



SHARING THE GRACE OF CHRIST

**LIVING WATERS LUTHERAN CHURCH
2018 Annual Report**

**Annual Meeting
Sunday, January 27, 2019 at 12:00 noon**

**A Congregation of the
Evangelical Lutheran Church in America**

**1808 Miller Road
Crystal Lake, Illinois 60014
815-455-2424**

www.livingwaterschurch.com

Email: officemanagerlw@sbcglobal.net



Table of Contents

Agenda: Page 3

MISSION STATEMENT/CORE BELIEFS/VISION STATEMENTS: Page 4-5

COUNCIL SECRETARY'S REPORT: Bridget Farley:

- 2018 Annual Meeting Minutes-Approval: Page 6-7

PASTOR'S REPORT-REV. DUSTIN LENZ: Page 8-9

PASTORAL ACTS (Baptisms, Confirmations, New Members, Weddings, Funerals): Page 9-10

DIRECTOR OF MUSIC & WORSHIP REPORT: Page 10-11

FAMILY AND CHILDREN'S MINISTRY COORDINATOR REPORT: Page 12-13

COUNCIL PRESIDENT'S REPORT: John Ronge: Page 13-14

COUNCIL MEMBERS: Page 14

2018 Statistical Report: Page 14-15

TREASURER'S REPORT: Mark Taylor: Pages 16-18

FINANCIAL REPORT

- General Fund, Mortgage Fund & Mission Support: Page 16
- Memorial Fund & Dedicated Funds: Page 17
- Finance Committee Report: Page 18
- Proposed 2019 Budget: Page 19

Audit Committee Report: Page 20

MINISTRY TEAM REPORTS

- Education: Page 21
- Property: Page 22-23
- Fellowship: Page 23-26
- Outreach: Page 26-28
- Worship: Page 28-29
- Stewardship: Page 29-30

Nominating Committee Report and the slate of candidates: Page 30-31

ANNUAL MEETING AGENDA

JANUARY 27, 2019 12:15 pm

CALL TO ORDER: Council President, John Ronge

- *Quorum established (20% of voting members=35 people): Per our constitution (C8.02): Voting members are confirmed members. Such members shall have communed and made a contribution of record during the current or preceding year. (C10.04): 20% or 100 voting members (whichever is the lesser number) shall constitute a quorum.*

OPENING PRAYER—Interim Pastor Greg Villalon

Approval of Agenda—President Ronge

Approval of 2018 Meeting Minutes—President Ronge

Pastor's Report

Treasurer's Report—Mark Taylor

- **Review of 2018 finances**
- **Presentation of 2019 budget**

Approve Staff Reports—President Ronge

Approve Committee Reports—President Ronge

Nominating Committee Reports—John Conway

- **Council Positions**
- **Certain Committee Positions**

New Business : Call Process for new pastor—President Ronge

Old Business : Ratify approved constitution of Living Waters—President Ronge

ADJOURNMENT & CLOSING PRAYER—Pastor Villalon

MISSION STATEMENT / CORE BELIEFS / VISION STATEMENTS

Mission Statement: *"Sharing the Grace of Christ"*

How We Live Out Our Mission Statement: By connecting to and being part of the communities we serve through Worship (traditional and contemporary), Outreach Ministries, Spiritual Development, Christian Education for all ages, Vacation Bible School, and Servant Trips.

Working toward our Mission:

Together we will grow...

Faithfully in Christ

As a community of Christ

In Service to Christ

We will grow with our *Core Beliefs* in mind:

- **Worshipping is the primary role of the people of God:** Weekly community worship that is Trinitarian, contextual, liturgical, and sacramental [Communion & Baptism-infant/adult] and frequent personal expressions "Jesus said to him, You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.' This is the greatest and first commandment." - Matthew 22:37-38
- **Fellowship opportunities deepen our relationships:** Includes small and large groups and personal faith developing relationships "And a second is like it: 'You shall love your neighbor as yourself.'" - Matthew 22:39
- **Discipleship matures in prayer, Bible study (inspired word of God) and generosity :** Includes prayer, Lutheran theology, and tithing "Teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age." - Matthew 28:20
- **Serving others by equipping people for ministry:** Includes various Spiritual Gifts and leadership development "The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ." - Ephesians 4:11-13
- **Outreach beyond Living Waters that clearly communicates the grace of Christ:** Includes social ministries; local and global mission projects and a verbal witness "Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit." - Matthew 28:19

Our VISION STATEMENTS:

- **Worship:** We welcome a community of believers every week to a dynamic and vibrant Lutheran worship experience that proclaims the Gospel of Jesus Christ through liturgy, word and sacrament, engaging music and Christ centered preaching.
- **Outreach/Service to Community:** We are a people who know we are called by Christ to reach out to the community by inviting people to worship, sharing our faith with others and serving the needs of the local community (both physical and spiritual) and through global mission.
- **Discipleship:** We are a people who understand our Lutheran-Christian identity and can explain it to those around us. We provide spiritual growth opportunities to enable people to follow Christ's call to be disciples to all nations. We are an active church which is developing a stronger network of care to show God's love welcomes the community.
- **Children, Youth and Family:** We are a community of faith that welcomes all people to build a relationship with Christ. We seek to support our youth in developing their spiritual gifts and stewardship through education, opportunities and feedback. We do this through educational opportunities and other events throughout the year to actively engage our youth in discussion and debate over Christ's teachings and love.

2018 Proposed Annual Meeting Minutes - January 28, 2018

Call to Order at 12:18 pm by Council President Tom Hall

Opening Prayer - Pastor Dustin Lenz

Motion to approve the 2018 Annual Meeting Agenda

- Kermit Swanson and Karen Schenkenfelder: Passed

Motion to approve the 2017 Annual Meeting Minutes

- Don Brown and Michelle Reis: Passed

Pastor's Report - Pastor Dustin Lenz

- In 2018 we will be moving toward making connections across generations.

Treasurer's Report: Mark Taylor

Motion to approve the 2017 Treasurer's Report

- Michelle Reis and Dolores Wrublik: Passed

Motion to approve the Proposed Budget for 2018

- Don Brown and John Stone: Passed

Nominating Committee Report - John Stone

Motion to open the slate for Nominations from the floor

- Erin Hall and Heidi Naumowicz: Passed

Motion to close the slate of Nominations

- Jenny Conway and Russ Struck: Passed

Motion to approve the slate of Nominations for Council and Certain Committee Positions

- Michele Reis and Doris Ronge: Passed

New Business

Motion to reaffirm our covenant relationship with the Arcot Lutheran Church in Polur, India.

- Karen Schenkenfelder and Jenny Conway: Passed by a show of hands

Old Business

Motion to approve the revisions which were made (and approved by the Northern Illinois Synod on January 8, 2018) to the Living Waters Constitution so that it aligns with the most current ELCA model constitution.

- Greg Nikolich and John Stone: Passed

Motion to approve Committee Reports

- Karen Schenkenfelder and John Stone: Passed

Motion to adjourn

- Erin Hall and Dolores Wrublik: Passed at 1:04 pm

Closing Prayer and Blessing of Prayer Shawl, Living Waters coffee mug, etc which will accompany Synod delegates on upcoming trip to Polur, India.

- Pastor Dustin Lenz

Respectfully Submitted,

Debbie Cook

Council Secretary

Pastor Lenz's Report

Grace and Peace to you from God our Creator.

2018 has been a year of movement and change at Living Waters. While we have remained focused on what it means to be a Community of Faith that grows in our understanding of what Jesus is up to, we have also looked at who we are and where the world is going, trying to make cultural adaptations. These shifts have happened because of your ability to remain nimble and adaptable. In my report you will find the highlights of our year together.

Vitality Survey

Great news started off our year. We started 2018 having taken the ELCA Vitality Survey. This survey measured, well, our vitality. We learned, as expected, we are a Vital and Sustainable congregation. This means we have a lot of life in us and we have the resources necessary to sustain our ministry.

REALM—Database and Communications transition

Living Waters entered into a Pilot Project with the ELCA and ACS Technologies. This project gave us the impetus for doing the aforementioned Vitality Survey, and helped us to set up a team to implement this new record keeping and communications tool. Already this tool has helped those who maintain our congregational records, do their work more conveniently. The

app has helped those who are part of Living Waters stay connected through the app, online directory as well as facilitate conversations outside of Sunday morning. Our ministry teams are better able to stay connected in a way that is becoming more the norm in our world. Also the ability to update your information, once you are connected through REALM, is given to you if you desire to use it.

As with any new technology there are new “maps” to learn as far as retrieving information and our team has discovered several glitches in this new technology which has hindered the drive to promote usage of the app. Patience is asked as ACS develops the application because this tool will become the primary way, we communicate with one another and stay connected as a community of faith.

On the financials side REALM is helpful because through it you have the ability to easily control your giving online. You have the ability to make your pledges there as well, and see your giving progress for the year.

Youth

I am always thankful and amazed at how Living Waters accepts our youth, not just as a group to be tolerated, but as people who are part of our congregation. Youth are not just expected to be a part of Sunday morning worship, youth are leaders in the worship space, right next to adults. It is not unusual to see our youth training adults in the roles of usher or being an assistant minister on Sunday morning. This is one example of how Living Waters is growing intergenerationally.

Our youth program saw two significant shifts in 2018. The first was inspired by our council reading the book *Growing Young*. The author makes a compelling case that youth, while they need to be integrated as part of the lifeblood of an intergenerational congregation, youth also need to have their own space. Room 1 in our facility has been designated as the Youth room, it was painted by the youth and it is where they immediately naturally gravitated.

The second shift was working with two other area congregations, Bethany in Crystal Lake and St. Barnabas in Cary to have a joint youth group. Together we are able to do more than we could do than if we tried to do this on our own. By working together we are able to do programming that on our own would not seem feasible.

Staffing

Music Director—Living Waters saw a transition this year as Evan Swanson decided he needed to step away from his work at LW to pursue his long term goals. In June LW welcomed Olivia

Flanigan as the new Music Director. She has been a phenomenal addition and we had a seamless transition between Evan and her.

Family and Children's Ministry Coordinator—Lee Williams continues to lead our families in developing their children in faith. She has done an excellent job of learning needs, trying activities and then re adjusting to meet the demands of our life together. She has been instrumental in several of the programmatic activities at Living Waters.

Worship

The greatest development has been in our Liturgical Arts front. During Holy week our worship experiences were not what we have traditionally done. We had a Seder Meal for Holy Thursday which drew people into the Last Supper. On Good Friday we had an experiential, Stations of the Cross, complete with artwork (by congregation members), sound and tangible activity. This really drew us into the movement of Christ going to the cross.

In Advent the Liturgical Arts team decided to do dramatic arts and so had a member create a drama each week to center us on the words for each candle. This helped to draw us closer and into the season of Advent.

Generosity

Living Waters is a giving church that rises to challenges when they come. We decided to buy the farm to support ELCA Global Hunger this summer and through your efforts for the National Youth Gathering and VBS we exceeded our goal. This fall when a challenge around our annual budget was issued you have stepped up to lessen the shortfall. Keep up the great work.

This year we also received a generous gift at Living Waters, with the stipulation it was to do something for the church. After considering several options, a twofold approach was decided upon. The first was, noting the worn out office furniture, to remodel our main office. This will give our space a professional look and feel when people come to visit.

The second was to serve as the impetus to create an endowment fund for Living Waters. A place for people to give and continue the ministry of Living Waters even in Death. More information will be forthcoming on this in the future.

God's Peace,

Pastor Dustin Lenz

Pastoral Acts 2018

Funeral : Patrick Bigham

Wedding: Mike Helland and Lori Melling

Confirmations, Affirmed Their Faith

- Allison Apmann
- Samantha Blake
- Dana Dahlke
- Abigail Getty
- Katie Hall
- Austin Johnson
- Abby Porter
- Elisabeth Taylor

New Members

- Priscilla Moore
- Dale Paulson
- Steve & Laura Nalek, Landon and Leah
- Joel Sawyer & Heidi Neu, Jonah and Shiloh
- Nick & Katrina Schimmel, Kaitlyn, Greta and Noah

Staff Reports

DIRECTOR OF MUSIC & WORSHIP REPORT

Submitted by: Olivia Flanigan

Accomplishments for 2018:

In my first six months as the Director of Music Ministry at Living Waters, I familiarized myself with the structure of the services and with the congregation. I have worked to learn the different liturgical settings, as well as weekly hymns, and contemporary worship songs. I have striven to bring in some new material as well.

Plans for 2019:

In 2019, I plan on working in newer contemporary worship songs more frequently, and engaging more with the community in regards to learning what they'd like to see/hear in worship. I'd also like to arrange some hymns for the praise band as well.

Family and Children Ministry Coordinator Report

Submitted by: Lee Williams

It has been a blessing to work here at Living Waters for the last year and a half. Within the last year, we have grown as a church along with family programs and children programs. There are four new families attending Sunday School and teens are becoming stronger with leadership roles during Sunday School, the Christmas Pageant and Vacation Bible School.

Last year I began a two year curriculum through Vibrant Faith Academy. I only have one course left. I have been able to implement many of the ideas and practices that I have learned through this course work. The pray-ground is now in use during service and the Sunday School is now available during the whole church service and during the sermon. Parents are able to choose how their child is educated. During Lent we met intergenerationally, in age group break out sessions, and we had an online Lenten study. While we reviewed *The Story* as a church we used a blended Bible study model. We had Bible study both in the building and online study that included the sermons.

I am excited for this next year and feel blessed to be able to spend my time here with the amazing people of Living Waters. Thank you to everyone for your support of the family and children ministry.

2018 Activity

- Planned Sunday School Lessons
- Coordinated volunteers in Sunday School
- Coordinated volunteers in VBS with Erin Taylor
- Assisted with the Christmas Pageant
- Wrote *The Story* online Bible study
- Helped renovate the teen room
- Coordinated the care ministry
- Coordinated Prayer open house
- Curated information for our God In Everyday Life program
- Set up Realm parent / grandparent group to support families in their at home Bible studies with Taking Faith Home (donated by the Haugens)
- Set up and coordinated Wednesday Night Connection Meals
- Worked with Thrivent members to assist with Action Seed Programs
- Coordinating worship groups on Realm
- Coordinated the first communion class, three year old Bible class, and the third grade Bible class.

- Cleaned out the nursery and stocked it with working toys.
- Worked with other organizations in a service capacity with children, teens, and families

2019 Goals

- To integrate Sunday School attendance and lessons into Realm
- To continue the Parent/Grandparent group on Realm
- To continue to include teens in leadership roles in the church
- To do more intergenerational events throughout the year
- To join with other churches and organizations to enrich our programs.
- To assist parents while they raise their children in the faith.

Council President's Report

I would like to start by saying how proud I am of our Living Waters Congregation and what a privilege it has been to serve you as your council president over the past year. I am continually impressed by how we have all come together and contributed to the work of the church. I was honored to work with a council committed to serving this congregation and mindful of doing God's work in 2018.

I would like to thank all the volunteers who have faithfully served. We could not have gotten so much accomplished without you. I am grateful to all have shared their gifts of time, talent and experience.

I am encouraged by the positive results of the congregational vitality survey done at the beginning of 2018 indicating we are a vital and sustainable congregation.

Council accomplishments for 2018:

- The Realm Beta program was successfully launched as a communication tool. We have continued to work to increase Realm's use with the end goal of it becoming our main communication tool.
- Created a Youth Room as a gathering space for the youth of Bethany Lutheran Church, Saint Barnabus Lutheran Church and Living Waters Lutheran Church.
- Managed the successful transition of the Director of Music position from Evan Swanson to Olivia Flannigan.

- Organized and mobilized property cleanup after a microburst storm damaged many trees on the church property in September. We had a great turnout, which helped build a strong community spirit among those who participated.
- Initiated the remodeling of the church offices.

I am always encouraged by our Living Water church family's willingness to express their opinions and share their concerns with the council. The council is here to serve all members of the congregation.

Respectfully submitted,

John Ronge
Council President

Thank you to our 2018 LIVING WATERS COUNCIL MEMBERS

President: John Ronge

Vice President: Tom Hall

Secretary: Bridget Farley

Treasurer/Liaison to Finance: Mark Taylor

Liaison to Education/Faith Formation: Courtney Gotsch

Liaison to Outreach: Andrea Lily

Liaison to Fellowship: Bridget Farley

Liaison to Stewardship: Sharon Zeilstra

Liaison to Worship: Karin Nelson

Liaison to Property: Tom Hall

2018 STATISTICAL REPORT

Year	Regular Offering	Average Attendance
1996	\$105,865.00	112
1997	\$124,221.00	118
1998	\$114,049.68	126
1999	\$144,664.46	141
2000	\$139,013.54	149
2001	\$146,393.01	144
2002	\$131,859.25	142
2003	\$255,068.09	134
2004	\$175,439.27	153
2005	\$190,986.00	208
2006	\$204,920.70	202

2007	\$211,004.10	204
2008	\$213,434.17	215
2009	\$205,901.05	208
2010	\$191,107.07	168
2011	\$192,284.98	164
2012	\$182,578.03	146
2013	\$168,230.00	141
2014	\$154,000.00	113
2015	\$156,855.00	123
2016	\$171,281	132
2017	\$177,484	120
2018	\$181,873	111

Membership Statistics	Baptized Members	Confirmed Members
January 1, 1997	214	
January 1, 1998	220	150
January 1, 1999	247	169
January 1, 2000	274	182
January 1 2001	340	224
January 1, 2002	334	231
January 1, 2003	326	225
January 1, 2004	309	211
January 1, 2005	335	223
January 1, 2006	402	264
January 1. 2007	438	285

January 1, 2008	448	286
January 1, 2009	512	318
January 1, 2010	528	324
January 1, 2011	513	313
January 1, 2012	435	290
January 1, 2013	441	300
January 1, 2014	443	308
January 1, 2015	370	268
January 1, 2016	397	278
January 1, 2017	391	276
January 1, 2018	384	238

111 Average Sunday Worship Attendance: Calculated based on the average number of people who were counted by ushers during Sunday morning worship.

384 Baptized Members: Per our constitution-C8.02a. Baptized members are those person who have been received by the Sacrament of Holy Baptism in this congregation, or, having been previously baptized in the name of the Triune God, have been received by certificate of transfer from other Lutheran congregations or by affirmation of faith.

238 Confirmed Members: Per our constitution-C8.02b. Confirmed members are

baptized persons who have been confirmed in this congregation, those who have been received by adult baptism or by transfer as confirmed members from other Lutheran congregations, or baptized persons received by affirmation of faith.

171 Voting Members: Per our constitution-C8.02c. Voting members are confirmed members. Such confirmed members shall have communed and made a contribution of record during the current or preceding year.

TREASURER’S REPORT

Submitted by: Mark Taylor (Council Treasurer)

General Fund:

- The General Fund Income for 2018 was \$181,873 and expenses were \$181,685. There was a *surplus* in the amount of \$188. A fund-raising appeal was ran in October - December to reduce the full year deficit that was projected to be around \$14,000. Because of this appeal, giving for those three months ended up at \$57,657 (\$19,219/mo) compared the rest of the year’s monthly average of \$13,802. This was an increase of \$5,417 per month!

Mortgage Fund:

- Our Mortgage loan balance as of 12/31/2018 was \$366,391.74. Our loan balance was reduced by \$38,022.33 in 2018.
- The Mortgage Fund (demand account) began the year with a balance of \$20,270.92 and as of 12/1/2018 had \$20,966.86 in the account.

2018 Support Payments & Gifts:

		Receipts	Payments
2018 Mission Support	Northern Illinois Synod		\$4,658.50
	Pennies for Peru	\$555.05	\$537.05
	World Hunger Appeal	\$440.00	\$440.00
Community Support	Food Resource Bank	\$1,229.46	\$1,165.00
	Local Food Pantries	\$210.00	\$61.40
	Crop Walk	\$1,985.00	\$1,985.00
	Global Farm Challenge	\$1,106.94	\$414.00
Miscellaneous	Pastor’s Discretionary Account	\$20,890.00	\$1,099.53

Support	LOVE Offering	\$515.00	\$625.00
Youth Support	Manna gift Cards	\$8,680.00	\$8,112.13
	Youth Spending Account	\$10,318.17	\$12,692.72

The following items were on record as Gifts-in-Kind: Stewardship Materials--Egg Hunt Candy--VBS Materials--Sunday School Supplies--Confirmation Cake—Oil & filter for tractor

Memorial and Dedicated Funds: The Living Waters Lutheran Church Memorial Fund was created by the Church council in 2005. Each Memorial Fund is for a specific need of the church. Items purchased from these funds may be purchased with the approval of the Executive Committee, who are managing the approved list. We received \$200 in contributions to the General Memorial Fund in 2018. Expenditures from the memorial funds total \$79.90 in 2018.

Dedicated Funds: The dedicated funds are separate accounts set up to track funding to a specific function of mission. Most of these accounts are like “holding pens” (and necessary accounting tool) for money until it is disbursed to the appropriate place. For instance, if the church collects money for a specific charity, the money is held in a dedicated account (specific to that charity) until such time as the check is written and given to that charity. These funds are separate from the General Fund and the Mortgage Fund.

	Account #	Description	Beginning Balance	Ending Balance
1	3801	Pennies for Peru	\$0.00	\$18.00
2	3815	T-Shirt/sweatshirt	\$62.50	\$92.50
3	3821	Education – The Story	-- \$41.52	-- \$21.52
4	3822	Nursery Attendant	\$500.00	\$500.00
5	3823	Youth Spending Account	\$6,212.39	\$4,324.87
6	3825	Free Will (Fellowship)	\$79.00	\$84.00
7	3830	Office-2540 Copier Payoff	-- \$427.00	0.00
8	3840	Memorial Fund-General	\$1,620.00	\$1,740.10
9		Memorial Fund-Bible	\$0.00	\$0.00
10	3844	Memorial Fund-Piano	\$72.70	\$72.70
11	3996	Advanced Giving to General Fund	17,100.00	\$0.00
12	3855	IT	\$340.81	\$340.81
13	3870	Confirmation Fees & Donations	\$225.00	\$230.00
14	3871	Manna Gifts Cards	\$1,354.81	\$1,922.68
15	3876	Global Farm Charity	\$0.00	692.94
16	3880	Fellowship Events	\$97.85	\$38.72

17	3885	Flowers	\$414.13	\$29.13
18	3886	Garden of Flowers	\$74.50	\$97.50
19	3890	Key Deposit	\$20.00	\$20.00
		Outreach	\$0.00	-- \$5.01
20	14-14	Guest Musician	\$0.00	\$0.00
21	3901	Food Resource Bank	\$556.18	\$620.64
22	14-15-03	Crop Walk	\$0.00	\$0.00
23	3910	VBS	\$5,639.49	\$5,355.06
24	3915	Women's Retreat	\$699.70	\$869.78
25	3920	Youth Ministry	\$4,688.87	\$3,566.84
26	3940	Food Pantry	\$130.00	\$278.60
27	3945	Garden Funds	\$596.07	\$281.86
28	3946	Property – General	\$3,031.68	\$1,645.40
29	3948	Property – HVAC Fund	\$2,400.00	\$2,400.00
		Sundry Fund	\$0.00	-- \$9.69
30	3955	Education-Faith Formation Fees	\$25.00	\$25.00
31	3956	Education-Sunday School	\$419.68	\$419.68
32	3960	Pastor Discretionary	\$1,875.49	\$21,665.96
33	3962	Men's Ministry	\$461.61	\$461.61
34	3970	Love Offering	\$110.00	\$0.00
35	3990	Background Checks	\$157.16	\$0.00
		TOTAL	48,496.10	47,758.16

FINANCE COMMITTEE REPORT

Submitted by: Mark Taylor (Council Treasurer)

2018 Members: Todd Soderwall, John Stone, Chris Gotsch, Dustin Lenz (Pastor)

Accomplishments for 2018:

- Monitored the General, Dedicated and Mortgage Fund accounts.
- Approved checks for various payments on a weekly basis.
- Consulted with church leaders regarding budgets and dedicated funds.
- Decided which accounts to assign unlabeled income.
- Communicated financial updates to the congregation.
- Prepared the 2019 proposed budget.

Objectives for 2019:

- Monitor income and expenses.
- Decide which accounts to assign unlabeled income.
- * Approve checks for various payments on a weekly basis.
- Review church property insurance premiums.
- Prepare the 2020 proposed budget.

2019 Budget Proposal

Line Item Description	2017 Actual	2018 Budget	2018 Actual	2019 Proposed
Total Income	177,484	200,832	181,873	198,000
Mission Support NIS	4,659	5,082	4,659	5,125
STAFFING				
Pastor's Salary & SS	47,800	47,959	46,172	48,000
Pastor Housing Allowance	23,290	24,991	23,817	25,000
Pastor Pension/Med	20,121	20,202	20,951	20,000
Pastor Auto Allowance	3,000	3,000	2,875	3,000
Pastor Professional Exp	700	700	700	700
Pastor Continuing Ed	1,576	1,600	0	1,600
Vacation/Pastor	400	1,200	400	600
Office Manager	0	0	0	0
Dir-Music Min	18,195	18,240	18,246	18,600
Education Group	0	500	0	0
Family & Children Minst Coord.	11,267	16,900	16,900	18,600
Lay Volunteer Coordinator	0	4,800	0	0
Taxes	2,252	2,300	2,689	2,300
TOTAL STAFFING	128,601	142,392	132,750	138,400
MINISTRY TEAMS				
Worship	2,546	3,600	2,942	3,600
Outreach	1,433	2,400	576	1,500
Stewardship	1,125	1,400	1,961	2,000
Education	400	1,800	304	1,800
Fellowship	369	900	332	900
Property	8,539	13,564	9,875	13,630
TOTAL MINISTRY TEAMS	14,412	23,664	15,990	23,430
ADMIN & OP EXPENSES				
ADMIN/INS Expenses	8,316	6,700	6,726	7,900
Operating Expenses	22,495	22,990	21,560	23,145
TOTAL ADMIN & OP EXPENSES	30,811	29,690	28,286	31,045
Total Expenses	178,481	200,828	181,685	198,000

AUDIT COMMITTEE REPORT

Submitted by: Audra Buckner

2018 Team Members: Audra Buckner, Bob Riggo, Letty Villalon

The following reviews were completed quarterly covering January 1, 2018 – December 31, 2018:

1) Monthly Bank Statements

- Verified all funds allocated to Building Fund were accurately transferred into the Building Fund checking account.
- Reviewed copies of checks on monthly statement. Reviewed all checks with one signature for reasonableness.
- Reviewed monthly reconciliations for completeness.
- Traced deposits from OnRealm system reports to bank statements for completeness.
- Reviewed monthly bank statements for reasonable direct payments such as insurance, copier, taxes, and Simply Giving.

2) Deposits (Generate a GL of all transactions dated 1/1/18-12/31/18)

- Selected 2-3 dates of deposits per month from the SS GL and traced every donation to its respective allocated destination to verify accuracy.

3) Expenses

- Reviewed all expenses on GL for reasonableness.
- Reviewed all debit card/automatic transactions for reasonableness and support documents.
- Reviewed tax payments to accountant reports for accuracy and completeness.

4) Other

- Reviewed the dedicated funds for reasonableness.
- Reviewed Journal Entries for reasonableness.
- Reviewed list of vendors (all persons/companies that have been paid) and check for reasonableness.

MINISTRY TEAM REPORTS

EDUCATION MINISTRY TEAM

Submitted by: Lee Williams & Russell Struck

2018 Team Members: Lee William and Russell Struck-Co Chairs ; Tom Nehls, Jenny Conway, Karen Schenkenfelder, Rhiannon Frenz, Erin Taylor, Larissa Stone, Lisa Emberton

Accomplishments for 2018

- Sunday School-Introduced fall Sunday School with a change. Children are invited to begin in the 9:15 Worship service and then be dismissed to class after Pastor Dustin's Children's Sermon, they are then able to join their families again after their lesson, for the rest of the service. Children are also able to attend Sunday School the whole hour.
- Partnered with Outreach to support Ester Egg hunt.
- Bible Blessing: Easton Hughes, Deklan Farley, Grayson Hughes
- Men's Saturday morning get together
- Confirmation Classes and activities were on Wednesday nights and a weekend trip to Lutherdale
- VBS – Vacation Bible School. Many of our youth team ran classrooms program. Lead by Erin Taylor and Lee Williams.
- TGIF (Teens Growing in Faith) ran in the afternoons during VBS week. They volunteered with Bethesda, Feed my Starving Children, and at Lisa Emerberton's house.
- Youth servant trip was to Houston for the Youth Convention
- Youth Service work in the community - FMSC/God's Work our Hands/Bethesda/
- Bel ringing at Christmas time
- Various fund Raising - Garage sale Trunk & Treat, Jazz night
- Adult Forum Sunday mornings lead by Karen Schenkenfelder, finished studying the book The Story, Understanding Luther, Questions for Jesus: Studies in Mark
- Thursday Morning Bible Study
- St. Bethany Waters (Youth Group) started. Youth from 3 area churchd to spend time together. Youth are fundraising, serving, and learning.
- Christmas Pageant-Written & Directed by Youth
- Junior High -Soaked Lode out with Northern Illinois Synod youth
- Jonah Group meets monthly for Bible study and prayer.

PROPERTY TEAM REPORT

Submitted by: Don Brown, Mark Naumowicz, Joe LaMonica, and Tom Hall (council liaison)

2018 Team Members: Don Brown (co-chair), Mark Naumowicz (co-chair), Joe Tupy, Joe LaMonica, Kermit Swanson, Bob Morgan, John Ronge, John Stone, John Conway, Tom Hall, Chris Gotsch, Matt Marshall, Dave Forner, and many others who stepped up when needed to move chairs, set up tables or pile up brush. Doris Ronge, Sharon Zielstra, Audra Buckner, Erin Hall, and many others led the way in planting bushes, flowers, and cleaning the parking areas and gardens around the exterior. (A great effort by a great many people in helping make our church a beautiful place to visit and worship.)

Team Mission: To maintain a warm and welcoming environment for people for everyone at Living Waters.

Accomplishments for 2018:

- Contracts are in place and continue for janitorial services, trash removal, and snow removal for next year.
- The driveway and parking area was sealed and striped this year. This was not in the Property Team budget but was possible because of the generous giving of our members.
- We held an interior cleanup in the spring. Volunteers helped clean tables, chairs, windows, and appliances. The carpets were scrubbed and shampooed. The tile floors were stripped, waxed and buffed. Interior and exterior preventive maintenance also occurred throughout the year.
- Several storms resulted in many trees in our woods falling down including some on neighbors' properties. We utilized both professional services and our own members to remove 8 trees from our adjacent neighbors yards. In addition, many trees fell within our property boundaries resulting in the need to make a lot of mulch, boards and firewood. We still have a lot of work to accomplish to finish up the woods cleanup.
- Many volunteers stepped up when needed to move property to and from the garage storage area and to move chairs and tables for the various functions in the worship area.

- Our five furnaces and A/C systems were serviced and maintained in support of the facility. No major equipment failures occurred in 2018.
- The Property Team continued their work with McHenry County Court System hosting and supervising individuals in need of community service hours. We worked with 4 people in 2018.
- Property serviced 3 mowers and the Ford tractor to handle all the facility exterior needs for the year. Mark and Joe did a fantastic job in putting the tractor back in service quickly for the fall cleanup work by repairing the leaking radiator and the power steering system.
- Support was provided for the 4 individual gardens, vacation bible school, Halloween event including hay wagon rides through the woods.
- The Property Team thanks GOD for all of our team members who generously donated their time and talent to maintain and beautify our building and grounds. We are always looking for additional volunteers to be members of the Property Team. Please join us.

FELLOWSHIP TEAM REPORT

Submitted by : Lisa Emberton, Bridget Farley (Council Liaison)

Team Mission: “Through social opportunities we strive to cultivate relationships with others and Christ.”

2018 Team Members: Becky Marshall, Lee Williams, Doris Ronge, Anne Tanner, Erin Hall, Jenny Conway, Brynn Conway, Madalynn Emberton, Andrea Lily, Kathy Apmann, AnnMarie Peterson, Karlene Olesuk, Bette Tupy, Michelle Ries, Rhiannon Frenz, Lynn Swanson, Jhans Kanagala, Nancy Nehls, Melissa Tamjo, Larrissa Stone.

Events/Groups and Team Leaders

- Women’s Retreat: MaryAnn Dahlke & Heidi Naumowicz
- Care Ministry: Lee Williams
- Mardi Gra: Entire Fellowship Team
- Angle Box: Lee Williams

- Scrapbooking: Lynn Swanson
- “You’ve Been Flocked” Flamingo’s: Entire Team
- Lenten Soup Suppers: Pastor and Lee Williams
- Seasoned Saints: Bette Tupy
- Memorials and Funerals: Entire Fellowship Team
- Men’s Golf: Rob Frenz
- Men’s Group: still seeking a leader
- Coffee Fellowship Scheduling: Linda Kelly and Katrina Kimmel
- Cakes/Pastries for special Occasions: Jhanis Kanagala
- Tricks n Treats: Assisted Outreach w/entertainment (Entire Team)
- Easter Egg Hunt: Assisted Outreach (Entire Team)
- Yard Sale: Fellowship Team
- Pantry Maintenance & Supplies: Fellowship Team
- Jazz Night: Pastor, Lee Williams, Fellowship Team, St. Barnabas Church, St. Bethany Church
- Christmas Party: Fellowship Team

ACCOMPLISHMENTS FOR 2018

Women’s Retreat - The 2018 Womens retreat was held April 20-22,2018 with 49 participating. We had 3 speakers, small groups, fellowship and outreach opportunities. We supported Turning Point with 8 no sew blankets that we made, Agape House for Girls in Walworth, Wi with games, crafts and personal care items and Share tx. Center in Schaumburg with over 100 personal hygiene kits that we put together.

Care Ministry - 2018 is the first year for Care Ministry here at LW. How amazing this group is. This ministry reached multiple families this year by delivering meals, visiting with people, driving others to doctor’s appointments, running errands and snow removal. You can inform us of members in need and let us know what type of support we can provide. ie. card, hospital visit, home visit, care basket, prayer shawls, gift card to purchase a meal, assist in driving members for running errands, etc. This ministry continues to grow.

Angel Box – 2018 is the first year for Angel Box here at LW. The response was greater than expected. The giving from Living Waters was praiseworthy as always. Angel boxes collected new and used toys, clothing, and new toiletries for TLS Veterans located in McHenry, IL. We collected 6 large boxes worth of items this year.

Scrapbooking – The group meets 2 Fridays a month. Something new was tried this year. Two weekends of scrapbooking occurred here at LW where the crafter rented a table and the proceeds were given to the youth as a fundraiser.

“You’ve Been Flocked” Flamingo’s – New event here at Living Waters fundraising for the youth. What extreme fun this event brought not only to the youth but family time it gave to the church. Quickly sneaking in and sneaking out and having fun placing those flamingos on

our church family's yards brought the best smiles ever. The feedback was successful. So we shall see you again next year.

Lenten Soup Suppers - Another positive new approach in celebrating the Lenten season besides the infamous tasty soup dinner and fellowship was attaching it to our Wednesday Night Worship. After supper an education break out time was held, prayer stations, group lesson, meditation, topical crafts and worship.

Seasoned Saints – It's been a while but Season Saints is in action again. On November 16 people attended an outing to see the South Pacific and dinner at Jameson's. Hearts n Hands, our prayer shawl ministry, gets together once a month but would like to remind our congregation the doors are open to all and would love to teach others and pass on the talent. Sunday brunch after last service is another activity Seasoned Saints likes to do and would like to continue this wonderful fellowship. If there are any suggestions/ideas someone would like to share to enrich this team, please let us know.

Memorials and Funerals – Bette Tupy has been directing this team for several years and has now turned over the baton. We thank you for all you have done for our congregation and their families during their time of need. This team is a difficult team to direct since it is something that is planned at a moment's notice. In the future Fellowship will approach this team when the time is needed. An immediate chain circle will be contacted when and if the team is needed and we hope the congregation can assist when called upon.

Coffee Fellowship Scheduling - Coordinators for Sunday morning coffee fellowship scheduling has changes in coordinators for 8am services is Linda Kelly and 9:15am/10:45am is scheduled by Katrina Schimmel, welcome aboard. Thank you for taking the challenge. As always volunteers are needed.

Cakes/Pastries for Special Occasions - Jhanis Kanagala has taken the role this year. The goal is keep double orders and over extended sweets from being purchased and being thrown away because there is just too much of it. If an event is being planned within the congregation or teams within the church let us know, we may be of some help.

Tricks n Treats Fellowship assisted w/entertainment – What FUN! Concession stand, bobbing apples on a string, crafts, costume contest, pumpkin decorating, face painting, bonfire smore's and awesome trick and treat hunting in the woods.

Yard Sale – Something new here at Living Waters. This event was to change the Rummage Sale held indoors in the past. It was found by doing it outside, inventory that was being stored for three weeks which limited our working space within the church reduced down to two days and selling was done in one day and the event was very profitable.

Pantry Maintenance & Supplies - Since overhauling the pantry in the beginning of the year the pantry has been able to be maintained much better as well as implementing a new monthly schedule to assist in keeping the pantry functional. Reviewing the pantry at the end of the year brought good news that applying that one month of hard work and executing the overhaul of the pantry has kept ordering pantry supplies, coffee and functional activity positive. Double ordering and unnecessary item ordering has been reduced. This will be the first year a running

cost of the pantry was performed. After 2019 a comparison can be made to give a more accurate budget.

Jazz Night – 2018 is the third year of having Jazz Night. What a wonderful event to close the year off. This event definitely takes a village to accomplish such a grand outcome. New approaches having two other churches join us in collaborating this event (St. Barnabas Lutheran Church in Cary & St. Bethany Lutheran Church in Crystal Lake), a singing jazz band, using Realm to facilitate some of the administrative work is just some of the handiwork used to make this High School Youth fundraiser so successful. See you next year.

Goals for 2019

Besides events already accomplished for 2018 the team would like to see some of those events grow with bigger ideas. Even though the Pantry goal was met this year a budget is still a goal (contents, supplies, equipment & running budget). Since the pantry and the coffee station go hand in hand Fellowship would like to configure a more functional/contemporary coffee station in the Narthex in 2019. A thought to use some of the milled wood from the back lot for countertops could save costs. It would be a nice change for our guest when they visit. Continuing Season Saints to grow with open ideas to ponder on is very important to the team. Fellowship activities between services during the summer will be a work in progress. Have all services begin to learn who each of us are within the church. A fun thought maybe to have the neighboring Congregations vs. St. Barnabas & St. Bethany in a friendly game of whiffle ball (concession stand).

Living Waters Church already does well and makes spectacular events that our communities come to recognize us for. With a more narrowed focus, our goal is that each team can hone in on one area of each event and utilize our talents and people in the best ways possible to fulfill our individual team missions and ultimately our LWLC Mission Statement “Sharing the Grace of Christ”.

OUTREACH TEAM REPORT

Submitted by: Mary Ann Dahlke & Heidi Naumowicz (Co-Chairs)

2018 Team Members:

Heidi Naumowicz (co-chair, Tricks n Treats), Mary Ann Dahlke (co-chair, Egg Hunt, FMSC), Karen Schenkenfelder (Food Resource Bank/Harvest Sunday, Chris Schenkenfelder (Crop Walk), Russ Ruzanski (LITH/Algonquin Food Pantry), Dorie Ruzanski (rotary club liaison), Diane Sundberg (hospitality), Sharon Zeilstra (Spring GWOH), Audra Buckner (Spring GWOH), Lynn Swanson (Fall GWOH) Jean Wolden (Crystal Lake Food Pantry), Chris Zyburt (Fall GWOH), Andrea Lily (Council Liaison), Erin Hall (Kid’s Hope), Joel Sawyer (Bread for the World), Kathy Apmann (Easter Egg Hunt)

Team Mission: We assist the congregation as a faithful vehicle of the Holy Spirit by witnessing the love of Jesus Christ, sharing His Word of grace, serving others, and welcoming all people

Outreach Vision Statement: We see a people who know they are called by Christ to reach out to the community by inviting people to worship, sharing our faith with others, serving the needs of the local community (both physical and spiritual), and through global missions

Accomplishments for 2018:

- Kids Hope: completed its second full year with 9 trained mentors. 5 mentors continue with same children as last year, with 3 mentors having same child for third year.
- Hospitality is an on-going project with handing out mugs to visitors
- Feed My Starving Children – Packing events held on 5/5 (10 volunteers), 8/2 (26 volunteers).
- Lenten Fundraiser: “Go Bananas for FRB” raised \$902.36 to rent 1 ½ acres for Foods Resource Bank (Now renamed to Growing Hope Globally). This was an increase over last year’s goal of ½ acre
- Easter Egg Hunt for community 3/18. We hosted approximately 160 people, hid 4000+ eggs and had an Easter Basket Raffle which included two certificates for a free week of VBS. 25+ volunteers.
- Coordinated with other Teams: Fellowship for Women’s Retreat Service Projects, Property for garden, and Education for VBS service projects and ELCA Youth Gathering Global Farm Challenge donations.
- Foods Resource Bank Trivia night occurred on 3/21. Becky Morris of FRB (now GLG) came to all services on 4/29 to discuss their programs
- Bread for the World Sunday occurred on 4/29. We wrote 94 letters sent through mail; others sent email as well.
- Two “God’s Work. Our Hands” events were held this year. Spring event was 5/20 at church to plant garden. Our fall event was held on 9/9 at the church assembling. Congregants volunteered between services at this drop-in event. We compiled 60 school kits, and 37 hygiene kits.
- The LW community garden raised over \$327.10 to be donated to Growing Hope Globally.
- McHenry Co. Crop Walk was held 9/30 with 25-30 walkers from LWLC. They raised \$2045. There was a total of 282 walkers and raised a total of \$24,020 raised (a record), of which \$5100 was distributed to local food pantries.
- FRB Harvest Festival was 10/13 in Somonauk and raised over \$12,500 to a growing project in Vietnam. In 14 years, FRB/GHG has raised \$1,000,000 and facilitated over 18,000 people to move toward food security!

- Tricks and Treats Community Outreach was held on 10/21. We hosted about 100 attendees including volunteers. Entrance fee was a donation to our food pantries
- The Angel Gift Boxes operated in November and Early December, collecting toiletries, toys, and clothing for TLS Veterans' Services in McHenry.
- ELCA Good Gifts Ornaments were available on the tree in Narthex in December
- We raised OVER TWO TONS of food for the Crystal Lake and Algonquin/Lake in the Hills Food Pantries! This was double our goal from last year

Plans for 2019:

- Our Goals in 2019 will be to increase welcoming activities and improve integration of events and projects with other committees. We welcome new faces and ideas to the Outreach Team and look forward to continued efforts to serve and welcome others at and beyond Living Waters.

WORSHIP TEAM REPORT

Submitted by: Doris Ronge (chair)

Team Members: Doris Ronge (chair) Becky Marshall, Linda Kelly, Joan Chauncey, Krystina Iwachniuk, Lynn Swanson, Olivia Flanigan, and Diane Sundberg ; Karin Nelson (council liaison)

Team Mission: Engage our congregation and community in ways that not only enhance the worship experience at Living Waters, but provide opportunities that allow for active participation through music, the arts, and prayer.

Accomplishments for 2018:

- Pray Ground, a child friendly space with a rug and children's activities, was added to the front of the Sanctuary. This space is intended for families with infants and small children and allows the children to experience the sights and sounds of worship more closely and participate according to their needs. Children may also leave after the children's sermon to attend Sunday School and then rejoin the service after their lesson.
- Prayer ministers are available during communion at all three services on the second Sunday of the month. The Sunday morning prayer time now provides time for the congregation to express their thoughts and concerns by speaking them out loud or silently. Evening prayer services are offered on the second and fourth Wednesday evenings of the month.

- The Liturgical Arts subcommittee led by Becky Marshall and Linda Kelly have enriched the worship experience by providing art and visual enhancements that support the worship themes and activities of the church calendar.
- The Wednesday evening Lenten services in 2018 provided a contemplative and experiential worship time through activities, stations and study time that congregants could participate in. Maundy Thursday activities included a Passover Seder Meal. The Good Friday service provided the 14 Stations of the Cross with the congregants moving through the different stations during the worship service. Artwork for the Stations of the Cross was provided by Andrea Lily and Anne Tanner.
- A year long study of the book “The Story” was completed in June.
- The themes and decorations from Vacation Bible School were the focus of a sermon series in August.
- A “Pick Two” sermon series and campaign encouraged congregants to choose two new activities to try from a posted list in the narthex.

Goals for 2019:

1. Encourage active participation and engagement of all age groups in the worship experience.
2. Continue to actively recruit and mentor new worship leaders.
3. Review and update the Worship Leader handbook.
4. Develop and distribute a substitute list for Worship Leaders.
5. Support the Liturgical Arts Committee in enhancing the worship experience through the use of the arts.

STEWARDSHIP TEAM REPORT

Submitted by: Patricia Lenz

2018 Team Members: Patricia Lenz (Chair), Sharon Zeilstra (Council Liaison), John Conway, John Stone, Kermit Swanson

Team Mission: “As a faith community, we endeavor to use the gifts God has given to us to serve the needs of people both within and outside of our congregation.”

The Stewardship Team would like to thank the people of Living Waters for their generosity throughout the year toward our operating expenses as well as toward special campaigns such as youth fundraisers and philanthropic projects.

This year the Stewardship Team chose to pursue a year-round stewardship plan to explore the many facets of stewardship beyond the giving of financial resources. Temple talks were given once per month starting in June 2018 - Stewardship of grace, the story, the environment, time, talents, etc. This plan was well received by the congregation and allowed many different people to get involved in Stewardship.

The annual financial stewardship campaign was held in October-November 2018 and this year we accepted electronic pledges on Realm for the first time as well as traditional pledge cards. Pledging response on Realm to date is low and follow-up letters are being mailed to encourage people to pledge.

Your fellow servant,
Patricia Lenz

2019 Pledge Information

Submitted by Kermit Swanson

Pledges as of the morning of January 14, 2019:

- Regular Envelopes: 44 pledges, \$112,968
- Mortgage Fund: 35 pledges, \$48,214

NOMINATING COMMITTEE REPORT

Submitted by: John Conway

2018 Team Members: Larissa Stone, Doris Haugen, Karen Schenkenfelder, John Conway, Lee Williams, Karin Nelson (council)

Team Mission: “A nominating committee of six voting members of this congregation; two of whom shall be outgoing members of the Congregation Council; and four of whom shall be elected by the congregation at the annual meeting for a term of one year. Members of this Nominating Committee are not eligible for consecutive re-election. In selecting candidates for the various positions of responsibility in the congregation, the Nominating Committee shall seek fair and adequate representation for all members of the congregation.”

The leadership handbook states: “The committee shall seek candidates to fill the following vacancies.”

Council and Certain Committee Nominations for Elections

2019 COUNCIL MEMBERS (pending vote):

- Elect Larissa Stone (to serve until January 2021)
- Elect Linda Sweeney (to serve until January 2021)
- Elect Nick Schimmel (to serve until January 2021)
- Re-Elect Bridget Farley (to serve until January 2021)

2019 NOMINATING COMMITTEE

- Matt Marshall, Lee Williams, & Todd Soderwall
- Karin Nelson (former council) & Tom Hall (former council)

2019 VOTING MEMBERS TO THE NORTHERN ILLINOIS SYNOD ASSEMBLY:

- Russ Struck & Lee Williams
- Youth delegate: Brynn Conway & Josh Naumowicz

2019 AUDIT COMMITTEE

- Re-elect Letty Villalon (to serve until end of 2019)
- Re-elect Audra Buckner (to serve until 2021)

2019 FINANCE COMMITTEE : Elect Mark Taylor (to serve until 2021)

Ministry Committee Appointments for 2019

2019 STEWARDSHIP TEAM: New Chair Sharon Zeilstra

2019 PROPERTY TEAM: New Co-chair David Emberton (with Mark Naumowicz)