

November Executive Council Minutes
Immanuel Lutheran Church
November 14, 2017

Members present: Beth Hansen, Pat Hammer, Bob Peterson, Mike Lindahl, Pastor Paul Nelson

Devotions by Beth.

Secretary's report: October's minutes were modified, motion to approve by Beth, second by Mike. Carried.

Pastor's report: Visits are becoming more frequent, as are funerals. There were two weddings this month. Reformation celebration in October was a success. Give Plus is encouraged and will be a major point in this month's stewardship drive. Stewardship Sunday is this Sunday. Pledge cards will be collected with the offering.

The income from dedicated accounts is currently not showing as income, as is the money spent for those expenses. Dedicated accounts will show as income and expense, and will be visible in future financial reports. Personnel costs will be reduced this coming year with Susan's retirement, and no additional medical benefits for Angela. Immanuel has received a one-time gift of \$75,000, which will replenish the rainy day fund and make up for 2016's shortfall. Staff salaries will increase by 2-2.5% in 2018.

Feedback received from the audit report on the number in attendance at a congregational meeting required for a quorum, there is an inconsistency between the bylaws and the actual practice. This year we will calculate the quorum (10% of confirmed members) instead of just using last year's number. Stepping Stones is going on Sunday mornings-should those numbers be added to Sunday attendance?

Gary Thrasher will remain at 30 hours a week so he can retain benefits. Clark's duties will be consolidated under the music administrator title.

Dave Paul has been asked to be the media technician. If he accepts, this job will be removed from Clark's duties.

Bylaws changes: communion age change, long range planning combined with vice president's office, these must be posted 60 days before the annual meeting to the council, 30 days to the congregation.

Executive council positions up for election: Mike Lindahl (treasurer) , Pat hammer (secretary), Beth Hansen (president).

The meeting adjourned.

Pat Hammer, council secretary