

November Church Council Meeting
Immanuel Lutheran Church
November 14, 2017

Those in attendance: Beth Hansen, Pat Hammer, Pastor Paul Nelson, Jody Ebert, Chastity Thompson, Pastor Susan Weaver, Ruth Lunde, Martin Rathjen, Zachary Hansen, Tammy Vergeront, Mike Lindahl, Brent Apelt, Wendy Wurscher, Jolene Held, Christy Woll, Julie Tufford, Cari Larsen

Devotions by Ruth Lunde.

Mike Lindahl related his faith story.

Secretary's report: The October minutes were read, one correction made, Susan moved to approve, second by Christy. Approved.

President's report: This is Pastor Susan's last council meeting. Beth summarized the executive council meeting, the budgeting process. Long range planning will meet December 1; all were encouraged to submit their completed template.

Financial secretary's report: Mike Lindahl (filling in for Bob Peterson) –giving was \$105,000 for the month, which is great. We are \$3,225 ahead of last year. Attendance is about 3% down from last year (YTD).

Treasurer's report: Mike Lindahl- We are in fine shape, 1.2% behind for the year, under spending by about 1%. We need about \$300,000 for finish out the year on target. We have had a one-time gift of \$75,000, which will help to make up for last year's deficit and replenish our rainy day fund.

Budgeting – assumes a 2.5% growth in income. Staff raises of 2%- 2.6%, everywhere else stays flat. Each committee was asked to submit a 2018 budget before the next council meeting. Dedicated accounts will show as income and expense, and will be visible in future financial reports. Properties –Scott would like to build up a reserve in case of emergencies. In the past, this has been used for other purposes. At this point, we will not budget for this, preferring to find money for emergencies as needed. Benevolence giving will remain flat at 18%, to be determined at the end of the year. If giving is above expectations, this amount could be increased.

Staff reports:

Martin has had a busy month, just went on a Confirmation retreat, which was excellent. Martin and Kim went to see our Amextra partners in Mexico, good to see where our money is going.

Susan Weaver is having many last time experiences, last sermon coming up, last visits with some shut-ins, last council meeting, etc. She expressed her delight with

the level of skill in lay leadership in this church, encouraged mentoring. She reminded us to be good to one another and to cherish each other.

Tammy – met with Bob and the counters and will make some improvements to the software used for counting. Church cleanup was cancelled due to Mary Blauert's funeral, but the columbarium area was tidy. Give Plus is integrated into our accounting system.

Paul – thanked Susan for being such a blessing and a good partner in ministry. Next Thursday (Thanksgiving Day) all are invited to the Silt Slither at 9 AM at the Nelson's, bring a dish to pass. Funerals are now more frequent than weddings as our congregation ages. Thanks to all who supported the Blauert's during Mary's funeral. Encouraged us all to download GivePlus, our new giving program. Worship is trending downward, a drop nation-wide in the last 10 years as people worship less. Staffing: Paul discussed our plan for the time after Susan's retirement. Paul would like to increase Angela's hours to $\frac{3}{4}$ time and pay Kari Total, our parish nurse, for more visitation duties. With Susan at $\frac{1}{2}$ time and Angela at $\frac{1}{2}$ time, changing to $\frac{3}{4}$ of a pastor would be a budget savings for Immanuel. This would have to be approved by council in December as it means a call for $\frac{1}{4}$ of a pastor. Angela would go back to $\frac{1}{2}$ time during the summer. In May we would take a step back and assess whether this level of staffing is meeting our needs.

Parish nurse-we'd like to pay Kari, hire her one day a week. We would need a job description with hours and parameters.

Worship, Music and Arts – Ruth asked for a budget of \$18,550 which includes streaming licenses, music and a copier for the music room. We will continue to stream sermons, but must verify that our music is copyrighted to stream songs. Tammy will investigate the use of the copier in the office (decreasing), possibly leasing two smaller copiers.

Changes to bylaws- communion age, long range planning combined with vice president, must be posted 60 days to the council, 30 days to the congregation before the annual meeting. Beth will follow up.

Council members going off council: Mike Lindahl, Julie Tufford, Christy Woll. Janis Cameron (audit committee) and Jolene Held. Beth Hansen and Pat Hammer will stay on one more term.

Youth- Christy and Jolene-had a lock-in with 35 kids, confirmation retreat last week, Toys for Tots December 5, High school mission trip is being planned. Budget will remain static.

Children's ministry - Chastity –Children's ministry committee will meet tomorrow. Preschool curriculum has been updated by Augsburg and is now a little more kid friendly. Trunk or treat had over 150 kids.

Fellowship – Wendy – looking for additional help for Wednesday café. Struggling to cover costs since they don't charge for kids. Paul suggested a fund-raising emphasis one or two Wednesday nights, or a letter to confirmation parents asking for donations (there's an ap for that!). Would like a warming oven added to the kitchen, would be of use when we have large events. Will investigate costs. Budget will increase to \$650, plus \$3600 for paper products.

Zack suggested we publicize the many organizations we support with our benevolence dollars.

Social Concerns - Cari reminded us that we have a bulletin board devoted to publicizing this aspect of our church. She will submit her budget later. Families Moving Forward is here this week.

Evangelism- Julie- haven't met yet, budget numbers coming later. Tables of 8 has kicked off to a great start.

Properties – Tammy filled in for Scott. Prep for winter needs to happen at this point, will not schedule a church-wide event, just talk to Tammy if you have some time. Budget will probably stay flat; asked that the \$5,000 that comes in from room rental go to increased janitorial staff and repairs.

Adult faith formation – Jody- Pastor Angela meets with faith group leaders on this coming Wednesday. Wednesday GROW is well attended. The library just had a book sale with a reformation theme. Women's retreat will change this year, looking at bringing in a visiting artist this year to talk about journaling. Reformation celebration was a success. SALT is traveling to St. John's Abbey Thursday.

Beth thanked Pastor Susan for gracing our lives.

The meeting closed with the Lord's Prayer.

Pat Hammer, council secretary