

**Immanuel Lutheran Church  
Executive Committee Meeting Minutes  
May 12, 2015  
5:45 p.m. ILC Library**

**Attendees:** Pastor Paul, Pastor Susan, John Urbanski, Brenda Tonjes, Brian Nichols, Scott Belseth, Gay Ludvig

**Absent:**

**John called the meeting to order at 5:49 p.m.**

**Devotions:** Brian Nichols

**Motions:**

<b>Motion Made</b>	<b>Made by</b>	<b>Second</b>	<b>Outcome of Vote</b>
Motion to approve amended April minutes	Brenda	Brian	Motion carried

**Action Items Assigned:**

<b>Action items</b>	<b>Assigned</b>	<b>Target Date</b>	<b>Status</b>

**Reports; President (John)**

- Bridget Zillmer, a member of Immanuel, has a son who is in a scout troop in Minnetonka. He and his troop requested that they charge people who park in Immanuel's lot during the Fourth of July celebration as a fund raiser. The Executive Council agreed that Immanuel doesn't charge anyone to park in our lot; therefore, John will communicate with Bridget that the answer is "no."

**New Business:**

- Special update to congregation re: staff salary adjustment process  
Brian Nichols, Council Treasurer, will put an article in the June-July issue of Luther's Way to review the financial condition of Immanuel through the end of April 2015. He will thank the members for their faithful giving, and, as requested at the annual meeting in January, he will review the financial results after the first half of the year to see if the Council can consider pay rate increases for the pastors, associates, and staff in July, since they didn't receive any pay raises in the 2015 budget. He will request that people's pledge be current, that if they can contribute above their pledge through June or haven't made a pledge, that now would be a good time to do that.

**Old Business:**

- Brokerage account policies and procedures - update  
Scott Belseth handed out a sheet to each Executive member describing the One-Point-Lesson (OPL) which is created to instruct users on how to optimally conduct the gifting of stock to Immanuel Lutheran Church. He will talk with Bill Hawkins, the office administrator, to revise the information for the July meeting.
- Call Committee- update  
When looking for the new half-time position of the Associate Pastor, the Call Committee's priority will be a person who has a passion for helping people, for developing their faithfulness, for leading small groups, for reaching out to younger people, and for utilizing technology. Tom Getchius was appointed Committee Chair. Andy Vergeront will write an article in the June-July issue of Luther's Way as the Communication Chair, and five other members will form the group. They will meet with the Bishop and set another meeting for early June.
- Personnel Committee- update  
Brenda met with Jana Cinnamon to make some changes to the Employee Guide.
- Brackett family fundraiser for Families Moving Forward Oct. 11th.  
Anna Brackett's craft sale to raise money for Families Moving Forward will be on October 11th of 2015. Immanuel members are encouraged to make craft items for the sale.

### **Pastor Updates**

- **Pastor Paul**  
Pastor Paul will write an article in Luther's Way giving the results of the Congregational Assessment Tool. He said that Immanuel is a very high energy/high satisfaction church, especially as compared to the majority of congregations. He said that Immanuel is in the 64th percentile regarding Hospitality. It is in the 87th percentile regarding Morale. Immanuel is in the 59 percentile regarding Conflict Management. It is in the 92 percentile regarding Governance. It is in the 45th percentile regarding Spiritual Vitality, 88th percentile regarding Readiness for Ministry, 89th percentile regarding Engagement In Education, and 93 percentile regarding Worship And Music. There were 369 people who filled out the CAT. Sixty-five percent of the congregation make more than \$100,000 per year, 40 percent make at least \$150,000 and 5 percent make more than \$300,000 per year.  
  
Pastor Paul, Pastor Susan and Gary want the tent meeting to have \$4,000 in the budget vs. \$11,000 as in years past.
- **Pastor Susan**  
She had a fun meeting brainstorming ideas to fix up the "living room" or Youth Room for next fall.

### **Upcoming Meetings:**

Executive Council	July 14, 2015	5:45 p.m.
Council	July 14, 2015	7:00 p.m.

**Council Leadership Summit re: congregation survey June 9th 5:30-9:30 p.m.**

**Meeting adjourned at 6:49 p.m.**

**Prayerfully submitted,**

**Gay Ludvig  
Church Council Secretary**