

Executive Council Meeting
September 13, 2016
Immanuel Lutheran Church

Attendees: Gary Thrasher, Paul Nelson, Pat Hammer, Beth Hansen, Mike Lindahl, Brenda Tonjes, Scott Belseth, Martin Rathjen

Beth called the meeting to order at 5:45. Mike Lindahl gave devotions.

After a brief tour of the church to see the completed portions of the Opening Doors projects, we sat down with Gary Thrasher, who is proposing a reduction in his duties, going from 5 days to 4. He proposed that we hire a part-time (1 day per week) music administrator who would take over a variety of duties including the 8:00 service music, leading the handbells, moving chairs, assisting with worship and other duties as needed. Beth moved to reduce Gary's position to .8 with full benefits and 2 unpaid weeks of vacation, seconded by Brenda. Passed. Brenda moved to create a new .2 music administrator at \$20/hour to fill this gap, Mike seconded, passed.

Secretary's report was approved with one change. Scott moved to approve the minutes, Beth seconded, passed.

Martin spoke about our growing commitments re: staffing of funerals, weddings, meetings with technology needs. There are existing meeting/funeral/wedding forms which needs to be updated with a technology section, charging for the technician needed. Martin will pursue a formalized policy, with no immediate deadline, more of an ongoing process.

Parking lot survey expenditures will apply to future work, since we will not be expanding the parking lot at this time.

Bill Hawkins will retire at the end of this year, leaving a vacancy on staff in finance and building oversight.

The meeting adjourned at 7:00 PM.