

**Immanuel Lutheran Church
Church Council Meeting Minutes
January 12, 2016
7 p.m., ILC Library**

John Urbanski called the meeting to order at 7:03 p.m.

Devotions – Bob Peterson

Refreshments – Jen Johnson

Faith Story – John Urbanski

Motions:

Motion Made	Made By	Second	Outcome of Vote
Motion to approve December minutes	Pastor Susan	Brenda	Motion carried
Motion to approve the 2016 budget with some adjustments in staff salaries to meet Synod Guidelines	Bob	Paul	Motion carried

Action Items	Assigned	Target Date	Status

Action Items Assigned:

John introduced Dana, from Baker’s Associates, to present her ideas to the Council for her designs for updating and remodeling Immanuel via the next Capital Appeal. Martin had encouraged Council members to come to Immanuel at 6:40 p.m. to look at the designs Dana had made for Immanuel. Dana had walked with Pastor Paul and Martin earlier throughout Immanuel to discuss ways of making Immanuel more open and welcoming. Immanuel needs warmth and better sound quality in the larger areas. Many of the Council members were very pleased with what Dana had designed.

Council Reports:

Secretary’s Report – Gay Ludvig

Review and approve December minutes. Pastor Susan made a motion to approve the December minutes, and Brenda seconded the motion. The motion carried.

President’s Report- John

- Annual reports need to be turned in to Brian so the congregation may read the reports at the Annual Meeting on Jan. 24th. Printed copies of the reports will be distributed this Sunday in church.
- As of this time last January, there were \$790,000 in pledges for 2015. This year there are \$760,000 in pledges. However, Pastor Paul will meet with Paul Stordahl. to

discuss how much money is coming from Simply Giving. There was \$90,000 more in Simply Giving this year.

New Business:

Capital Appeal

The theme for this year is "Opening Doors." Immanuel will focus on capital improvements such as a larger parking lot and updating and remodeling the interior to make Immanuel more appealing for our congregation as well as visitors. Immanuel will also give more money to worthy causes such as Redeemer Lutheran Church in Minneapolis and the homeless shelter for youth.

- Pastor Paul wants to look at several staff positions to raise the salaries to be within the Synod guidelines. That could range from \$3,000-\$5,000 in addition to what the proposed 2016 budget is.
- Bob Peterson moved to accept the 2016 budget with an adjustment to the staff salaries which need to be raised to meet Synod guidelines. Paul seconded the motion, and the motion carried.

Vice President's Report – Brenda Tonjes

- The Employee Guidebook is still in the process of being finalized, and when it is, Brenda will bring it back to the Council for approval.

Financial Secretary's Report – Scott Belseth Giving/Attendance

- Actual giving 2015 vs. 2014:
 - December giving: \$29,052 (+16.7%) more than 2014 (\$203,371 vs. \$174,319)
 - 2015 giving: Year-to-date \$34,674 (+3.1%) more than 2014 (\$1,169,878 vs. \$1,135,204 LY)
- Actual giving v. budget:
 - December giving \$13,363 (+7.0%) more than budget (\$203,371 vs. \$190,008 budgeted)
 - 2015 Giving: Year-to-date \$9,878 (+0.9%) more than budget (\$1,169,878 vs. \$1,160,000)
- Attendance: Sundays in December: 2015: 4 2014: 4

Treasurer's report- Brian Nichols: Expenses/Financial Reports:

- In 2015 the budget for annual giving totaled \$1,160,000. Actual expenses totaled \$1,170,533. Council and staff managed the expenses to lead to expenses coming in under budget by \$1,800 except for the expenses incurred by the heating and air conditioning repairs.
- Overall, Immanuel's expenses in 2015 were consistent with the balanced budget by achieving a deficit of less than \$700., and we ended the year with a balance just under \$60,000 (or over 5.2% of the annual giving budget.)
- By the end of December the principal balance on the mortgage was \$193,073. With an extra payment of \$15,000 in February, the mortgage balance will be below \$150,000. The mortgage balance will be under \$120,000 at the end of the Five for Fifty campaign which ends in April of 2016.
- In the 2016 proposed budget personnel expenses are budgeted to increase by over \$25,000 to \$770,900 or 3.4% increase. There will be a 3% increase in pastoral and staff salaries as well as some individual adjustments to be consistent with Minneapolis Area Synod salary guidelines. Employee contribution will increase from 10% to 25% for the cost of dependent health care coverage.
- The Council recommends continuing the ELCA benevolence at 12% and benevolence to other ministry partner organizations at 7% inclusive of all forms of contributions. Bob moved to accept the proposed 2016 budget with some individual

adjustments for some staff salaries to be consistent with Minneapolis Area Synod guidelines. Paul Stordahl seconded the motion, and it carried.

Staff Reports:

Communications: Martin– .

- There is a new Monday morning e-mail format: more links and less verbiage.
- He is working on the Capital Appeal for 2016 with Dana who designed several options for updating and remodeling Immanuel to be more welcoming and warm for our congregation as well as the community.
- He is working with Deb Lyngdal with a video project.
- He will be gone to visit his mother the first two weeks of February. Cathy Meyer will represent Martin at the Feb. Council meeting.

Church Administrator: Bill

- The font still needs work Although the leak was fixed, another leak appeared. The final payment will not occur until after the font is fixed.
- He's had one quote for new air conditioning and heating furnace.
- He has talked to a security system about using a key card for all of the outside doors instead of the key system we have now.
- Bill repeated that he pays bills on the 15th and the end of each month.

Pastor Susan:

- She is going to have a Lenten service at noon in fellowship hall to those who can't come on Wednesday nights. There will be scripture, prayer, and holy communion followed by lunch. She starts on Ash Wednesday which is Feb. 10th.
- She encourages Council members to thank the people who have told their faith on the 40 Bible Readings every week.
- She requests that we pray for her husband who has his second eye surgery on Jan. 15th.
- She encourages all to drop in to her new office!
- She thoroughly enjoyed discussing the Israel- Palestine trip on Jan. 6th.

Pastor Angela:

- She said she had a poem to share: "I came, I got the call...and now I'm installed."
- She needs people for a Dream Team.

Pastor Paul

- Paul was very grateful for the fantastic balance at the end of 2015. The church had received a \$203,000 month in December, which had never occurred previously. He always feels nervous in November that the budget will not balance, and there was a surplus this year!
- During Lent this year he's planning on having a "Witness in the Wilderness" each week. The themes addressed will be loneliness, addiction, family issues, anxiety and loss.
- Pastor Paul, his wife Karen, and Gary Thrasher will host "Immanuel's Tour of Transformation: Prague and Germany August 8-19, 2016." They have 18 couples signed up so far. More are welcome to register.
- 2016 Capital Appeal
 - After 4 capital appeals since 1998, Immanuel is close to paying down the mortgage.
 - As a result of the visioning process in 2013, our new mission statement is: God is calling us to reach deeper into our congregation and further out into our

community to better know and care for one another. The new tagline: Called to care. Sent to serve.

- After Immanuel members answered questions to inventories, assessments and surveys that were led by Kairos, Kairos stated that we are poised to do transformational ministry.
- In the fall of 2015 our core values (what matters to us at Immanuel) included:
 - Loving God and one another
 - Intentional faith development and expression
 - Engaging in vibrant, authentic worship
 - Practicing transformative generosity
- The new theme for our 2016 Capital Appeal is "Opening Doors."
 - With the financial support from our members, Immanuel would like to update and remodel Luther Hall, Fellowship Hall, and the Sunday School wing through painting and putting in new carpet and improving the sound system throughout the building.
 - Immanuel would also like to use digital signage, expand the parking lot, and design a children's playground.
 - Immanuel has begun an initiative to provide a youth shelter for homeless youth in the area.
 - Immanuel would like to continue to support the ministry in North Minneapolis through Redeemer Church and the Glenwood House that houses college and seminary students who actively engage in the ministry of North Minneapolis.
 - The timeline includes discussing the amount of Immanuel's mortgage the first Sunday in April. Secondly, the 2016 campaign during the next three Sundays in April will present the stages of "Opening Doors."
 - New pledges will be requested for May 1st of 2016 which will encompass three years.

Committee Reports:

Senior High Youth - Scott Sabin

- There are 24 seniors who have signed up for the Senior High Mission Trip from June 18-24, 2016, to Benton Harbor, Michigan.
- People of all ages are invited to spend a week in the State of Chiapas, Mexico (near Guatemala) for an immersion service trip through our partner AMEXTRA. Contact Kim Rathjen to express interest or ask questions.

Worship, Music and Arts – Bob Peterson

- Bob is meeting every other month with his committee.
- The alta_r guild recently got two new members which is welcome.
- There are new flower stands.
- Maynard Goplen is replacing the pressed wood at the end of the platforms to real wood.

Parish Fellowship Co-Chair – Melanie Leite Carroll

- Wednesday Cafe continues to be great!
- She is hoping for more volunteers for the chili feed and bars for the Annual Meeting at noon on January 24, 2016.

Properties – Brian Heinzen

- The font is still not fixed. Only partial payment was sent now, and the final payment will not occur until the font is completed.

Stewardship – Paul Stordahl

- Over \$750,000 has been received as of mid-January which doesn't include money from Simply Giving.

- In the last month Simply Giving rose from \$22,000 to \$28,000.

Social Concerns – Sharon Peterson was absent.

Adult Faith Formation –Jennifer Johnson

- Her committee will meet on January 19th.
- The women’s retreat will be on February 27, 2016. Carla Beach from Tables of Eight will be the main speaker. She will be discussing “Lady Godiva’s Spiritual Ride.”
- The first of three Wednesday evenings begins this Wednesday and features a book called “The Couple’s Check-Up.” One of the pastors will present each Wednesday on ways couples can relate better. Discussion among the couples will follow each topic. Couples have purchased the book to read, and they have completed surveys on their values and priorities.

Children’s Education Co-chair : Katie Thormodsgard

- There were 450 sandwiches made through the God Squad. Allen Law delivers these sandwiches to the homeless people during the night and sleeps in his van. Unfortunately, he has cancer. He also delivers socks and bus tokens. He is truly a saint!
- There is a Children’s Corner in the sanctuary. Parents are encouraged to place their small children there and stay close by to watch them. The Children’s Corner will be taken down on Palm Sunday and be placed again after Easter Sunday.
- The dates for summer camp will include:
 - Seeds Weekend (completed 2nd-3rd graders) Friday, July 22-Sunday, July 24th.
 - Youth Week (completed 4th-9th graders) Sunday, July 24th-Friday, July 29th.
 - The family camp will move from summer to next winter at Camp Onamia.
 - The Program Director at Wapo will come to Immanuel this Sunday, January 17th, for a Camp Sunday to meet with Sunday school children and talk with anyone interested in the camp between services.

Evangelism: Julie Tufford-Olig:

- She and her committee are looking for more ways to share hospitality within the church.
- She needs someone to chair Alpha next fall.

Middle School Youth Co-Chair: Christy Woll

- Youth Rejoice will be this February.
- Ninth grade Stepping Stones started this past Sunday.
- There are only two people signed up for the Middle School Mission Trip in Duluth, Minnesota, this July 31-August 5, 2016. More are welcome!

Closing Prayer

Meeting adjourned at 8:57 p.m.

Upcoming Meetings:

Annual Meeting	January 24, 2016	noon
Council	February 9, 2016	7:00 p.m

Prayerfully submitted,

**Gay Ludvig,
Council Secretary**

Attendance

P- Present, NP Not Present

Name	P/NP	Name	P/NP
Scott Belseth	P	Bob Peterson	P
Donna Bregal	NP	Sharon Peterson	NP
Paul and Melanie Leite Carroll	P	Martin Rathjen	P
Bill Hawkins	P	Scott Sabin	P
Brian Heinzen	P	Paul Stordahl	P
Jolene Held	NP	Katie Thormodsgard	P
Alecia & Lou Hernandez	NP	Brenda Tonjes	P
Eldri Johnson	NP	Julie Tufford-Olig	P
Jennifer Johnson	P	John Urbanski	P
Gay Ludvig	P	Pastor Susan Weaver	P
Pastor Paul Nelson	P	Christy Woll	P
Brian Nichols	P	Pastor Angela	P