

**Immanuel Lutheran Church  
Executive Committee Meeting Minutes  
January 13, 2015  
5:49 p.m. ILC Library**

**Attendees: Pastor Paul, Pastor Susan, Brenda, John, Brian and Gay**

**Absent: Susan Geitzenauer and Bob Warner**

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

**Pastor Susan started with a prayer. She was going to provide devotions at the Council Meeting.**

**Motions:**

<b>Motion Made</b>	<b>Made by</b>	<b>Second</b>	<b>Outcome of Vote</b>
Motion to approve minutes from December	Brian	John	Motion carried
Motion to approve Schwan's youth fund raising proposal	Gay	John	Motion carried

**Action Items Assigned:**

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

**New Business:**

- 2015 budget  
 Brian presented his budget analysis and budget assumptions for 2015. Points Brian made:
  - 1) It is imperative that we have a balanced budget to maintain financial stability. Presently there is a (60,000 fund balance.)
  - 2) God's Gifts in 2015 assumed to be \$1,160,000, a \$25,000 increase over 2014 or 2.2%.
  - 3) This is consistent with the overall increase in giving over the past five years (1.9%).
  - 4) Keeping overall personnel costs at \$750K (a 6% increase over 2014) requires \$7K reduction in costs.
  - 5) This budget does not include any salary adjustments for pastors or staff in 2015.
  - 6) This budget assumes adding a 10% employee contribution to dependent health insurance (\$3000).
  - 7) This budget includes \$11,000 for Kairos capital appeal prep and \$4,000 for Vibrant Faith (coaching).

- 8) This budget includes a 2% reduction in the ELCA benevolence (from 13% down to 11%).
- 9) This budget assumes continued use of dedicated accounts to offset program expenses (\$9,460).
- 10) This budget does not anticipate using any of the Contingency Fund to balance the budget.
- 11) It may be necessary to use a portion of the Contingency Fund to purchase new office computers.
- 12) The table Brian presented showed the cumulative deficit resulting from growth in personnel costs vs. giving. The table shown demonstrated that with current giving, a 1.9% increase each year, personnel costs and insurance will go up, but there won't be money to pay for them. By 2024 the difference will be unsustainable at \$140,000.  
 Brian will bring this information to the Council meeting to make decisions as to how Immanuel's budget will be balanced for 2015. At the end of December the mortgage balance was \$383,528. By this Feb.1st, the mortgage should be down to \$315,000. The mortgage should be paid off by April 2016 when the next capital appeal will begin.

- WMA—Handbell fundraising on Sunday April 12th  
 The handbell choir would like to add a 5th octave to their set for more people to participate in this ministry. This would mean raising between \$8,000-\$9,000 for it. Thus, the handbell choir will play at all three services. on April 12th. The choir hopes through a congregational appeal for donations. In anticipation of the April 12th day, plans to request funds from Immanuel members will be through communication in Luther's Way, announcements, the church bulletin, and a "temple talk" at the end of each service on April 12th.
- Director of Music- spring schedule modification request  
 Gary Thrasher wants to take a leave of absence from May 4-July 3, 2015. He has asked Mary Beth to cover some of his responsibilities. He is requesting that three weeks of his vacation be applied during his leave, and he would return in early June for one week to catch up on items he can't do remotely. Gary plans to work 2 hours per day during his leave for compensation. The Council discussed the topic and referred back to the Worship, Music and Arts' Committee for further development of this idea.

**Old Business:**

- Youth fundraising requests: Schwan's  
 This fundraiser allows Immanuel members and people outside of the church with a connection to students to purchase food through Schwan's with 20-40 % of the sales coming back to youth for the first 45 days of the fundraising campaign. After the initial 45 days, 5% of the sales will be credited to students. Everything is done online. This fundraiser will begin on February 15th, coinciding with Youth Rejoice. Gay approved the fundraiser and John seconded it. The motion carried.
- Constitution review task force - update  
 John said that he would bring up the information at the Council meeting.
- Nominating Committee update  
 John mentioned that the following people will be in new positions when they're elected by the congregation at the Jan. 25th annual meeting.
  - Brenda Tonjes will be vice president.
  - Scott Belseth will be the financial secretary.
  - Jen Johnson will be in charge of adult education.
  - Katie Thormodsgard will be in charge of children's ministry.
  - Fellowship co-chairs will be Melanie and Paul Carroll and Alecia and Lou Hernandez.
  - Jolene Held will be in charge of the senior high youth.

- Brian Heinzen will remain as properties chair.
- Bob Peterson will be in charge of the worship, music and art committee.
- Lisa Anderson, Janis Cameron, John Weum, and Andy Vergeront will be on the nominating committee.
- Pat Middeke, Bill Middeke, Dan Kosel, Amber Howard, Rich Strohsahl and Maggie Bloomquist will represent the synod delegates. Ben Orton will be an alternate to the synod.
- Janis Camron will be on the audit committee.  
All of these positions will be on the ballot for the annual meeting on Sunday, January 25th at noon. Candidates may be added prior to the vote.
- Personnel Committee - status  
The committee is being formed.

**Reports:**

Financial Secretary's report: Bob was absent.

Treasurer's Report: Brian outlined his budget assumptions in the 12 points as stated above in the discussion document that each council member received.

Pastor Updates

- Pastor Paul  
Since we were running out of time, Pastor Paul will speak at the Council meeting.
- Pastor Susan  
Since we were running out of time, Pastor Susan will speak at the Council meeting.

**Upcoming Meetings:**

<b>Executive Council</b>	<b>Feb. 10, 2015</b>	<b>5:45p.m.</b>
<b>Council</b>	<b>Feb. 10, 2015</b>	<b>7:00 p.m.</b>
<b>Annual Meeting</b>	<b>Jan. 25, 2015</b>	<b>Noon</b>

**Note: Australia trip: Feb. 1-14, 2015**

**Meeting adjourned at 6:53 p.m.**

**Prayerfully submitted,**

**Gay Ludvig  
Church Council Secretary**