

**Immanuel Lutheran Church
Church Council Meeting Minutes
July 14, 2015
7 p.m., ILC Library**

John Urbanski called the meeting to order at 7:06 p.m.

Devotions – Gay

Refreshments – Brenda

Faith Story – Katie was absent.

Motions

Motion Made	Made By	Second	Outcome of Vote
Motion made to approve the May minutes	Donna	Brenda	Motion carried
Motion made to defer the decision to increase staff salary increases until the end of August.	Bob	Brian H.	Motion carried

Action Items Assigned

Action Items	Assigned	Target Date	Status

Council Reports:

Secretary’s Report – Gay Ludvig

Donna approved and Brenda seconded the May minutes. The motion carried.

Information from the May Synod Meeting

John requested that Mary Ellen Anderson present the information she received from the Synod Conference which was held May 15 & 16. Mary Ellen mentioned that since she was an alternate to the Synod, she didn’t receive information a head of time. There were 11 resolutions, and all of them passed. Mary Ellen felt very uncomfortable about voting “no” to several of them, as there didn’t seem to be any dissension, but she did. The theme was “The Word Became Flesh and Came Into the Neighborhood.” Mary Ellen was impressed by two pastors and how their congregations responded to this theme. One church bought out the pay day loans so the people in the neighborhood wouldn’t have to worry about how they were going to pay for them. The second pastor held week day lunches for the neighbors, and they could pay or not pay for them. They were encouraged to just talk while eating, not share their faith. If someone started to encourage people to accept his/her faith, the pastor would tell them they had to leave.

New Business: Congregation Survey/ Kairos/Core Values

Mary, from Kairos, will tell the Leadership Team on August 18th the results from interviews on the MCore about Immanuel’s core values, or in other words, what makes Immanuel unique? Pastor Susan mentioned that since Immanuel’s members did not rank

very high in “spiritual vitality,” she organized an outline for every committee to follow when they meet. She passed out an outline to everyone present. She wanted each committee meeting to begin with devotions, and she listed eight. Because God’s story is our story, it’s important that we use every occasion to hear it, talk about it, and work it into the work we do, and the lives we lead. Pastor Susan requests feedback once the committees have met. Pastor Paul mentioned that God gave Moses 10 rules to live by; therefore, at the tent meeting this September, Paul will rephrase the 10 rules to the 10 steps to spiritual vitality.

President’s Report—John

- Response from Synod re Constitution changes - update
The Synod got back to Immanuel very quickly on the changes Immanuel’s requesting to its Constitution. The Synod agreed to the changes except for the 120 days wait period; the Synod didn’t want to commit to that. John will continue to talk to a couple of members of the Constitution Committee and the Synod to resolve that issue. Pastors are now voting members of the Council.
- Call Committee - update
There were eight resumes of candidates interested in the half-time pastor position. Of those eight, three were interviewed. One lived in Blaine, which was too far away; she didn’t want to move closer. The second one was in the midst of interviewing at another church, so she withdrew her name. The third candidate lived in Shakopee, and both Pastor Paul and Pastor Susan liked her. The Call Committee is meeting on July 22nd, and they hope to have several more candidates by then to interview.

Vice President’s Report – Brenda Tonjes

- Personnel Committee- update
- Brenda and John met, and the work continues on the Employee Guidebook. Their committee plans to meet again in mid-August.

Financial Secretary’s Report – Scott Belseth

- Actual giving 2015 vs. 2014:
 - June giving was \$32,621 (-33.5%) less than in 2014 (\$64,788 vs. \$97,409)
 - 2015 giving: Year-to-date \$25,098 (-4.6%) less than 2014 (\$520,921 vs. \$546,019 LY)
- Actual giving vs. budget:
 - June giving: \$11,656 (-15.2%) less than budget (\$64,788 vs. \$76,444 budgeted)
 - 2015 giving: Year-to-date \$9,663 (-1.8%) less than budget (\$520,921 vs. \$530,584)
- Attendance: Sundays in June 2015 (4) 2014 (5)
 - Pastor Paul thought there was a mistake on the lower numbers this June.

Treasurer’s report- Brian Nichols

- Highlights of the Financial Summary:
 - Giving was almost \$12,000 below budget for June and is about \$10,000 below budget year to date.
 - Church was \$6,000 over budget for June due to the annual Camp Onamia sponsorship and \$12,000 over budget YTD, primarily due to one-time expenses.
 - Program expenses are significantly under budget both for June and YTD.
 - Received \$11,690 in 5 for 50 contributions in June.
- Staff salary adjustment update:
 - Based on the money received through this June, there is no justification to do staff salary increases. We could look at October or December to see if a one-time bonus could be justified. Bob made a motion to defer the decision until the end of August for staff salary adjustments. Brian Heinzen seconded it. The motion carried.

Committee Reports:

Senior High Youth - Scott Sabin

- The senior high youth are voting on where their next mission trip will be. The options include Benton Harbor, Michigan, West Virginia, or a joint trip to Amextra with adults.
- The backpacking trip to the Big Horn Mountains begins this Saturday. Martin will lead 10 teens to the trailheads, and Pastor Paul will take the remainder of the group to the mountains.
- A number of youth will go to a Twins' game with other congregations on August 12th.
- Twenty-one tenth graders have volunteered to be student leaders including the tech team. Their training will be on August 22nd.

Worship, Music and Arts – Bob Peterson

- The committee has taken June and July off, and they plan to meet in August for next year's schedule.

Parish Fellowship Co-Chair – Melanie Leite-Carroll

- The refrigerator was serviced.

Properties – Brian Heinzen

- There is a leak in the air conditioning unit, and water from the system drains into the yard.
- A new roof is also needed.
- Brian brought up the vision of re-structuring the classroom section of Immanuel to better serve the congregation. He also mentioned that we need more space for storage and offices. Perhaps in this next capital appeal some of these issues could be addressed.

Stewardship – Paul Stordahl

- Paul mentioned that he had hoped to have a temple talk in June, but that didn't happen. Immanuel needs to encourage other ways of giving one's pledge than just through the weekly envelope since so many people are gone in the summer. Thus, Immanuel's financial situation is worse than during the school year. More Simply Giving or electronic giving needs to be addressed. Pastor Paul and Paul Stordahl will send out an e-mail addressing the different ways as alternatives to the weekly offering basket.

Social Concerns – Sharon Peterson and Kim Rathjen

- Volunteers are harvesting produce from the Disciple's Garden for PROP.
- Over 2500 cans of tuna have been donated to PROP's summer food program.
- Volunteers are providing meals to Cornerstone, Rezek House, Loaves and Fishes, and the Redeemer Youth Program on July 9th.
- Our missionaries, Steve and Jodi Swanson, gave an update on their work.
- A small group of people have volunteered at a summer program for children who live in the Briarhill apartment complex.
- The next week for hosting families experiencing homelessness through Families Moving Forward is August 30-September 6.

Adult Faith Formation –Jennifer Johnson

- She got together with her committee in mid-June and will meet again with them in mid-August.
- She has put up a chalk wall in the lobby with the idea of putting up a question on the board, and having members of the congregation answer the question.
- Ideas for Wednesday evenings during the year will include a spiritual vitality emphasis, mental health issues, a four-week Bible study, field trips to PROP and the police station, racism, and understanding the Somali community.

- She wants to welcome adults to the Grow evenings by setting up tables ,once the children have left, and encouraging the adults to socialize and connect . Refreshments could be served.

Children’s Education Co-chair – Eldri Johnson & Katie Thormodsgard

- Vacation Bible Church is this week from 9:00-12:00 noon Monday through Thursday with a celebration Thursday evening at 6:30 p.m.
- 15 students attended camp week and had a good experience.
- God Squad, a new ministry group for 5th and 6th graders ,has been developed to fill what is perceived as a gap in ministry to this “tween” group. The curriculum will be CONNECT from Sparkhouse. The Old Testament will be discussed the first year, and the New Testament will be talked about the following year.
- The nursery has undergone changes and maintenance. Painting will take place once a volunteer offers.

Middle School Youth- Donna Bregel and Christy Woll

- The first Mission trip will be to Duluth on August 2-7th. Ten students are going. There are no prerequisites for attending. An evaluation will occur once the camp concludes.
- Several students are helping with Vacation Bible School.
- There are several pool parties: 7th graders on August 22nd, 9th graders on August 17th and the 8th grade party is pending.
- Confirmation guides have been selected, and their training will be in September.

Staff Reports:

- **Bill Hawkins** is writing checks this week. About \$50,000 is going to benevolences. The music people go off salary in the summer.
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- **Martin Rathjen** said that Cindy Paulson has been well received from children and adults.
- Martin is working with Jon Ebert on changing from Century Link to Voice Over Internet Protocol for Immanuel’s communications system.
- Martin leaves this Saturday with 10 young people for backpacking in the Big Horn Mountain area. Their group will travel to the trailheads.

Pastors:

- **Pastor Susan**
- Pastor Susan is working with others to make the Living Room a welcoming place. Her committee is choosing fabric for the upholstery and art work for the room.
- She has increased her pastoral visits this summer.
- She is going through her office deciding where to put things in her new office, what to keep, and what to discard.
- She’s excited about the Adult Faith Formation topics for the coming year. They include understanding the Somali community, racism, mental health issues the second week of October and spiritual vitality.
- **Pastor Paul**
- Pastor Paul talked about getting a new furnace, new doors, new signage, and a new parking lot with the next capital appeal
- There are three reasons people give: generosity, ministry and hospitality. All these reasons will be targeted in the next capital appeal.
- He leaves this Saturday with 29 people to go on the backpacking trip to the Big Horn Mountains in Wyoming.
- Pastor Paul passed around a sheet describing the “Tour of Transformation: Prague and Germany” that he, his wife Karen and Gary Thrasher are sponsoring from August 8-19, 2016.

Closing Prayer
Meeting adjourned at .9:11 p.m.

Upcoming Meetings:

Council	August 11, 2015	7:00 p.m.
Council	August 18, 2015	6:30 p.m.
Council	September 8, 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	NP	Bob Peterson	P
Donna Bregel	P	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	NP
Alecia & Lou Hernandez	NP	Brenda Tonjes	P
Eldri Johnson	NP	Julie Tufford-Olig	NP
Jennifer Johnson	P	John Urbanski	P
Gay Ludvig	P	Pastor Susan Weaver	P
Pastor Paul Nelson	P	Christy Woll	P
Brian Nichols	P		