



2018 **Annual Report**

Experience God With Us

Annual Meeting Agenda

February 28, 2018

Call to Worship

- Jason Peterson (Worship Arts & Community Life Pastor)

Welcome & Prayer

- Jon Taylor (Elder Chair)

Turning Ten

- Chris Studenski (Senior Pastor)

Takin' Care of Business – Part 1 (Lay Leader Positions)

- Tim Golie (Nominating Committee Chair)
- Aaron Lenz (Nominating Committee)

Takin' Care of Business – Part 2 (2018 Budget)

Looking Ahead

- Susan Ward (Director of Operations, Group Life Coordinator)
- Bekah Backman (Director of Outreach)
- Melissa Knudson (Director of Children's Ministry)
- Dan Swartz (Youth & Young Adults Pastor)
- Jason Peterson (Worship Arts & Community Life Pastor)

Worship Response

Election Results

Closing Prayer

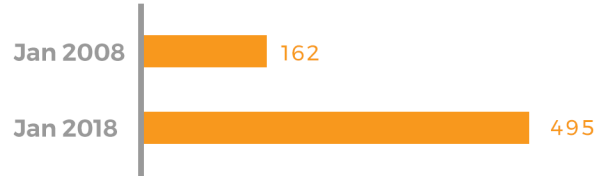
Contents

Turning Ten.....	Page 2	Budget 2018.....	Page 6
Lay Leader Nominees.....	Page 4	Budget Q & A.....	Page 7
Lay Leader Q & A.....	Page 5	Membership.....	Page 9

Turning Ten

Then & Now

Average Attendance (All Ages)



Average Attendance (Nursery - Grade 5)



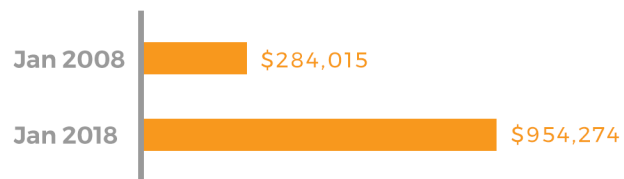
Elected Lay Leaders



Paid Staff



Tithes & Offerings



Future Fund



Turning Ten

Moments & Milestones

- A paraphrase of Psalm 37:7 in a children's devotional points us down the right path (December 11, 2005)
- The Covenant invites our Founding Pastor and his wife to plant a church but they tell the Covenant that they aren't church planters (June 3, 2006)
- God whispers the name "Emmanuel" and Pastor Chris begins to catch a vision of what could be
- A "Covenant Agreement" is signed and Emmanuel becomes an official Covenant Church plant (June 1, 2007)
- Members of our launch team serve at a teen camp and on a Juarez mission trip before our first worship service as a new congregation (June/July 2007)
- Our huge trailer serves as a metaphor for our complete dependence on God (the fact that we donated that trailer to a new church plant reinforces the metaphor)
- We hold our first "preview service" at Chippewa Middle School (September 9, 2007)
- Weekly worship services begin for Emmanuel and we fill the stage a couple weeks later with toys for needy families from Nueva Vida Covenant (December 2, 2007)
- We average 167 in attendance over the course of our first year (January - December 2008)
- We move to the Shoreview Community Center (December 6, 2009)
- After sensing that we'd be "called to grow up fast," a partner in Juarez is kidnapped and a teenager from Emmanuel Children's home joins the Emmanuel Covenant family (October - December, 2010)
- We add a second service (December 5, 2010)
- We're honored at the Northwest Conference Annual Meeting for our efforts in assisting other church plants (April 2013)
- Members of the Shoreview Community Center staff ask us to consider adding Saturday services (Summer 2015)
- God entrusts us with the domain www.emmanuel.church (Fall 2015)
- A series of staff transitions underscores the importance of leadership onboarding, leadership development, clear pathways for conflict resolution, denominational support and, most importantly, prayer (Spring 2016)
- God blesses our search for three key staff positions with two outstanding pastors (Summer 2016)
- ECC Child Sponsorships at Emmanuel Children's Home exceed 100 and our attendance exceeds 700 on Easter Sunday (April 2017)
- The Shoreview Community Center breaks ground on a new expansion (October 2017)
- Emmanuel celebrates ten years of weekly services (December 2018)

Lay Leader Nominees

Meet the Candidates



David Hanson Elder Board

David grew up in the Covenant Church and attended Bethel University and the U of M Medical School. He and his wife Kim have been married over 30 years and have 4 adult children. Lauren (spouse Nate), Benjamin, Timothy and Daniel. David is a MD partner at Minnesota Gastroenterology and is a part of two small groups at ECC. He enjoys being with his family and friends, travelling and exploring, studying the Bible and theology, board games, and continuing to learn and experience other cultures.



Sharon Steen Elder Board

My family today is quite small - just Ryan and myself! It hasn't always been that way, however, as we have three married children scattered around the country. They provide us with some wonderful getaway destinations. Ryan and I feel so blessed to be a part of ECC. We love the people, the teaching, the worship and the ministries here. We currently serve on the Connect Team and host a Small Church in our home. In my free time I love to read, walk, camp, hang with my husband, family and friends and do as much as possible outdoors.



Jeremy Rockford Pastoral Relations Committee

The Rockford family has been at ECC almost since the beginning and is active in the music ministry at ECC. My wife Kristy, leads vocally and plays the piano. My daughters Rebekah and Faith, also play keyboards and frequently help in the children's ministry. My son Timothy plays the drum set and is now in his second year at Bethel University. I play bass guitar on the team and help with woodworking props and art for the services. When I am not active in music, I also enjoy running and woodworking.



Annette Walker Nominating Committee

Annette Walker and her husband Doug began attending ECC in 2014. They have two grown sons, Andrew and Gabe, and are blessed to have recently welcomed two lovely daughters-in-law into the family. Since joining ECC, Annette has served on the Welcome Team and in 2015, began working on the PKAB Group planning team. Professionally, Annette is a Registered Nurse Case Manager and Clinical Program Consultant. Favorite pastimes include traveling, hiking, skiing, photography, baking and spending time with family and friends as much as possible.



Michelle Westerlund Nominating Committee

Michelle and her husband Brad have been attending ECC since 2015 and just recently moved to Shoreview. They have 3 children— a girl and twin boys: Avery (8), Keegan and Calvin (4.5), and have been married for 15 years. Michelle has served in the Children's Ministry, teaching the toddler group, as well as with Women's Ministry leading the monthly Women's "night out" and planning various Women's events. Outside of her day job, perfecting the Target.com shopping experience, her passions include: coffee, music, spending time with family & friends, going "up north," and playing women's hockey!

Lay Leader Nominees

Q & A

What does the Nominating Committee do?

These elected representatives engage in a prayerful and careful candidate selection process. Names of candidates are published in advance so members can familiarize themselves with the candidates and pass along concerns to the Nominating Committee prior to congregational vote.

What does our Elder Board do?

Our Elder Board is a representative board. The Elders may be called upon to administrate, lead, or mediate conflict as specified in our constitution. However, their primary purpose is to represent the congregation as they provide candid feedback in confidential matters, weigh in on significant decisions and hold the Senior Pastor accountable to God-honoring leadership.

What does the Pastoral Relations Committee (PRC) do?

The PRC exists to ensure that our congregation cares for the Senior Pastor the way we want our Senior Pastor to care for the congregation. The PRC prays for the Senior Pastor and his/her family, administers the Senior Pastor's annual evaluation, mediates conflict when appropriate, and ensures that the Senior Pastor is able to focus on his/her unique responsibilities and most essential tasks.

Why don't we accept last-minute nominations for elected positions?

The leaders we select have a profound impact on the future of our church. Therefore, we must do our due diligence when it comes to their prayerful selection. The Nominating Committee is able to have candid and confidential discussions that we believe would be both inappropriate and impossible in a larger setting. The Nomination Committee is also able to spend months, rather than minutes, in their discernment process.

When we vote on leadership positions, why don't we choose from multiple candidates?

We don't want the election of our lay leaders to be based primarily on name recognition or how well they can present themselves in a two-minute introduction. Nor do we want to debate one candidate's merit up-and-against another's in an open forum (especially within the limited time frame that a Member Meeting provides).

When we vote on leadership nominees, why are the candidates presented as a group?

Candidates aren't only selected on the basis of their individual character qualities. What candidates bring to the overall team is discussed at length. A member's vote is a vote of confidence in the wisdom and integrity of the team.

Learn more about ECC leaders and leadership at...

www.emmanuel.church/our-church/our-leadership-team

Budget

2018

TOTAL PROPOSED INVESTMENTS: \$993,928 (\$957,150 in 2017)

*Who are we that we should be able to give as generously as this?
Everything comes from God and we have given Him only what comes from His hand.
1 Chronicles 29:14*

LEADERSHIP CARE & COMPENSATION \$598,658 (\$590,586 in 2017)

Godly Leaders are Emmanuel's most valuable earthly asset. The figure above includes FICA, salaries, benefits, and payroll expenses for sixteen staff members (about eight full-time equivalents).

MEETING & STORAGE SPACES \$145,400 (\$128,024 in 2017)

This section of our budget includes rentals for Sunday Worship, Youth Group, special events, office and meeting spaces, facility care, utilities, furnishings, maintenance, off-site storage and insurance.

OUTREACH, EVANGELISM & MISSIONAL RELATIONSHIPS \$98,600 (\$88,750 in 2017)

Emmanuel is a local expression of the Covenant Denomination's vision to plant healthy, missional churches. Just over half of this section of our budget reflects investments in our National Denomination, the Northwest Conference, Covenant World Relief, Covenant World Missions, and Covenant Pines Bible Camp. Just under half of this section is designated for "live wire" congregational engagement locally, regionally and globally. The amount you see here only tells part of the story. See "Budget: Questions & Answers" to learn more.

DEVELOPMENT, MINISTRIES & PROGRAMMING \$61,970 (\$59,340 in 2017)

This section includes investments in leadership and team development, Worship Arts expenses, Community Life expenses, Pre-marriage and Care Ministry expenses, Children's Ministry expenses, and expenses related to our PreTeen, Middle School, High School and Young Adult ministries.

OPERATIONAL EXPENSES \$41,300 (\$42,450 in 2017)

Line items in this section of our family budget include signage, computers and software, expenses related to automated giving, equipment leases, licensing fees, membership fees, office supplies and postage.

FUTURE FUND \$24,000 (\$24,000 in 2017)

We're continuing to set aside \$2000 a month into a fund that will be used to meet growth-related needs.

UNEXPECTED OPPORTUNITIES & EMERGENCIES \$24,000 (\$24,000 in 2017)

Building margin into a budget is wise. This line item exists in anticipation of the unexpected.

Budget

Q & A

What will an affirmative vote do?

If our 2018 budget is approved, this budget framework will serve as our Plan A. Because real life doesn't always conform to our carefully laid plans, our Senior Pastor and his/her team, under the supervision of the Elder Board, are empowered to adjust specific allocation as necessary. If we believe that we need to exceed the total approved budget (and income isn't equal to expenditures), we'll call a Town Hall Meeting to discuss the situation.

Do giving trends support expenditures of \$993,928?

Historical trends for tithes and offerings:

- Our 2011 giving was about \$423,000 an increase of about \$58,000
- Our 2012 giving was about \$503,000 an increase of about \$80,000
- Our 2013 giving was about \$620,000 an increase of about \$117,000
- Our 2014 giving was about \$703,000 an increase of about \$83,000
- Our 2015 giving was about \$778,383 an increase of about \$75,380
- Our 2016 giving was about \$869,107 an increase of about \$90,724
- Our 2017 giving was about \$954,314 an increase of about \$85,207

What if giving falls short of expectations?

Our 2018 budget reflects the expectation that our tithes and offerings will match or exceed 2017 levels. Emmanuel maintains about three months of cash reserves (in addition to our Future Fund) and we may need to draw from savings for a season. If giving falls below 2017 levels or fails to trend in the right direction, we'll develop a strategy to back off on non-fixed expenses that are least likely to inhibit long-term growth.

What if giving exceeds budgeted expenses?

If 2018 giving exceeds budgeted expenses, we'll pass along 10% of the surplus to the Covenant and use the rest to increase our Future Fund. It will be very, very important to build our reserves and the amount of margin in our budget as we look to the future. Emmanuel will be setting our sights on reaching out to our neighbors, family, and friends like never before in the years ahead. This will require a host of strategic investments that aren't currently reflected in our budget.

How was this budget developed?

We've done our best to prayerfully consider multiple perspectives as we looked at the big picture. Emmanuel's Directional Leadership Team (DLT) is comprised of representatives that supervise all of our departments. After an extended process of prayer and collaboration, the DLT developed and unanimously approved this budget and sent it to the Elder Board for review. The Elder Board unanimously approved a detailed, itemized version of the budget that has been presented for congregational vote. Because salaries are especially sensitive in nature, salaries are reviewed in executive session by Emmanuel's Compensation Committee. The Compensation Committee consists of the Elder Chair, Vice Chair and Financial Officer.

Budget

Q & A (cont.)

How are our values of *transparency* and *checks and balances* upheld in the budgeting process?

The Senior Pastor, in collaboration with Emmanuel's Directional Leadership Team, presents a detailed, itemized budget in which every dollar is accounted for. The Compensation Committee, in collaboration with rest of the Elder Board, approves a detailed, itemized budget. To avoid conflicts of interest, members of the Compensation Committee may not be related to paid staff. The full Elder Board and DLT receive monthly financial reports from an outside firm detailing expenses.

Why aren't all expenditures itemized when we vote?

The manner in which we develop our budget should involve complete transparency. The manner in which we present our budget should promote unity. We've learned through experience that it's nearly impossible to explain all of the reasons why one line item appears "bigger" or "smaller" than it should to a particular individual. Moreover, when we vote as a church family, we vote on the "Big Number". It is often wise and/or necessary to adjust individual line items throughout the year.

Does Emmanuel give in ways that aren't reflected in our budget?

Yes - we hope to raise nearly \$70,000 above and beyond our budget through child sponsorships alone! When you consider direct giving to kingdom causes and the manner in which our church family readily donates equipment and shares our resources, the full scope of this congregation's generosity is remarkable.

Why doesn't Emmanuel send monthly support checks to non-Covenant agencies and missionaries from our general fund?

While we could point to the precedent in Acts 6:1-7 and offer *unity in Christ* as a valid rationale, our primary motivation is to maximize our impact in a lost and hurting world. As a Covenant church, we're committed to pooling our resources with other Covenant churches to accomplish things together that we could never accomplish alone. The scope and impact of this partnership is breath-taking. As a church that's committed to Biblical Principles and best practices, we're also committed to strategic, targeted, win-win, "live wire" investments with other individuals and organizations that help us develop advocates as we help them minister to those who are lost and hurting. Developing true advocates multiplies our impact exponentially.

As our Future Fund grows, have we considered transferring funds into higher-yield accounts?

Yes. Our Elder Board has weighed options twice. We have yet to identify a simple, secure, and liquid option where the higher yield offsets the management requirements. If you know of a great option, please pass it along to the Elders (elders@emmanuelcovenant.com).

Membership

New & Renewed Memberships as of 2/23/18

Debbie Anderson	Bethany Brewer	Mark Erickson	Rachel Heyer
Bruce Anderson	Mark Burrs	Maria Eyberg	Becky Hoffer
Andi Anderson	Scott Carlson	Jeremy Eyberg	Del Hoffer
Paul Anderson	Sue Carlson	Jackie Felling	Mark Holle
Bri Andrighetti	Tom Carlson	Edwin Figueroa	Gayle Holle
Joe Andrighetti	Darren Carter	Curtis Folkestad	Jeff House
Tom Andrzejewski	Melissa Carter	Alex Folkestad	Heidi H. Hunt
Paula Andrzejewski	Christa Casey	Kim Gayner	Jeff Hunt
Bekah Backman	Chris Casey	Matt Gayner	Bryan Jamison
John Baker	Olga Ivett Castro	Joy Genung	Janet Jamison
Suzy Baker	Brian Christopherson	Tony Genung	Cameron Johnson
David Beale	Richard Christopherson	Rebecca George-Burrs	Mark S Johnson
Amy Beale		Jackie Gierok	Penny Johnson
Rachel Berndt	Sandy Christopherson	Leslie Golie	Mark D Johnson
Ben Berndt		Tim Golie	Rachel Johnson
Beth Bethke	Shannon Christopherson	Nick Gunderson	Dori Juliette
Tom Bethke	Kelsey Crenshaw	Kelsey Gunderson	Paul Juliette
Alissa Bimberg	Tim Crenshaw	Joseph Hackett	Michelle Kim
Nate Bimberg	Joshua Crenshaw	Christen Hackett	Robert Kim
Eme Bonkoski	Kristi Crenshaw	Kim Hanson	Melissa Knudson
Jon Bonkoski	Megan DeHaan	David Hanson	Erik Knudson
Mitch Bossart	Tim DeHaan	Tom Hart	Cathy Krause
Connie Bossart	Jasmine Deng	Jillian Hart	Kevin Kronstedt
Melinda Brady	Mike Dvorak	Greg Herman	Jon Kronstedt
Dale Brady	Laura Dvorak	Emily Herman	Kjersti Kronstedt
Stephanie Brandt	Dean Dvorak	Julie Hessler	Mary Lakner
Jade Brandt	Laurie Dvorak	Brian Heyer	Tom Lakner
Chris Brewer	Sarah Erickson	Joyce Heyer	Karen Lamb

Han Lange	Alicia Niemiec	Kam Schmaltz	Judy Troye
Chris Lange	Dan Nimlos	Jen Schmaltz	Beth Vono
Aaron Lenz	Sarah Nimlos	Natalie Schmidt	Gary Vosen
Melissa Lenz	Bethany Oberg	Steve Schmidt	Sandy Vosen
Heidi Luhmann	Kevin Oberg	Ryan Steen	Jeremy Vuong
Jordan Luhmann	Brenda Olson	Sharon Steen	Michelle Vuong
Rebecca Marr	Bill Olson	Matt Steiner	Mark Waegener
Jeremy Marr	Carol Orcutt	Danielle Steiner	Laura Waegener
Kelley Mastenbrook	Allie Owen	Caitlyn Stenerson	Ron Wagenknecht
Richard Mastenbrook	Dan Owen	Timothy Stenerson	Doug Walker
Brendan McCormack	Kris Peck	Wendy Stenerson	Annette Walker
Eva McCormack	Stephanie Peck	Erick Stevens	Charmagne Wallin
Abe McEathron	Jason Peterson	Amber Stevens	Sharalee Walton
Carly McEathron	Gary Peterson	Terry Storsved	Scott Ward
Anna Melin	Kara Peterson	Charlotte Stowman	Susan Ward
Robert Morgan	David Rambo	Richard Stowman	Karin Wessberg
Sandy Morgan	Karin Rambo	Bob Stude	Rick Wessberg
Nate Morris	Shawnda Reents	Chris Studenski	Michelle Westerlund
Keith Myrmel	Maggie Rocke	Laura Studenski	Brad Westerlund
Rhonda Myrmel	Caleb Rocke	Denise Studer	Nancy Ann Yaeger
Maralee Nelson	Jeremy Rockford	Todd Studer	Greg Yaeger
Eric Nelson	Kristy Rockford	Dan Swartz	James Zirbes
Terry Nelson	Carol Rollins	Bethany Swartz	Christa Zirbes
Brian Nelson	Richard Rollins	Jon Taylor	John Zupfer
Birgitte Nelson	Deb Runke	Lisa Taylor	Liz Zupfer
Kathy Nelson	Chris Scheevel	Patrick Thielen	
	Kelly Scheevel	Ron Troye	