

February Executive Council Minutes
Immanuel Lutheran Church
February 13, 2018

Members present: Beth Hansen, Tami Ehlers, Tony Szczepeniak, Pat Hammer, Bob Peterson

Beth Hansen gave devotions.

Secretary's report: Tony moved to approve, Bob seconded, passed.

No pastoral report due to Pastor Paul's illness.

Recap of the annual meeting: there was some confusion re the bylaws change covering communing age, misunderstanding whether it was constitutional or not. Clarification given.

Full time custodian discussed as well as the upcoming retirement of our Minister of Music. Clark moving into that position was also discussed. Beth will pursue more accurate plans and report next month.

Mary Beth, our organist, would like to decrease her hours by one Sunday per month, becoming a $\frac{3}{4}$ time organist. Paul and Gary have a person in mind who would fill in every 4th Sunday. Bob moved that we approve Mary Beth's request to reduce her hours in a budget-neutral manner, and give Gary approval to hire a substitute for that fourth Sunday. Second by Tony, passed.

Mary Beth's eventual retirement was discussed. She recommends that we develop a working relationship with St. Olaf to recruit her replacement.

Financial secretary report: Bob talked about attendance, rolled out a new bar graph showing attendance and giving per week over 12 months.

Jen Urbanski will visit the council to talk about memorials, directing memorial funds to specific projects that align with our long-range plan.

Cindy Paulsen inquired if staff may attend council meetings. This is supported.

The meeting adjourned.

Submitted by Pat Hammer, council secretary