

**Immanuel Lutheran Church
Executive Committee Meeting Minutes
November 12, 2013
5:45 p.m., ILC Library**

Attendees: John Urbanski, Susan Geitzenauer, Pastor Paul Nelson, Brian Nichols, Pastor Susan Weaver and Bob Warner

Absent: Karen Travis

John called the meeting to order at 5:50 p.m.

Devotion provided by Bob Warner

Motions:

Motions Made	Made by	Second	Outcome of Vote
Motion to approve minutes from October	John	Brian	Motion carried
Motion to provide Pastor Susan 5 weeks of vacation in connection with her 10 year work anniversary	Susan G	Bob	Motion carried
Motion to provide Paul E two weeks paid paternity leave	Brian	Bob	Motion carried
Motion to approve pancake fundraiser request made by Tamara Gambino to be held at Immanuel Nov 29-30	John	Susan	Motion carried

Action Items Assigned:

Action Items	Assigned	Target Date	Status

Old Business:

- **Todd Monge Gift:** Pastor Paul is getting a card for Council to sign and will present it to Todd privately.
- **Same sex marriage/discussion/training:** Approximately 75 congregants attended on Sunday, Nov 3. A few changes will be made for the next meetings, including: nametags, make opening a little tighter to give more time for discussion, extend total time to 75 minutes (vs. 1 hour), combine questions 2 and 3 to allow more continuous discussion, handouts will be ready, we'll encourage people to sit with those they do not know, will meet in Fellowship Hall (vs. Luther Hall).
- **Portico Benefits Recommendation:** No issues thus far with open enrollment. Susan to continue to liaise with Bill H. to ensure staff are not having problems.

New and Other Business:

- **Pastor Susan Vacation:** Pastor Susan requested an additional week of vacation (for 5 weeks total) in connection with her 10 year anniversary at Immanuel (occurring in Nov 2013), as Pastor Paul had requested and received an additional week's vacation after 10 years. Susan G made a motion to provide the additional week; Bob seconded; motion carried.
- **Paul Erdmann Paternity Leave:** Paul Erdmann inquired as to what Immanuel's paternity leave policy was. After discussion, Brian moved to provide two weeks paid leave; Bob seconded; motion carried. John will inform Paul of the decision.

- **Tamara Gambino Fundraiser Request:** Immanuel member Tamara Gambino inquired as to the possibility of holding a pancake breakfast fundraiser at Immanuel on November 29 and 30 to support Dominic and Michael Gambino's team as they will travel to Cooperstown, NY next summer for a baseball tournament. John has previously liaised with Tamara regarding health department requirements, as well as space issues connected to the decorating of the church for Christmas on Saturday. After discussion, John moved to approve the request; Susan G seconded; motion carried. John will follow-up with Tamara.

Reports:

Secretary's Report – Karen Travis

- No report (absent)

Financial Secretary's Report – Bob Warner

- Deferred to Council Meeting

Treasurer's Report – Brian Nichols

- Deferred to Council Meeting

Vice President's Report – Susan Geitzenauer

- No report

President's Report – John Urbanski

- Advised that the Nominating Committee will be meeting soon

Pastor updates:

Pastor Paul

- Deferred to Council Meeting

Pastor Susan

- Deferred to Council Meeting

Upcoming meetings:

Council: November 12 at 7 p.m.

Executive: December 3 at 6 p.m.

Council: December 10 at **6:30 p.m.**

Meeting adjourned at 6:46 p.m.

Prayerfully submitted,

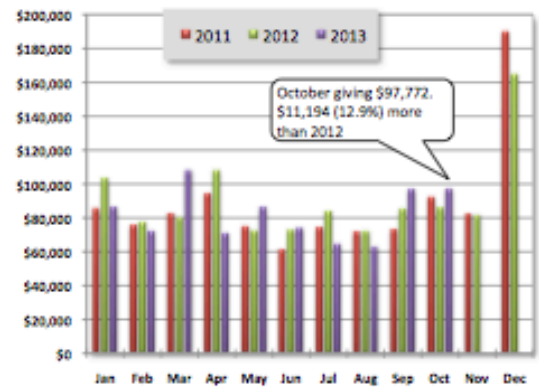
Susan Geitzenauer

Vice President (acting on behalf of Karen Travis, Church Council Secretary)

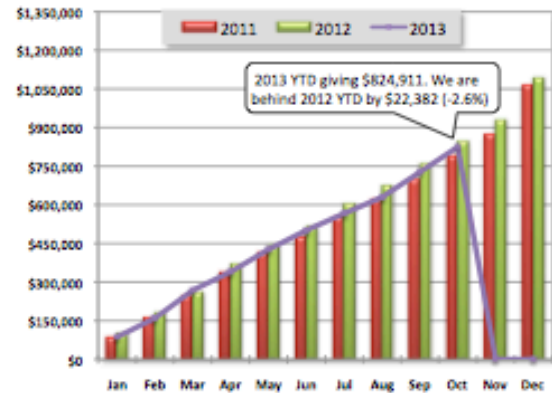
Income Report

Immanuel Lutheran Church Income Report for October 2013

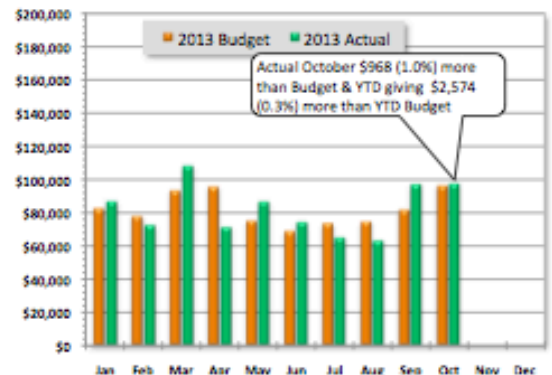
Month	Monthly Giving					
	2010	2011	2012	2013	Var \$	Var %
January	81,681	86,230	103,744	87,046	(16,698)	-16.1%
February	81,946	76,078	78,018	72,714	(5,304)	-6.8%
March	76,533	83,025	80,694	108,598	27,904	34.6%
April	82,488	94,959	108,798	71,449	(37,349)	-34.3%
May	84,582	75,593	73,058	86,953	13,895	19.0%
June	65,110	61,527	73,349	74,499	1,150	1.6%
July	69,531	74,684	84,562	65,157	(19,405)	-22.9%
August	82,890	72,215	72,617	63,296	(9,321)	-12.8%
September	73,435	73,812	85,876	97,427	11,551	13.5%
October	103,989	92,878	86,578	97,772	11,194	12.9%
November	80,006	82,900	82,074	0		
December	173,149	190,460	165,267	0		
YTD	1,064,363	1,094,635	1,172,653	824,911	(22,382)	-2.6%



Month	Cumulative Giving by Month					
	2010	2011	2012	2013	Var \$	Var %
January	81,681	86,230	103,744	87,046	(16,698)	-16.1%
February	163,627	162,308	181,762	159,760	(22,002)	-12.1%
March	240,160	245,333	262,456	268,358	5,902	2.2%
April	322,648	340,293	371,254	339,807	(31,447)	-8.5%
May	407,230	415,885	444,312	426,760	(17,552)	-4.0%
June	472,340	477,412	517,661	501,259	(16,402)	-3.2%
July	541,871	552,096	602,223	566,416	(35,807)	-5.9%
August	624,761	624,312	674,840	629,712	(45,128)	-6.7%
September	698,196	698,124	760,716	727,139	(33,577)	-4.4%
October	802,185	791,002	847,294	824,911	(22,382)	-2.6%
November	882,191	873,903	929,368			
December	1,055,340	1,064,363	1,094,635			



Month	2013 Monthly Budget vs. Actual					
	Budget	Actual	Mo Var	Mo %	YTD Var	YTD %
January	82,849	87,046	4,197	5.1%	4,197	5.1%
February	78,150	72,714	(5,436)	-7.0%	(1,239)	-0.8%
March	93,889	108,598	14,709	15.7%	13,470	5.3%
April	96,155	71,449	(24,706)	-25.7%	(11,236)	-3.2%
May	75,358	86,953	11,595	15.4%	359	0.1%
June	68,915	74,499	5,584	8.1%	5,943	1.2%
July	73,567	65,157	(8,410)	-11.4%	(2,467)	-0.4%
August	74,710	63,296	(11,414)	-15.3%	(13,881)	-2.2%
September	81,940	97,427	15,487	18.9%	1,606	0.2%
October	96,804	97,772	968	1.0%	2,574	0.3%
November						
December						
Annual	1,093,002	824,911	- NA -	- NA -	(268,091)	75.5%



Financial Summary

2013 October Analysis Summary

October 2013 giving was more than October 2012 and more than October 2013 budget.

- Actual giving 2013 vs. 2012:
 - October giving: \$11,194 (12.9%) more than 2012 (\$97,772 vs. \$86,578)
 - YTD giving: \$22,382 (-2.6%) less than 2012 (\$824,911 vs. \$847,294)
- Actual giving vs. budget:
 - October: \$968 (1.0%) more than budget (\$97,772 vs. \$96,804)
 - YTD: \$2,574 (0.3%) more than budget (\$824,911 vs. \$822,337)
- Attendance: Sundays in October 2013: 4 2012: 4

Immanuel Attendance: 2012 vs. 2013

Date	2011	2012	2013	2013 Cum	Variance	Cum Variance
January	3,054	2,784	2,139	2,139	(645)	(645)
February	2,300	3,146	3,309	5,448	163	(482)
March	3,793	3,553	5,149	10,597	1,596	1,114
April	4,616	4,415	2,210	12,807	(2,205)	(1,091)
May	2,417	1,948	2,106	14,913	158	(933)
June	1,595	1,724	1,575	16,488	(149)	(1,082)
July	1,772	1,782	1,435	17,923	(347)	(1,429)
August	1,493	1,544	1,469	19,392	(75)	(1,504)
September	2,495	2,957	2,516	21,908	(441)	(1,945)
October	3,483	2,870	2,651	24,559	(19)	(1,964)
November	3,343	3,111		24,559	(3,111)	(5,075)
December	4,208	5,000		24,559	(5,000)	(10,075)
YTD Avg	2,881	2,886	2,456			
YTD Total	34,569	34,634	24,559			

Immanuel Lutheran 3 Year Attendance Comparison

