

**Immanuel Lutheran Church  
Executive Committee Meeting Minutes  
September 8, 2015  
5:45 p.m. ILC Library**

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

**Absent:** Brian Nichols

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

**Devotions** Pastor Paul

**Motions:**

<b>Motion Made</b>	<b>Made by</b>	<b>Second</b>	<b>Outcome of Vote</b>
Motion made to approve minutes	John	Brenda	Motion carried
Motion made to adjust Pastor Susan's part-time salary to meet the guidelines outlined by the Synod.	Brenda	Scott	Motion carried

**Action Items Assigned:**

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

**New Business:**

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**Old Business:**

- **Call Committee -update**

Tom Getchius, chair of the Call Committee, will attend our council meeting tonight to explain the process and recommend that Immanuel call Pastor Angela Fairbanks Jacobson as associate pastor at Immanuel. Martin explained that a letter from John will be e-mailed to the congregation on September 9th to give an update on the call process. There will be a Special Congregation Meeting, Sunday, September 27, 2015 at 10:15 a.m. (immediately following the 9:15 a.m. worship service) in the sanctuary, for the sole purpose of voting on this recommendation to issue a call to Pastor Angela as associate pastor at Immanuel. The vote will be on a written ballot. Pastor Angela will be part-time by working all day on Monday and Tuesday and part of Wednesday afternoon. She will also attend church every Sunday through October and November. Pastor Paul

and John will put the information in a format, if the congregation agrees, for Pastor Angela to sign.

- **Part- time employee benefit policy**  
A specific policy will be decided at the October executive council meeting. Pastor Angela will have full health benefits, but her dependent will not be covered. In 2016 dependents of staff will pay 25%, instead of the current 10%, if the staff member works at least 30 hours per week.
- **Personnel Committee - update**  
Brenda is still working on the final document.
- **Brokerage account policies and procedure - update**  
Scott said that when a transaction of stock occurs, the owner should notify Bill Hawkins immediately. Scott encouraged Martin to spell out the procedure in the next Luther's Way and perhaps Bill could also include that information in his quarterly reports about the members' giving status.

## Reports:

### Pastor Updates

#### Pastor Paul

- Tomorrow evening there will be a values' meeting with the staff ,led by Jim ,from Kairos. The six staff have taken the MCORE survey which will see how Immanuel's mission statement blends with Immanuel's core values . Pastor Angela will also take the MCORE survey once she is hired.
- Pastor Paul, his wife, Karen, and Gary Thrasher will lead a tour of Transformation: Prague and Germany. The trip will be next August 8-19, 2016. There will be an informational meeting at church on October 4th, and a German lunch will be served at noon in Fellowship Hall for that meeting.

#### Pastor Susan

- There will be 16 people who will go with her and her husband to Israel and Palestine, and they will leave on November 3rd for 10 days.
- Darrell, the custodian, has done a fabulous job moving Susan's furniture and files to her new office. She still needs more lighting in her office.
- On September 27th, she and her husband, Rich, will leave for a North Shore trip, and she will begin her part-time status on October 1st.
- Brenda proposed that Pastor Susan have her salary adjusted to meet guidelines from the Synod, and Scott seconded the motion. The motion carried.

## Upcoming Meetings:

- |                            |                         |                  |
|----------------------------|-------------------------|------------------|
| • <b>Executive Council</b> | <b>October 13, 2015</b> | <b>5:45 p.m.</b> |
| • <b>Council</b>           | <b>October 13, 2015</b> | <b>7:00 p.m.</b> |

Meeting adjourned at 6:54 p.m.

Prayerfully submitted,

**Gay Ludvig**  
**Church Council Secretary**