



IMMANUEL
PRESBYTERIAN CHURCH
transforming tradition

*"In life and in death
we belong to God."*

We have been called
to belong to the
body of Christ
and to seek God's purposes
in this place.

Immanuel Presbyterian
Church is
our home, where we grow
and welcome all;
our community, where we
care for one another and
serve others.

We promise
to worship regularly,
to learn openly,
to give generously,
to live together in the unity
of the Spirit
as a congregation of the
Presbyterian Church (USA)
and to share the work of
mission and ministry . . .
transforming tradition in the
church and in the world.

*This covenant was written
and adopted by the Session
for Immanuel's 175th
Anniversary as an
expression of what
it means to be a member of
Immanuel Presbyterian
Church.*

TOWER CHIMES

January - February 2020

LENT 2020

WEDNESDAY, FEBRUARY 26

ASH WEDNESDAY

We begin the season of Lent with supper
and the Lord's Supper.

We will break bread and enjoy a soup supper
around the tables in the Upper Room at 6:00 p.m. and then
break bread at the Communion Table
and receive the mark of ashes
in the Sanctuary at 7:00.

SUNDAY, MARCH 1

THE FIRST SUNDAY IN LENT
THE SACRAMENT OF HOLY COMMUNION

Special music by the Immanuel Choir:
Giovanni Pierluigi da Palestrina "Missa Brevis" (1570)
Dr. Block preaching

WEDNESDAY EVENINGS DURING LENT

MARCH 4, 11, 18, 25, AND APRIL 1

"YOUR FAITH QUESTIONS"

A soup supper in the Upper Room at 6:00 will be
followed by table worship and the Lord's Supper;
Guest presenters will explore questions of life and faith,
including Jesus and suffering, aging parents, climate change.

“LIFE TOGETHER: CHURCH MATTERS”
Sundays in February
following worship at 11:20
in the Upper Room

ASSOCIATE PASTOR NOMINATING COMMITTEE (APNC) IS AT WORK
Interpretation Presentation + Sunday, February 9

A pastoral search committee was elected by the congregation on October 20 to identify a new associate pastor for Immanuel Presbyterian Church. Since its election the committee has been hard at work. Initial meetings focused on the development of a comprehensive “Ministry Information Form” which has now been entered into the church leadership database of the Presbyterian Church (USA). Congregations seeking pastors and pastors seeking calls have access to this data, and possible “matches” are sent to search committees. Other networking and advertising channels are also being used. This process of discerning a mutual call takes time. The committee includes: Debbie Anderson, Audra Brennan, Nancy Debbink (secretary), Sara Hein (co-chair), David Johnstone (co-chair), David Plank, and Scott Silet (technology and documents). Please keep these members and this important work in your prayers. The committee may be reached at apnc@immanuelwi.org.

David Johnstone gave a brief “Minute for Ministry” update during worship on January 19 and the committee will offer a more in-depth report and interpretation of its work on February 9 following worship including an overview of search process and next steps.

SACRED HARP SINGING
Presentation and Demonstration + Sunday, February 16

Sacred Harp, or shape-note singing, is a uniquely American tradition that brings communities together to sing four-part hymns and anthems. The term “sacred harp” refers to the human voice, the musical instrument given to all at birth. Proudly inclusive and democratic, sacred Harp “singsings” are not performances; there are no rehearsals and no separate audience seats and participants take turns leading. The singers sit in a “hollow square” formation with one voice part on each side, all facing inwards. Members of Wisconsin’s Sacred Harp Singing Group will present on this tradition and demonstrate how it’s done, following worship on February 16. Sponsored by the Parish Life Council, Immanuel member Scott Stieg is coordinating the visit and invites Immanuel friends to come learn about the tradition and join in some “harmonious wailing.”

FROM PEW TO PULPIT:
The Rev. Sue Burwell to preach on Sunday, February 16

The Rev. Sue Burwell has served United Methodist churches in southern Wisconsin and retired four years ago as the pastor at Wauwatosa Avenue United Methodist Church. She has become more active in her community during retirement, shelving books at the Cudahy Family Library, volunteering in the elementary school close to her home, serving on a non-partisan Cudahy committee working for positive change, and singing in the Bach Chamber Choir of Milwaukee. She is a member of the Board of Directors for the Wisconsin Council of Churches, and on many Sundays she worships at Immanuel Church. We welcome her to our pulpit on February 16 as part of our “Pew to Pulpit” series.

DO YOU HAVE
A PASTORAL CARE CONCERN?

You can assist the pastoral care ministries of Immanuel Church by notifying the ministers directly when there is a hospitalization, illness, death, or other circumstance where the presence and support of the church is needed. Communication is essential to our caring. Do be in touch!

“THE STATE OF THE CHURCH” AND THE ANNUAL FINANCIAL MEETING: Top Priorities and Bottom Lines

“Continuity and change” is how Dr. Block summarized the state of Immanuel Church in a sermon that prefaced the presentation of financial reports and the 2020 budget on Sunday, January 26. There is continuity of ministries, membership, and financial support and there are changes in ministries, membership, and financial support, as well. Immanuel goes into a new decade with strong commitments to growing a community of meaning and service in a context of rapid cultural changes in church membership and giving patterns.

Dr. Block cited the retirement of the Rev. Jean Dow as the significant event of the past year, and reviewed the extensive influence of her ministry in congregation and community. “We have to look at a gap in revenue,” she said, “and we also need to address the gap in our work and witness” that does not appear on a bottom line -- the callings of clean water, food security, gun safety, interfaith collaboration, race equity that were given leadership by Rev. Dow. The centrality of these ministries was affirmed in the congregation’s decision to fill that full-time position. This and the priorities that emerged in the comprehensive congregational analysis of the past year present financial challenges going forward.

The traditional “giving pyramid” that saw the great majority of funding from a small percentage of donors is changing everywhere. At Immanuel, the highest pledges have gone from the \$50,000+ level to approximately \$30,000, due to life changes. The responsibility of financial support is shifting to a broader middle. The adopted 2020 budget carries a deficit of \$35,207; however, the average pledge is up slightly (\$3,593 to \$3,639), the percentage of possible pledges is steady, and the number of increased pledges is almost twice that of those decreased or held steady.

The 2020 budget reflects the final year of enacting a policy to reduce the draw from the endowment fund for the annual budget to 4%. This is a measure that will contribute to long-term financial sustainability. Those who attended the congregational meeting also heard the good news that our socially responsible investment policy put funds to good use and did well, as well, adding \$184,818 to the portfolio value.

Four new trustees were elected at the annual meeting: **Jason Katcha** is the president and founder of Present Power Systems, a local designer of compact power electronics. **Christine Karpowicz** works in the field of healthcare information systems and is currently the Director of Practice Optimization and Informatics for Advocate Aurora Health. **David Ravie** has a professional background in finance and currently serves in regulatory review for U.S. Bank. **Randy Trumbull-Holper** is the Facilities Manager at the UW-Milwaukee Peck School of the Arts.

THANK YOU

Jill Fahr (Treasurer), Sarah Campbell (Financial and Facilities Administrator),
Bob Landaas (Finance Committee), Audra Brennan (Stewardship Committee).

A draft of the minutes from the Annual Financial Meeting is on page 4 of this issue of the Tower Chimes. Copies of the Annual Financial Report from the meeting are available on the Great Hall tables or from the church office.

THANK YOU to all the members and friends who have pledged to support the church financially in 2020.

If you would like to renew your pledge of financial support or make a pledge for the first time, pledge forms are still available on the tables in the Great Hall or you may confidentially contact our financial administrator, Sarah Campbell, at 414-276-4757 or finance@immanuelwi.org.

Although a 2020 budget was approved by the Session and received by the congregation, additional pledges are still needed to continue the work of the church at the level affirmed by the congregation for staffing, program, and mission.

IMMANUEL PRESBYTERIAN CHURCH MINUTES*
THE ANNUAL FINANCIAL MEETING OF THE CONGREGATION + January 26, 2020

Dr. Block called the meeting to order at 11:20 a.m. A quorum was present; approximately 107 members attended.

The President of the Board of Trustees, Karen Morrisey, presented the report of the board's work. Ms. Morrisey gave an overview of the roles and responsibilities of the Board of Trustees as well as an overview of the work of each committee for the year. Ms. Morrisey outlined the memorials and bequests given in 2019. Thanks were given to Deborah Block, Jill Fahr, Sarah Campbell, and the outgoing class of the Board of Trustees.

David Crum presented the report of the Church Nominating Committee. Placed in nomination for the Board of Trustees – Class of 2022 were Jason Katcha, Christine Karpowicz, Randy Trumbull-Holper, and David Ravie. Mr. Crum introduced the nominees. Hearing no other nominations from the floor, there was a motion to elect the new trustees. The motion was seconded and unanimously approved.

Church Treasurer Jill Fahr presented the 2019 end-of-year budget report. Ms. Fahr reviewed the 2019 budget and actual expenses. Pledge income received was \$46,869 under budget. Gifts and other offerings were over budget by \$16,964. Total revenue was under budget by \$17,334. The endowment allocation was \$178,600 or 4.5%, which is within the 3-6% range as required by our endowment policy. Total expenses were \$1,144,219. The building repair line item was over budget by \$10,458, snow removal was over budget by \$5,106, and salaries and benefits were under budget by \$77,740 due to an unfilled interim pastor position, an open associate pastor position, and an open custodian position. The section leader line item was in line with the budget. Total expenses were \$66,306 under budget. A portion of a bequest that was received in 2019 was added to the building repairs contingency fund in the amount of \$50,000. The balance of the building repairs contingency fund as of December 31, 2019 was \$90,024. 2019 ended with a surplus of \$48,972.

Spencer Frank, chair of the Finance Committee, introduced the members of the committee. Immanuel member George Herro, CPA, reported on a thorough internal control review that he conducted that yielded no irregularities.

Bob Landaas, member of the Finance Committee, gave the report on the endowment fund. The total gain on investments for 2019 was \$748,151. The internal rate of return was 19.87%. The value of the portfolio on December 31, 2019 was \$4,447,295. The performance of the portfolio has greatly exceeded all benchmarks for 2019. The endowment is funded by generous gifts and bequests by the members of Immanuel Presbyterian Church. Mr. Landaas emphasized that Immanuel Presbyterian Church continues to be committed to its policy of socially responsible investing.

Justin Mayer, vice moderator of the Board of Deacons, gave the 2019 Deacons' Fund report. The deacons' work is funded through unenveloped offerings given on Communion Sundays and through individual donations. The mission of the deacons is to care for Immanuel's members. The Deacon's fund balance on December 31, 2019 was \$3,868.

Stewardship Committee chair Audra Brennan gave the 2020 "Catch the Vision" campaign report. Ms. Brennan introduced the members of the Stewardship Committee. The pledge goal for 2020 was an increase of 6% over the 2019 pledge request. The pledge goal has not yet been reached but efforts continue to be made to reach the goal. 63% of possible pledge units have pledged for 2020, down from 64% in 2019. 254 pledges have been received, down from 267 pledges received last year. The average pledge went up from \$3,593 in 2019 to \$3,639 in 2020. Ms. Brennan thanked the members and friends of Immanuel for their generous giving.

Church Treasurer Jill Fahr went through the budget for 2020. The budget has been adjusted from the original proposed budget to account for actual pledges received to date. The adjusted income portion of the budget totals \$1,168,490 and consists of pledge revenue of \$924,440. The endowment allocation is \$168,750 which represents 4% of the market value of the endowment fund on September 30, 2019. Expenses total \$1,203,697. The adjusted proposed 2020 budget is presented as a \$35,207 deficit budget. 37% of the salaries and benefits line item represents the benefits.

Sue Rennane gave the Mission Budget report. The adjusted 2020 budget is \$158,602. \$14,000 of unspent funds for Living Waters for the World from 2019 will be carried over to 2020 resulting in the total budget being the same in 2020 as it was in 2019. In addition to the annual mission budget, over \$52,628 has also been given by Immanuel's members and friends to special mission efforts including over \$25,000 to the Alternative Christmas Market. 2019 marked the 25th anniversary of the Alternative Christmas Market. New line items in the mission budget for 2020 include New Initiatives, and the Evangelical Theological Seminary in Matanzas (Cuba).

Elder Sharon Rose, chair of the Human Resources Committee, gave an overview of the 2020 salary and benefits budget. Ms. Rose thanked the members of the Human Resources Committee. Ms. Rose thanked Amy Penington, Sarah Campbell, Susi Stoll, John Komasa, Steve Jensen, Deborah Block, and Rob Ater for their skills and experience each one brings to Immanuel Presbyterian Church. Thanks were given to all the staff for their continued service and dedication. The Associate Pastor Nominating Committee (APNC) is searching for a new associate pastor. Ms. Rose explained that a 3rd pastor is necessary to the growth and long term sustainability of the church. The custodian position remains open and a request was made to the congregation to forward any possible candidates to the HR Committee.

Dr. Block invited a motion to receive and endorse the 2020 budget that has been unanimously approved by the Session and the Board of Trustees. The vote by the congregation includes the ministers' terms of call. The motion to approve was seconded and the congregation voted unanimously to receive the 2020 budget as presented.

The Annual Program Meeting will be held on May 24, at which time reports will be given by the various Session committees. The new class of elders and deacons will be elected at that time.

Dr. Block closed the meeting with prayer at 12:25 p.m.

Respectfully submitted,
Sarah Campbell

Recording Secretary and Financial Administrator

**These minutes will be officially approved by the Session at its February 18 meeting.
This draft is provided as a timely communication of the congregational meeting.*

NEW TO IMMANUEL? LOOKING FOR A CHURCH HOME?

IPC 101: An Introduction to Life at Immanuel Presbyterian Church Sunday, March 1 at 11:15 a.m.

Are you new to Immanuel Church? Would you like to learn more about the congregation? Plan to join members of the Membership Committee following worship on Sunday, February 18 for "IPC 101: An Introduction to Life at Immanuel Presbyterian Church."

We will discuss our focus on worship, education, and mission, tour the church building, and talk about what it means to be a Presbyterian. The session will last approximately 45 minutes and will include time for questions and discussion.

A Prospective Member Brunch Sunday, March 8 following worship

Have you been visiting Immanuel Church and wondered what it might mean to become a member? Are you planning to attend IPC 101 and feel ready to take the next step of becoming a member of the congregation? Join us for a Prospective Member Brunch and Orientation following worship on Sunday, March 8. This is an excellent opportunity to learn more about the worship life, educational programs, and mission opportunities at Immanuel. Participants will have the chance to get to know one another and the church better.

If you, or someone you know, might enjoy one of these opportunities to learn more about Immanuel Church and membership, please contact Mr. Ater in the church office (414-276-4757).

STATED CLERK OF THE PRESBYTERIAN CHURCH (USA)

The Rev. Dr. J. Hebert Nelson II
To Visit Milwaukee Presbytery and Carroll University

PRESBYTERY GATHERING & MEETING

"Remaining Faithful in Times of Change"

Tuesday, February 4 + 4:00 to 8:00 p.m.

Rock Prairie Presbyterian Church

8805 E. County Road A, Janesville, 53546

www.pbymilwaukee.org



Convinced that we are engaging in one of the most exciting times of ministry in the history of the world, Dr. Nelson will discuss the work to which the church is called in this time, particularly how pastors, elders, deacons, and others should work together for God's service at the congregational level. At this time of change in the life of the church, he will call us again to remain faithful to the ministry and mission given to us by Jesus Christ.



CARROLL UNIVERSITY FOUNDERS' DAY CONVOCATION

"Dismantling Structural Racism"

Wednesday, February 5 + 11:00 a.m.

Shattuck Auditorium on the Carroll University Campus

The Rev. Dr. J. Herbert Nelson II, Stated Clerk of the Presbyterian Church (USA), will speak at Carroll University's 174th Founders' Day convocation. Nelson will discuss "dismantling structural racism," a primary focus of the PC(USA)'s new "Matthew 25 Initiative," and a conversation that Immanuel has been specifically engaging for the last few years.

As Wisconsin's first four-year institution of higher education, Carroll is proud of its Presbyterian heritage. It is only fitting to honor that heritage as the university celebrates its rich history and pioneering spirit. The university is honored that Dr. Nelson will be on campus and hopes members and friends of the Presbytery of Milwaukee and its congregations will join the Founders' Day celebration. Immanuel's pastor, the Rev. Dr. Deborah A. Block is a Carroll alumna and trustee.

INTERFAITH CONFERENCE OF GREATER MILWAUKEE MARCH LUNCHEON/LECTURE SERIES

“Truth... or Consequences”

March 3, 10, 17, 24, and 31 at noon

First Unitarian Society + 1342 N. Astor Street

Each year, the Peace and International Issues Committee of the Interfaith Conference of Greater Milwaukee sponsors a lecture series on the Tuesdays in March. This year, that series will offer speakers and panelists addressing the vital importance of a free and independent press in a democracy, and some essential considerations in our pursuit of truth. Programs run from 12:00 until 1:30 at the First Unitarian Society, 1342 North Astor Street. Individual lectures are \$20.00; the full series of five is \$75.00. A simple vegetarian lunch is included. For more information and/or to register, contact the Interfaith Conference at 414-276-9050 or www.interfaithconference.org



COMMON GROUND ASSEMBLY

SAVE THE DATE: Sunday, March 29 + 2:00 – 3:30 p.m.

St. Mark African Methodist Episcopal Church

1616 W. Atkinson Avenue, Milwaukee, 53206

RSVP: contact an Immanuel Core Team member listed below

Be a part of Common Ground's bold plans for 2020 and beyond!
Together we can build people power!

A broad based community organizing group, Common Ground is made up of over 50 congregations, nonprofit organizations, small businesses, and schools in Southeastern Wisconsin, organized to address some of Greater Milwaukee's important social needs in an effective, non-partisan way. Immanuel was a founding member of Common Ground. Learn more at: www.commongroundwi.org.

*Questions? Speak with a member of Immanuel's Common Ground Core Team:
Margaret Crowley, David Ewald, Martha Mainland, Sharon Rose, or Rob Ater.*

NEWS FROM THE PEWS

- Baptized** Henry Edward Carlton, son of Matthew and Katie Carlton, December 8.
- Died** Virginia Forsaith, September 19, 2019. Ms. Forsaith joined Immanuel with her late husband Charles and daughters Debra and Sally in 1999. A private family memorial service was held. Our prayers and sympathy are with the Forsaith family.
- Linda J. Salisbury, January 7. David and Linda Salisbury joined Immanuel Church in 1976; Ms. Salisbury served as both a deacon and an elder and provided leadership to Immanuel's Christian education ministry with children for forty years. A memorial service will be held in the Sanctuary on Saturday, February 15 at 1:00 p.m. Our prayers and sympathy are with the Salisbury family.
- Moved** Dennis and Kay Doro
- Phone** Paula Lewein

A MONTH OF SUNDAYS
FEBRUARY 2020
at Immanuel Presbyterian Church

February 2 **FOURTH SUNDAY IN ORDINARY TIME**
8:45 – 12:00 Child Care for infants & toddlers - *Nursery*
8:55 Choir rehearsal
10:00 **Morning Worship; Dr. Block preaching**
10:30 Church School in the *Peaceable Kingdom*
11:10 Coffee in the Church Parlor
 “Souper Bowl of Caring” collection

February 9 **FIFTH SUNDAY IN ORDINARY TIME**
8:45 – 12:00 Child Care for infants & toddlers - *Nursery*
8:55 Choir rehearsal
10:00 **Morning Worship; Dr. Block preaching**
10:30 Church School in the *Peaceable Kingdom*
11:10 Coffee in the Church Parlor
11:20 “Life Together: Church Matters” - *Upper Room*
 Associate Pastor Nominating Committee (APNC) Interpretation
12:00-2:00 “Second Sunday” for confirmands - *Church Conference Room*

February 16 **SIXTH SUNDAY IN ORDINARY TIME**
8:45 – 12:00 Child Care for infants & toddlers - *Nursery*
8:55 Choir rehearsal
10:00 **Morning Worship; The Rev. Sue Burwell preaching**
10:30 Church School in the *Peaceable Kingdom*
11:10 Coffee in the Church Parlor
11:20 “Life Together: Church Matters” - *Upper Room*
 Sacred Harp singing presentation and demonstration - *Upper Room*
11:20 “Larry Under the Bridge” project - *Upper Room Kitchen*

February 23 **TRANSFIGURATION OF THE LORD**
8:45 – 12:00 Child Care for infants & toddlers - *Nursery*
8:55 Choir rehearsal
10:00 **Morning Worship; Dr. Block preaching**
10:30 Church School in the *Peaceable Kingdom*
11:10 Coffee in the Church Parlor
11:15 Shrove Sunday Pancake Brunch - *Upper Room*

RETURN SERVICE REQUESTED

CONTRIBUTORS TO THIS ISSUE

Deborah Block, Sue Burwell

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The deadline for the March issue of the *Tower Chimes* is February 24. Please send newsletter contributions to Mr. Ater.
414-276-4757 ipc@immanuelwi.org www.immanuelwi.org @ImmanPresMKE

“SHROVE SUNDAY” PANCAKE BRUNCH
February 23, 11:15 a.m.

Each year Immanuel Presbyterian Church gathers for a pre-Lenten celebration of pancakes and ham on the Sunday prior to Ash Wednesday. This annual tradition recalls a time when fat, eggs, and milk had to be used up in Christian households before the Lenten fast began.

Join your Immanuel Church friends for this special gathering of fun and community on Sunday, February 26 immediately following worship. Register for a donation of \$5.00 for adults and \$2.50 for children under 10, during coffee hour on Sunday mornings.

