

**Immanuel Lutheran Church
Church Council Meeting Minutes
January 15, 2013
7 p.m., ILC Library**

John Urbanski called the meeting to order at 7:01 p.m.

Devotions – Shannon Fleck

Faith Story – Vickie Olson

Refreshments – Lisa Andersen

Motions:

Motion Made	Made By	Second	Outcome of Vote
Motion to approve December minutes.	Sharon P.	Shannon F.	Motion carried.
Motion to approve 2013 budget, as presented.	Lee P.	Lisa A.	Motion carried.
Motion to affirm the Vision 2013 document created by the Visioning Team.	Chip C.	Lorraine M.	Motion carried.
Motion to approve the contract to work with Vibrant Faith Ministries over the next three years to put Immanuel's Vision into action.	Mike B.	Sharon P.	Motion carried.

Action Items Assigned:

Action items	Assigned to	Target Date	Status
Work with MaryKay to use a combination of online volunteering and recruitment to fill open positions.	John U.	TBD	In process.

Committee Reports:

Secretary's Report – Karen Travis

- Note: Bill confirmed that Thrivent Choice dollars will continue.
- Sharon motioned to approve December minutes. Shannon seconded. Motion carried.

Financial Secretary's Report – Rick Harrison

- Financials from 2012 were very strong. December giving was lower than 2011, but we were able to end the year with total giving at 102% of budget.
- Bill pointed out there were prepaid contributions of \$20,200, which will be reflected in January 2013 financials.

Treasurer's Report – Brian Nichols

- Church expenses were less than planned and program expenses were above plan. For the year we ended up below budget for expenses. We had planned for a deficit and ended up with a surplus due to generous giving and lower overall expenses.
- Fund balance is \$88,000.
- For the Building Fund, we should be able to make an \$80,000 additional principal payment and still maintain three months of mortgage payments in reserve. Pastor Paul and Martin are putting together a Five for Fifty update for February. The Council agreed to the additional \$80,000 principal payment.
- Council reviewed and discussed the 2013 budget figures.
 - Rick suggested the budget needs to reflect the additional Sunday from 2012. We have \$830,000 pledges received, with a goal of \$850,000 (slightly ahead of where we were last year). Based on previous years, it may make sense to assume 2% of the growth in 2012 was related to the additional Sunday. As a result, even though we're holding the budget flat it could be assumed to be a slight increase.
 - Personnel budget includes additional funds for staffing needs to support visioning and strategic plan. In addition, a recommendation was made to add a \$150/month stipend for music staff for 2013 (not currently reflected in 2013 budget, however there is room for that additional expense). Also included in budget (in Misc.) for Vibrant Faith ministry, and for additional expenses for paying someone to come in to conduct services during sabbaticals.
 - Discussed whether or not to authorize deficit spending of \$34,000 in the 2013 budget. We currently have \$85,000 as a fund balance in reserve, recognizing there are some one-time funding items that will not need to be repeated the following year. Council will be prepared to clarify the -\$34,000 variance line item in the 2013 budget at the Annual Meeting later this month.
 - A suggestion was made to allow for a new reserve for Properties, given that the 2012 reserve was used for repairs. Lee will work with Brian to do a formal maintenance plan to anticipate long-term costs.
 - Lee motioned to adopt the 2013 budget that was presented. Lisa seconded. Motion carried.

Vice President's Report – Lee Prinkkila

- No report.

Evangelism Committee – Mike Berdahl

- Good Alpha dinner turnout (50 people). Five groups will start this Thursday.
- New member, Julie Tufford-Olig, added to the Committee.
- Mike has created a cross that will be used for special contemplative prayer services, which will begin February 10 at 6:35 p.m.

Adult Faith Formation – Lorraine Maenke

- An event will be held for Young Marrieds February 9. Sign-up will start on Sunday.
- Woman's retreat is February 23 at Mount Olivet. Sign starts the first Sunday in February.

Worship, Music and Arts – Chip Carlson

- Discussed 2012 Christmas services. Didn't seem to be quite enough time between services for musical performers (something to keep in mind for 2013 planning). Parking between the 3:30 p.m. and 5:p.m. services was also difficult.
- January 27, Immanuel members commissioned an original piece of music to be presented .
- Musical groups are in the process of preparing for Lent.

Properties – John Melchert, Brian Heinzen (reported by Bill Hawkins)

- Discussed the possibility of building a storage shed on the west end of the property, with half the space to be used by Scouts and the other half for Immanuel storage (not included in the 2013 budget). More exploration is needed on this subject.
- Discussed the need for replacement tables (several had to be thrown away and Immanuel is in need of six new tables). Rich Weaver found a company in Edina who makes this type of tables and provided cost estimates. The group agreed that these tables could be paid for out of the Property Committee furnishings budget.

Senior High and Middle School Youth – Amy Manicor and Vickie Olson; Shannon Fleck and Mary Hovet

- Afton Ski Day will be held January 28.
- Youth Rejoice is coming up on February 3. Format changed this year (rather than Saturday evening, it will be held Sunday morning). Youth will be running the services on that day. Changed the silent auction so there will be a morning breakfast and a few raffle items, with a freewill offering at the end of each service to give the congregation an opportunity to support youth programming.
- Youth Quake took place on January 4-6. Nine kids participated.
- Due Justice retreat, February 8-9, will be at Messiah Lutheran in Minneapolis (9th through 12th graders).

Stewardship – Paul Stordahl

- Goal of 360 pledges and \$850,000.
- As of today there are 315 pledges in, for a total of \$830,000 (including Simply Giving).

Children's Education – Lisa Anderson and Eldri Johnson

- Met last week with Kim to discuss the transition. Sunday School ends May 6. Discussed five areas to be covered with help from the Children's Education Committee in Kim's absence.
- Families' First events—Family Movie Night Feb 3, Carnival on March 1. March 30 Eggstraveganza—and the committee is looking for volunteers.
- The committee discussed the call committee process, including recognition of Kim's contributions to Immanuel.

Social Concerns – Sharon Peterson

- Chapin Hall was a guest representing Redeemer Center for Life, asking for donations to complete rehabilitation of units (costing \$7,500 each). Immanuel was able to give them half, and Chapin is seeing additional contributions from the congregation.
- Grief Coalition was well received.
- Discussed Immanuel's practice of giving away 20 percent of church contributions (\$77,000 for 2013). Pastor Susan went through Social Ministry budget for 2013.

Fellowship Committee – Lindy Fischer and Terri Tomlinson

- Planning is under way for the Chili Lunch, to be served at the Annual Meeting on January 27. Received a great response from the Sunday bulletin.

Staff Reports:**Martin Rathjen**

- Working with the hiring committee and with Pastor Paul on the vision statement.
- Immanuel Geeks helped make technology improvements, with John and Jay putting in 40-80 hours each between Christmas and New Year's.

Bill Hawkins

- Audit Committee will be meeting prior to the Annual Meeting, with information to be included in the Annual Report.

Pastor Susan

- Invited Council to come to the Sunday Quiet Prayer Time February 10 at 6:35 p.m.
- Stained glass window has been installed on the North door of the sanctuary. This will be featured in "Luther's Way," and a dedication will be made at an upcoming service.

Pastor Paul

- Pastor Paul's next classwork assignment is a survey for the congregation aimed at evaluating how people are engaging in faith habits, and whether these practices have a measureable impact in how they live out their faith in their daily work lives.
- January 26 is a work day at Redeemer house, currently under construction, for those interested in participating.

President's Update – John Urbanski

- Kim Rathjen will resign her position effective March 1, 2013. A search committee has been put together and is collecting resumes from those interested in the position. The committee has updated the job description and is finalizing interview questions. Interviews begin Monday. The position has been advertised online and on the Synod website; print advertisements will be published the end of January. A number of strong candidates have applied. The search committee will make a recommendation to the Council once all interviews are complete.
- The nominating committee is working to fill the Council ballot, as there are still a few open spots. Should be ready for the annual meeting.
- Council retreat will be March 9 from 8 a.m. to 3 p.m. Details to follow.
- New member orientation is this Sunday at noon, and Council members are invited to stop in to greet people and welcome them to Immanuel.
- Reviewed Vision 2013 statement, and discussed the contract with Vibrant Faith to put this into action at Immanuel over the next three years (\$3,900/year for three years). This document will be presented at the annual meeting. Thanks to Martin and Deb Garvey –Hall in helping to articulate this vision. Chip motioned to affirm and recommend approval of the work of the Visioning Team, as outlined in the Vision 2013, for approval at the upcoming annual meeting. Lorraine seconded. Motion carried. Mike made a motion to approve the contract to work with Vibrant Faith Ministries. Sharon seconded. Motion carried.
- Gathering next Tuesday night for one final visioning meeting.
- Online volunteering system does not seem to be effective. Discussed using a combination of online and actively reaching out to those who typically volunteer or who may want to be scheduled. John will touch base with MaryKay about this.

Other Business:

- **Upcoming meetings:**
 - January 27, 2013—annual meeting
 - March 9—Council retreat.

The next Council meeting will be February 12, 2013, at 7 p.m.

Meeting adjourned at 9:12 p.m.

Prayerfully submitted,

Karen Travis
Council Secretary

Attendance

P-Present, NP-Not Present

Name	P/NP	Name	P/NP
Lisa Anderson	P	Lorraine Maenke	P
Mike Berdahl	P	Brian Nichols	P
Chip Carlson	P	Pastor Paul Nelson	P
Lindy Fischer	NP	Vicki Olson	P
Shannon Fleck	P	Sharon Peterson	P
Rick Harrison	P	Lee Prinkkila	P
Bill Hawkins	P	Martin Rathjen	P
Brian Heinzen	NP	Paul Stordahl	P
Mary Hovet	P	Terry Tomlinson	P
Eldri Johnson	NP	Karen Travis	P
John Melchert	NP	John Urbanski	P
Amy Manicor	P	Pastor Susan Weaver	P

Income Summary

2012 December Analysis Summary

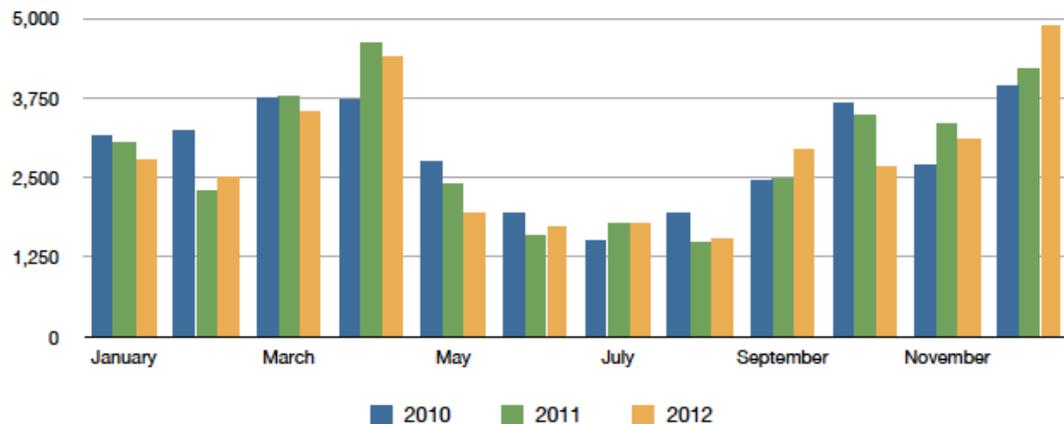
December 2012 giving was less than December 2011 and less than December 2012 budget.

- Actual giving 2012 vs 2011:
 - December giving: \$ 25,193 (13.2%) less than 2011 (\$165,267 vs \$190,460)
 - YTD giving: \$30,272 (2.8%) more than 2011 (\$1,094,363 vs \$1,064,363)
- Actual giving vs budget:
 - December: \$9,999 (5.7%) less than budget (\$165,267 vs \$175,266)
 - YTD: \$19,635 (1.8%) more than budget (\$1,094,635 vs \$1,075,000)
- Completed 100% of 2012 budget year with total giving at 102% of budget.
- Attendance:
 - Sundays in December 2012: 5 (YTD 53) 2011: 4 (YTD 52)

Immanuel Attendance: 2011 vs. 2012

Date	2010	2011	2012	2012 Cum	Variance	Cum Variance
January	3,151	3,054	2,784	2,784	(270)	(270)
February	3,254	2,300	2,502	5,286	202	(68)
March	3,764	3,793	3,553	8,839	(240)	(308)
April	3,722	4,616	4,415	13,254	(201)	(509)
May	2,757	2,417	1,948	15,202	(469)	(978)
June	1,957	1,595	1,724	16,926	129	(849)
July	1,505	1,772	1,782	18,708	10	(839)
August	1,938	1,493	1,544	20,252	51	(788)
September	2,472	2,495	2,957	23,209	462	(326)
October	3,670	3,483	2,670	25,879	(813)	(1,139)
November	2,713	3,343	3,111	28,990	(232)	(1,371)
December	3,935	4,208	4,899	33,889	691	(680)
YTD Total	34,838	34,569	33,889			
YTD Avg	5,360	5,318	5,214			

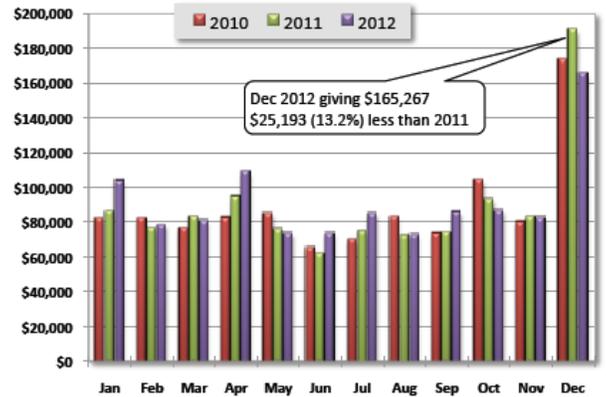
Immanuel Lutheran 3 Year Attendance Comparison



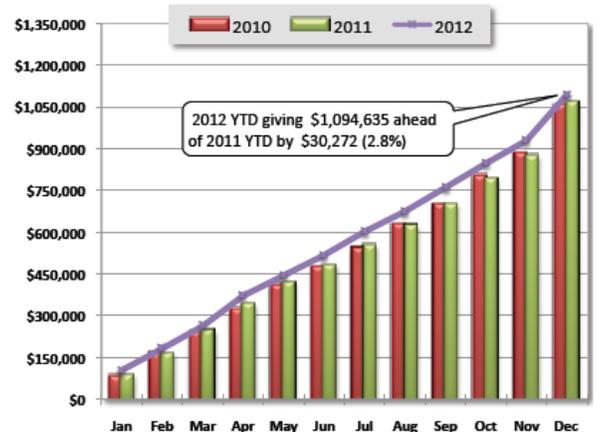
Income Report

Immanuel Lutheran Church Income Report for December 2012

Monthly Giving						
Month	2009	2010	2011	2012	Var \$	Var %
January	69,088	81,681	86,230	103,744	17,514	20.3%
February	62,631	81,946	76,078	78,018	1,940	2.5%
March	102,801	76,533	83,025	80,694	(2,331)	-2.8%
April	96,532	82,488	94,959	108,798	13,839	14.6%
May	77,469	84,582	75,593	73,058	(2,535)	-3.4%
June	65,109	65,110	61,527	73,349	11,822	19.2%
July	62,889	69,531	74,684	84,562	9,878	13.2%
August	82,315	82,890	72,215	72,617	402	0.6%
September	73,270	73,435	73,812	85,876	12,063	16.3%
October	76,167	103,989	92,878	86,578	(6,300)	-6.8%
November	101,925	80,006	82,900	82,074	(826)	-1.0%
December	171,577	173,149	190,460	165,267	(25,193)	-13.2%
YTD	1,041,772	1,055,340	1,064,363	1,094,635	30,272	2.8%



Cumulative Giving by Month						
Month	2009	2010	2011	2012	Var \$	Var %
January	69,088	81,681	86,230	103,744	17,514	20.3%
February	131,718	163,627	162,308	181,762	19,453	12.0%
March	234,520	240,160	245,333	262,456	17,122	7.0%
April	331,052	322,648	340,293	371,254	30,961	9.1%
May	408,521	407,230	415,885	444,312	28,427	6.8%
June	473,630	472,340	477,412	517,661	40,249	8.4%
July	536,519	541,871	552,096	602,223	50,127	9.1%
August	618,834	624,761	624,312	674,840	50,528	8.1%
September	692,104	698,196	698,124	760,716	62,591	9.0%
October	768,271	802,185	791,002	847,294	56,291	7.1%
November	870,195	882,191	873,903	929,368	55,465	6.3%
December	1,041,772	1,055,340	1,064,363	1,094,635	30,272	2.8%



2012 Monthly Budget vs. Actual						
Month	Budget	Actual	Mo Var	Mo %	YTD Var	YTD %
January	81,485	103,744	22,259	27.3%	22,259	27.3%
February	76,681	78,018	1,337	1.7%	23,596	14.9%
March	93,918	80,694	(13,224)	-14.1%	10,372	4.1%
April	92,580	108,798	16,218	17.5%	26,590	7.7%
May	74,121	73,058	(1,063)	-1.4%	25,527	6.1%
June	67,973	73,349	5,376	7.9%	30,903	6.3%
July	69,966	84,562	14,596	20.9%	45,499	8.2%
August	73,948	72,617	(1,331)	-1.8%	44,168	7.0%
September	80,875	85,876	5,001	6.2%	49,169	6.9%
October	96,878	86,578	(10,300)	-10.6%	38,869	4.8%
November	91,309	82,074	(9,235)	-10.1%	29,634	3.3%
December	175,266	165,267	(9,999)	-5.7%	19,635	1.8%
Annual	1,075,000	1,094,635	-- NA --	-- NA --	19,635	101.8%

