

**Immanuel Lutheran Church
Executive Committee Meeting Minutes
October 13, 2015
5:45 p.m. ILC Library**

Attendees: Pastor Paul, Pastor Susan, John Urbanski, Brenda Tonjes, Brian Nichols, and Gay Ludvig

Absent: Scott Belseth

John called the meeting to order at 5:48 p.m.

Devotions Pastor Susan

Review and approval of September minutes (Gay)

John made a motion to approve of the September minutes and Brenda seconded the motion. The motion carried.

Motions:

Motion Made	Made by	Second	Outcome of Vote
Motion made to approve minutes	John	Brenda	Motion carried
Motion to accept the Gold Plan for Immanuel's full-time employees for 2016.	Brian	Brenda	Motion carried

Action Items Assigned:

Action items	Assigned	Target Date	Status

New Business:

- Constitution provision section 17.03
John recommended that at the 2016 Congregational Meeting, the members accept the model language for the Constitution provision section 17.03. Thirty days prior to the annual meeting, it will be recommended that Immanuel accept that section as it is written.
- Choice of 2016 Health Plan
There are three options: Gold, Silver, and Bronze. The Gold plan was only a 7% increase next year while the others were more. There will also be an increase in the deductibles and co-pays. Brian made the motion for Immanuel to accept the Gold plan for full-time employees next year, and Brenda seconded the motion. The motion carried.

- **Lutheran Scholarship Fund**
There is \$4,000 in the Lutheran Scholarship Fund. It is available to all students who are planning to attend either Luther, Concordia in Moorhead, Augsburg, St. Olaf or Gustavus College this fall. The money will be divided among all the students who are attending those colleges this fall. There will be \$4000 allocated for next year, and the sponsor is hoping to increase that amount.
- **Nominating Committee**
John will call the nominating committee soon, and they will nominate people for the open positions on the Council.

Old Business:

- **Pastor Angela - update**
Pastor Angela will begin her service as of October 19th at Immanuel. She will work Mondays, Tuesdays and some on Wednesdays. Her first sermon at Immanuel will be on October 25th. Her health insurance still needs to be set.
- **Past-time employee benefit policy**
John, Pastor Paul, and Paul Stordahl will talk to Bill Hawkins about the change in part-time employees' health benefits for 2016.
- **Personnel Committee - update**
Brenda has the final draft of the Employee Guidebook, and she has circulated it to her committee members. Her committee hasn't met since August so she plans to meet this month to finalize the document.

Pastor Updates:

- **Pastor Paul**
He is already missing not having Pastor Susan nearby, now that she has moved to her new office.
- In the Capital Fund Appeal for 2016 there will be strong consideration for a parking needs' study.
- Martin and Pastor Paul met with Jeff from Kairos after Easter this past year to discuss capital improvements.
- May 1st will be the last day of Sunday School.
- Between now and the November Council meeting Pastor Paul wants committee members to look at their budgets and their dream items for planning. The final budget for 2016 will be done at the December Council meeting.
- **Pastor Susan**
- She is getting used to working part-time. For the first week she put in 30 hours, and her goal is to work 20-25 hours per week.
- She and Pastor Angela will share responsibilities for Wednesday nights.
- She is looking forward to her trip to Israel and Palestine this November 3-13th.

- **Upcoming Meetings:**

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| ○ Executive Council | Nov. 10, 2015 | 5:45 p.m. |
| Council | Nov. 10, 2015 | 7:00 p.m. |

Meeting adjourned at 6:48 p.m.

Prayerfully submitted,

**Gay Ludvig
Church Council Secretary**