

**Immanuel Lutheran Church
Executive Committee Meeting Minutes
July 14, 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 Brenda Tonjes

Review and approval of May minutes (Gay)

Motions:

Motion Made	Made by	Second	Outcome of Vote
Motion to approve May minutes	John	Brenda	Motion carried
Motion to approve of Let's Go Fishing group using Immanuel's kitchen on March 12, 2016.	John	Gay	Motion carried

Action Items Assigned:

Action items	Assigned	Target Date	Status

Reports:President John

- Let's Go Fishing kitchen request - March 12th
The annual fish fry for elderly and handicapped adults has been held at Eden Wood, but since it's often muddy and rainy during that time, Eden Wood said the Let's Go Fishing group must leave. Therefore, the group requested to use Immanuel's kitchen instead. John made the motion to approve the request and Gay seconded it. The motion carried.
- Synod response re constitution changes
The changes that Immanuel wanted in the Constitution were approved by the Synod except for the 120 days response from them. John will pursue with the new contact further clarification about the reason the Synod wouldn't accept the 120 days. It's probable that the non-Minneapolis synods are creating the problem. The congregation will vote on the changes at the January annual meeting in 2016.

New Business:

- Staff salary adjustment update

The Council decided at the last annual meeting that they would take a look at Immanuel's financial situation at the end of June to see if it were possible to give the staff increases for the remainder of the year. Though the budget is close, there is not enough money to responsibly give raises at this point. We could wait until later in the year to see if there's enough money for a one-time bonus. Brian will bring the issue up at the Council meeting.

Old Business:

- Brokerage account policies and procedures - update

The broker would watch to see if there are any stock transactions. The broker would sell the shares on the day it's given, and the gift would be the average of the high and low of the day minus the broker's fees. Brian Nichols will talk to Bill Hawkins to see if a standing order is a possibility. Bill has contacted Brian Honn to see what his fees would be, and John was going to contact several local brokers to see if they might have competitive bids.

- Call Committee - update

Pastor Paul said there were eight resumes of candidates for the half-time pastor position. Of the eight, three candidates were selected. One, however, lived in Blaine, which was too far away. A second was in the midst of interviewing with a different church, and said she was no longer interested. The third candidate lives in Shakopee, and both Pastor Paul and Pastor Susan were impressed with her. Another meeting of the Call Committee will be on July 22nd; they're hoping two other candidates will emerge, and a decision could be made for the position in mid-August.

- There will be an article in Luther's Way about the process so the congregation is informed. A name will go to the Council for approval. If approved, the Council will bring the name to the congregation for a vote. Another congregational meeting will be held to make the decision.
- Personnel Committee - update
Brenda met with John to discuss the Employee Guidebook, and their committee will meet again in mid-August.

Pastors Update:

- **Pastor Paul**

- A follow-up to the Leadership Summit in June will be a meeting on August 18th from 6:30-9:00 p.m. to give us feedback on Immanuel's Core Values. Rick Heltne will interview the seven staff members with the MSCORE assessment tool. The purpose of MSCORE is to help identify one's unique motivational drives through personal narratives. There are 36 motivations, and Rick will point out how the staff works together best.
- For the capital campaign Jeff and Mary from Kairos will work with us and focus on the reasons people give to the church. There are three reasons:
 - generosity
 - ministry: giving money to charities
 - hospitality: more parking, signage, and additional projectors to be more welcoming.

Pastor Paul will be gone the first two weeks of August.

- **Pastor Susan**
- Pastor Susan took a course at Luther Seminary on spiritual vitality among members. We need Biblical fluency which we learned from

Kairos in June. We need to be able to speak about our faith and God's story and be able to weave them together in our lives. The goal is to increase our Biblical fluency this coming year.

- Pastor Susan will take a personal day during the week.

Upcoming Meetings:

Executive Council	August 11, 2015	5:45 p.m.
Council	August 11, 2015	7:00 p.m.-
Council	August 18, 2015	6:30 p.m.

Meeting adjourned at 6:45 p.m.

Prayerfully submitted,

**Gay Ludvig
Church Council Secretary**