00	101.00
015-01D · Church School	15.20	140.00	-124.80
015-01E · Holiday Offering	890.00	1,000.00	-110.00
015-01F · Folder Offerings	210.00	100.00	110.00
015-01G · Extra Offering	341.52	500.00	-158.48
015-01K · Lenten Offering	1,093.00	500.00	593.00
Total 015-010 · Offerings	78,767.45	73,380.00	5,387.45
015-020 · Special Offerings			
015-02A · Flowers	540.00	500.00	40.00
015-02C · Stewardship Envelopes	28.00	50.00	-22.00
015-02D · Family Activities	0.00	10.00	-10.00
Total 015-020 · Special Offerings	568.00	560.00	8.00
015-030 · Other Receipts			
015-03A · Investment Income	20,674.44	21,000.00	-325.56
Total 015-030 · Other Receipts	20,674.44	21,000.00	-325.56
015-040 · Misc Income			
015-04A · Rental Income	22,600.00	28,200.00	-5,600.00
015-04B · Facility Use	2,630.00	2,000.00	630.00
015-04C · Misc Income	8,689.42	75.00	8,614.42
015-04F · Misc. Worship & Music Inc	5.00		
015-04G · Misc. Outreach Income	16.00		
015-04L · Misc Social Ministry	415.00		
Total 015-040 · Misc Income	34,355.42	30,275.00	4,080.42
Total Income	134,365.31	125,215.00	9,150.31
Gross Profit	134,365.31	125,215.00	9,150.31
Expense			
016-010 · BENEVOLENCE			
016-01A · Synod Benevolence	8,400.00	8,400.00	0.00
016-01B · Local Charities/Missions	420.00	600.00	-180.00
016-01C · Social Ministry	1,293.31	500.00	793.31
Total 016-010 · BENEVOLENCE	10,113.31	9,500.00	613.31
016-020 · MINISTERIAL			
016-02A · Salaries	25,385.00	26,010.00	-625.00
016-02D · Social Sec Allowance	1,942.02	1,990.00	-47.98
016-02E · Car Allowance	55.87	500.00	-444.13
016-02F · Continuing Education	63.00		
016-02G · Guest Pastors	1,000.00	500.00	500.00
016-02H · Books & Publications	733.24		
Total 016-020 · MINISTERIAL	29,179.13	29,000.00	179.13
016-030 · WORSHIP & MUSIC			
016-03M · Guest Music	650.00	500.00	150.00
016-03A · Music Director Salary	15,000.00	15,000.00	0.00
016-03C · Supply Organist	450.00	500.00	-50.00
016-03D · Choir Music	0.00	300.00	-300.00
016-03E · Instrument Maintenance	437.35	300.00	137.35
016-03F · Benefits	1,147.48	1,148.50	-1.02
016-03G · Music Disc. Fund	0.00	100.00	-100.00
016-03H · Altar Supplies	733.61	400.00	333.61
016-03I · Devotional Booklets	0.00	200.00	-200.00
016-03J · Bulletins	0.00	500.00	-500.00
016-03K · Flowers	527.18	1,000.00	-472.82
016-03L · Miscellaneous	138.47	300.00	-161.53
Total 016-030 · WORSHIP & MUSIC	19,084.09	20,248.50	-1,164.41

8:13 PM

IMMANUEL LUTHERAN CHURCH

Budget vs. Actual

01/08/24

January through December 2023

Accrual Basis

	Jan - Dec 23	Budget	\$ Over Budget
016-040 · OUTREACH & GROWTH			
016-04A · O & G Program	33.55	100.00	-66.45
016-04B · Publicity	0.00	100.00	-100.00
016-04C · O & G Postage	0.00	100.00	-100.00
016-04D · Newspaper Advert.	0.00	50.00	-50.00
016-04E · Other Witness	0.00	170.00	-170.00
016-04F · Miscellaneous	80.93		
Total 016-040 · OUTREACH & GROWTH	114.48	520.00	-405.52
016-051 · STEWARDSHIP			
016-05A · Stewardship Program	0.00	100.00	-100.00
016-05B · Stewardship Postage	0.00	100.00	-100.00
016-05C · Offering Envelopes	285.49	200.00	85.49
Total 016-051 · STEWARDSHIP	285.49	400.00	-114.51
016-060 · CHRISTIAN EDUCATION			
016-06A · Sunday School	60.84	200.00	-139.16
016-06B · Vacation Bible School	0.00	100.00	-100.00
016-06C · Teacher Training	0.00	50.00	-50.00
016-06E · The Lutheran Magazine	0.00	100.00	-100.00
016-06F · Family Activities	0.00	50.00	-50.00
016-06G · Synod Assembly	270.00	350.00	-80.00
016-06H · Adult Education Mtgs	0.00	50.00	-50.00
016-06J · Miscellaneous	56.97	100.00	-43.03
Total 016-060 · CHRISTIAN EDUCATION	387.81	1,000.00	-612.19
016-070 · YOUTH ACTIVITIES			
016-07A · Confirmation	12.72	500.00	-487.28
Total 016-070 · YOUTH ACTIVITIES	12.72	500.00	-487.28
016-100 · ADMINISTRATION			
016-10A · Secretarial Salary	7,354.26	9,000.00	-1,645.74
016-10B · Secretarial Benefits	562.60	689.00	-126.40
016-10C · Office Supplies	1,364.21	1,000.00	364.21
016-10D · Postage	112.25	150.00	-37.75
016-10E · Equipment Maintenance	2,048.16	1,500.00	548.16
016-10F · Telephone and Internet	1,717.26	1,000.00	717.26
016-10I · Miscellaneous	707.19	500.00	207.19
016-10J · Petty Cash Transfer	0.00	50.00	-50.00
Total 016-100 · ADMINISTRATION	13,865.93	13,889.00	-23.07
016-110 · PROPERTY			
016-11A · Janitor's Salary	11,134.44	12,277.00	-1,142.56
016-11B · Janitor's Benefits	851.74	940.00	-88.26
016-11C · Janitorial Supplies	255.21	750.00	-494.79
016-11D · Church Utilities			
01611D3 · Penelec - Powell Ave	340.00		
01611D5 · National Fuel - Powell	131.79		
01611D7 · Sewer - Powell Ave	116.75		
01611DA · National Fuel - Church	6,716.66	8,000.00	-1,283.34
01611DB · Penelec - Church	3,220.76	4,000.00	-779.24
01611DD · Snowplowing	1,045.00	2,500.00	-1,455.00
01611DE · Garbage - Church	87.00	250.00	-163.00
01611DF · Water Sewer and Garbage-Church	1,233.09	800.00	433.09
Total 016-11D · Church Utilities	12,891.05	15,550.00	-2,658.95
016-11E · Church Insurance	7,831.50	7,000.00	831.50
016-11F · Repairs & Maintenance-Church	4,580.07	5,000.00	-419.93
016-11G · Property Tax-Rental Properties	4,795.63	4,400.00	395.63
016-11H · Expenses-Rental Properties	13,584.00	2,500.00	11,084.00
016-11I · Church Prop Improvements	63.60	500.00	-436.40
Total 016-110 · PROPERTY	55,987.24	48,917.00	7,070.24
016-120 · MISC			
016-12B · Fund Raising Expenses	150.00	150.00	0.00
Total 016-120 · MISC	150.00	150.00	0.00

8:13 PM
01/08/24
Accrual Basis

IMMANUEL LUTHERAN CHURCH
Budget vs. Actual
January through December 2023

	Jan - Dec 23	Budget	\$ Over Budget
6560 - Payroll Expenses	821.82	850.00	-28.18
Total Expense	130,002.02	124,974.50	5,027.52
Net Ordinary Income	4,363.29	240.50	4,122.79
Net Income	4,363.29	240.50	4,122.79



CONGREGATIONAL COUNCIL

2023

Debbie Redditt (P) 3307 Colonial Ave. (16506)	H: (2nd term ends 2023) E: debbiereidditt@gmail.com	C: 814-449-1855
Bob Dorler (VP) 865 Old Mill Rd. (16505)	H: 814- 833-2719 E: dorlerr@yahoo.com (2nd term ends 2025)	C: 814-873-9467
Debbie Madurski (S) 4356 Birchdale Dr. (16417)	H: (2nd term ends 2024) E: dmadurski14@gmail.com	C: 304-203-2941
William Redditt (T) 3307 Colonial Ave. (16506)	H: 814-833-9756 E: wlrflyer@gmail.com	C:
Cindy Geddes (FS) 5448 Grandview Dr., Edinboro, PA 16412	H: 814-734-1286 E: geddes22@verizon.net E: (2nd term ends 2023)	C: 814-572-2231
Cindy Eckman 3152 Oakdale Pkwy (16505)	H: 814-833-2889 E: cindysmc@verizon.net (2nd term ends 2023)	C: 814-392-4526 (best to use home #)
George Pfeiffer 1102 Garloch Dr. (16505)	H: 814-833-0797 E: gcp3erie@hotmail.com (2nd term ends 2024)	C: 814-602-3223
Sally Leubin 3902 Feidler Dr. (16506)	H: 814-838-3039 E: jsleubin@gmail.com (1 st term ends 2023)	C: 814-449-3205
Mary Hauser 4107 Bonica Circle (16506)	H: mhauserslp@gmail.com (1 st term ends 2026)	C: 814-397-7552

Standing Committee Reports:

Finance – George Pfeiffer

Worship and Music – Debbie Redditt

Stewardship – Cindy Geddes

Christian Education – Mary Hauser

Social Ministry – Debbie Madurski

Property – Bob Dorler

Fellowship, Outreach and Growth - Cindy Eckman & Sally Leubin, Co-chairs

Special Committees

Staff Support

Membership Review

immluthch@verizon.net

www.ilc-erie.org/

LIKE us on Facebook



Immanuel Lutheran Church

1002 Powell Ave. Erie, PA 16505

814-833-4062

www.ilc-erie.org

Immluthch@verizon.net

Find us on Facebook