

What's happening

at Immanuel ???

Please note: This email address is used only for sending messages to the whole ILC congregation—Please do not reply to this email. If you have a message for the office, please send to office@immanuelcrosby.org Thank you!

Dear God, we ask for Your Divine protection and guidance over this family of faith, Immanuel Lutheran Church. Guide our steps, shield us from harm, and fill our homes with Your peace and love. In Jesus' name, amen.

May 13—20

Tonight	5-7:30 p.m.	Youth Night
Thursday	7:00 a.m.	Men's Den
	6:00 p.m.	Churchyard Practice
Saturday	9:30 a.m.	The Right Path Recovery Meeting
Sunday	9:30 a.m.	Worship
	10:45 a.m.	Class with Pastor Ian
Monday	Newsletter Deadline	
	4:00 p.m.	TOPS
Tuesday	9:00 a.m.	Staff Meeting
	9:00 a.m.	Quilting
	12:00 p.m.	Renewal
	1:30 p.m.	Tabitha Study
	3:30 p.m.	Bible Study – D. Kreller
	5:30 p.m.	Council Meeting
Wednesday	8:00 a.m.	Bible Study – N. Evans
	10:00 a.m.	Bible Study – P. Collignon
	5-7:30 p.m.	Confirmation

Please note: The Sunday class “Preparing Our Hearts” with Pastor Ian will be held on Sunday, May 17th after worship at 10:45 a.m. Everyone is encouraged to attend.
Please note: No class on Sundays May 24 & 31

THIS WEEK’S PRAYER CONCERNS:

Ron Christenson, Family & Friends of Gary DeBoer, Gary & Sandi Erickson, Justin Fort, Ron Hendrickson, Tim Hummel, Krista Jones, Ricky Kooy, Betsy Liedl, Pat Loew, Ryan & Lyndsey Lund, Susan Mirau, Bernie Nephew, Jen Nissen, Family & Friends of Jean Olson, Holly Popkes, Don Rasmussen, Greg & Piper Rushmeier, Shirley Sanborn, Bill Thoms, Dave Webber, Tom & Audrey Webber, Melony Wynn

Invitation to Serve: Transition Task Force

Subject: Join Us in Shaping the Future of Immanuel Lutheran Church

"For surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope." — Jeremiah 29:11

As we continue to prepare for a new chapter in the life of our congregation, we are seeking members for a **Transition Task Force**.

What is the Transition Task Force?

This team (typically 5–7 members) will serve as a guiding light during our interim time. They will work in addition to Pastor Ian’s two-prong education and administrative organizational review process. They are not the Call Committee; rather, they are responsible for:

- **Facilitating Self-Study:** Leading congregation-wide listening sessions to understand who we are today, who we might need to be tomorrow.
- **Reviewing Heritage:** Honestly reviewing our congregation’s past, strengths, and challenges.
- **Developing a Ministry Site Profile:** Creating the document that outlines our mission and guides the future search for a new pastor. Includes information gathered recently by our Transition Profile team.
- **Fostering Communication:** Keeping the congregation engaged and informed throughout the transition.

Who Should Serve?

We are looking for members who are:

- Active in worship and connected to various ministries.
- Trusted, respected, and able to listen to all perspectives.
- Able to set aside personal agendas to discern God's will for the whole community.
- Resilient and excited to explore new possibilities for ministry.

Please submit your interest in writing, including reasons why you might be a good fit for the Transition Task Force. Place this in mailbox #104 prior to July 1.

The Church Council will be having a June 9 training session with Christian Huntley from LCMC on best practices for the selection and process for a Transition Task Force. Final selection will occur in early July.

Char Kinzer, Council President

This **Mid-Term Progress Report** is designed to be presented to the Church Council or shared with the congregation. It synthesizes the administrative work already completed by Pastor Ian and the Council with the upcoming goals of the educational program.

Mid-Term Progress Report: Immanuel Lutheran Church

Period: Interim Transition Phase

Prepared For: Church Council & Congregation

Focus: Organizational Health and Spiritual Alignment

1. Executive Summary

Since the beginning of our interim period, ILC is moving from a phase of “observation” to “active refinement.” We are engaged in adjusting our **administrative organizational structure** framework that clarifies oversight and shifts our culture from static committees to dynamic ministry teams. In

tandem with our focus on our organizational structure, we have been focusing on the **Educational Program** to ensure that our spiritual identity matches our new operational clarity.

2. Administrative Milestones (Completed/In Progress)

We are laying the “scaffolding” for our future ministry through a comprehensive organizational review.

Key Deliverables:

- **Structural Responsibilities:** Clearly defined roles for the Council, Pastor, and Office Manager to prevent “blurred lines” of responsibility.
- **Operational Pillars:** Established four distinct departments:
 1. **Vision & Governance** (Council/Pastor Oversight)
 2. **Ministry & Education** (Discipleship & Outreach)
 3. **Office Management** (Office Manager Systems & Support)
 4. **Operational Services** (Finance, Facilities, & Logistics)
- **Membership Audit:** Definitions for membership (Baptized, Confirmed, Voting, and Associate) to ensure a healthy and active “Good Standing” standard
 1. **Audit Membership Rolls**
- **Committee Structure**

Impact on the “Call” Process:

By standardizing our **Standard Operating Procedures (SOPs)** and clarifying accountability, we are creating an environment where a new minister can focus on preaching and pastoral care rather than administrative oversight.

3. Educational & Spiritual Progress

The Council has identified that structural health is only half of the equation. The second half is education in order to develop a shared biblical vision.

Implementation of *Becoming God’s Family: Adult Education*

- **Resource Selection:** *Becoming God’s Family* by Carmen Joy Imes has been selected as the primary text for the congregation-wide study.
 - **Adult Education:** Class for the congregation as a whole is aimed at raising our consciousness as to why the church still matters.
 - **The Goal:** To move the congregation from an individualistic view of faith to a communal “family”
 - **Current Status:** Book Study and Adult Education are both underway.
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4. Current “Administrative Gaps” & Future Tasks

While much has been achieved, the following areas require focused attention in the second half of the interim period:

Task Area	Status	Next Steps
Bylaw Alignment	Pending	Review existing bylaws against the new Refined Governance mandates.
Training and Transition for Council	Pending	Secure time and date for LCMC/NALC training
Church Roles Alignment	Pending	Review existing church roles for accuracy
Financial Transparency	Ongoing	Finance Committee structure and duties review to finalize the annual budget report for Council...
Church Committee	Ongoing	Review membership Rolls

5. Conclusion & Looking Ahead

We are currently in a “Strengthening Phase.” The internal work being done now is not always observable, but it is the best gift we can give to our future shepherd. When we know **who** we are (God’s Family) and **how** we work (administrative organizational structure), we will have the discernment necessary to recognize the leader God is preparing for us.

“How we compile this information to support the continued growth and health of our church will make us desirable to our future minister.” — Pastor Ian

Respectfully Submitted,

Pastor Ian

Meal with a Mission

Sunday, May 31, 2026

10:30 a.m.

Benefitting Cuyuna Lakes Lunch Bunch