



## October 2024 Council Meeting Minutes

<b>Date:</b> 10-08-2024	<b>Time:</b> 7:00 PM	<b>Location:</b> Fellowship Hall and Zoom
<b>Attendees:</b> Angie Karpinko (Fellowship), Connie Cadden (Treasurer), Pastor Dan Nelson, , Jenny Naslund (Children's Ministry), Jolene Engler (Middle School), Julie Maes (VP), Kate Brooke-Beyer (Sr. High), Kelly Meyers (Church Administrator), Kelly Robert (Social Concerns), Kim Whalen (Secretary), Mark Arvidson (Properties), Mike Karpinko (Fellowship), Pastor Paul Nelson, Paul Savereide (President), Rick Ites (Financial Secretary), Deacon Savannah Olaphson, Pastor John Hulden (Mpls synod)		
<b>Absent:</b> Ellie Scheler (Sr. High), Emily Sienkowski (Children's Ministry), Jim Andreen (Stewardship), Jolene Held (Evangelism), Lisa Melchior (Middle School), Nancy Westby (Adult Faith Formation), Winnie Lindstam (Worship)		
<b>Call To Order:</b> 7:06 PM <b>Devotion:</b> Angie K. <b>Adjourned:</b> 8:15 PM		
<b>Approval of Sept 2024 Minutes:</b> Mark moved, Angie seconded, all approved		

Action Item	Who	Status	Expected Completion date
None			

## FINANCIAL TEAM UPDATES

### Attendance and Income - Rick I.

- 71% in person in September. Over 2,000 attendees total for the month.
- Good month for offerings. Ahead of last year for year-to-date.
- Raise the roof tracking well.
- Detailed reports attached at the end of this document.

## **Financials - Connie C.**

- got insurance refund today, so will end up in October numbers instead of September
- giving has been strong
- hoping to finishing paying off our Raise the Roof loan to ourselves (from general fund) next month from Raise the Roof funds collected
- budget was done based on current staffing per the suggestion of synod
- Detailed reports attached at the end of this document.

## **MINISTRY TEAM UPDATES**

### **Pastor Paul**

- Planning for upcoming worship services including 507th anniversary of the Reformation including the Confirmation service.
- 10:30am, 3pm, 5pm and 10pm will again be the service times for Christmas Eve.

### **Deacon Savannah**

- Right before election we are having a service to set aside some time for stillness and managing election-related anxiety. Will reflect on what it means to be part of the larger community and love our neighbor.
- Good to see Be Still theme trickling across various ministries including recent women's hiking trip.
- First week of December, one-day retreat gift of stillness before the holiday season. We will reflect on the year behind and the year ahead.

### **Pastor Dan**

- Good to hear the new Bishop speak.
- Newspaper prayers - will keep doing this including on Reformation Sunday.
- New faith group starting. Three added in the past year. Revisiting mission for faith groups.
- Family camp for summer will be in Black Hills in July. Registration coming up in November. Our partner ministry leaders Christo Obero will be leading.

## COMMITTEE UPDATES

### Adult Faith Formation - Nancy W.

- All the groups are doing well.
- Learned lots about budget and changes for the SALT budget.
- SALT is considering changing the name to be more welcoming. We've heard that some don't think they can come because there is an age limit. There is no age limit. Some don't like to be called a senior. The change would be Adults .... we did a survey at the last SALT event and some did not want to change it and about 60% have heard the same feedback and want to change the name. I wish I could be at the meeting to hear the council feedback.

### Children's Ministry - Jenny L./Emily S.

- Family Camp planning for Outlaw Ranch is underway with Pastor Dan - interest meeting on October 27! Planning on July 13th-18th.
- Trunk or Treat on October 26th - always need more trunks!
- Child-Led Advent planning is also underway as the timing is crunched this year. That worship will be on December 15.
- Parent's Night Out on November 16<sup>th</sup> already has a few registrations and youth volunteers!

### Evangelism - Jolene H.

- Haven't met as a committee since the last council meeting
- Tables of 8 Kickoff happened last weekend (Sept 29)
- New member reception tentative Oct 24
- Beach party in the planning - Jan 31 tentative date.

### Fellowship - Mike K./Angie K.

- Tent Service
- Wednesday meals doing catered
- Need lead for Wed night
- Started having treats on Sundays. Well received but could use more volunteers.

### Middle School Youth / Senior High Youth - Jolene T./Lisa M. & Kate B./Ellie S.

- Game night coming up
- Confirmation service

- Confirmation retreat will be at Birch Island local retreat for the first year. Will include family closing since it is in Twin Cities.
- Nov 20 mental health day including movie Insight Out 2 with new emotion anxiety
- Mission Trip High School - June 15-20 Chicago
- Aug 4-8 Middle School Duluth
- Faith statements this weekend from confirmation students. Will be on display along with expressions of faith.

### **Properties - Mark A.**

- New tree donated by Jon & Jody Ebert
  - The Innova tree has been planted on the south end of the outdoor stage. Thanks to Jon and Darryl for helping with the planting.
  - The three existing wooden posts in that area previously used for a shade tent have also been removed. Thanks to Darryl for helping with this also.
- Bathroom mirrors
  - The four discolored mirrors have been replaced, one in each of the four bathrooms.
  - All costs were covered by Biessel, our contractor for the bathroom project.
- Fall Cleanup Day
  - Fall Cleanup Day has been scheduled for Sat, Oct 26.
  - We will have our mower person mulch leaves this fall instead of raking and disposing them on clean up day. We will still have to clean up leaves in the gardens, pull dead flowers/shrubs and pickup sticks/branches.
  - Due to less raking, we've shortened the hours to 9-11:30 am.
  - Mark will connect with Kelly Robert to see if we can get 3-4 EP Honor Society kids to help us out.
- Parking Lot Lights
  - Three of our parking lot lights are not working. Two along Luther Way and the light nearest Disciples Garden.
  - Beacon Lighting will be providing us an estimate this week on the repairs. Concerned there may be some electrical work needed beyond just bulb replacement.

- HVAC Training
  - Midwest Mechanical will be providing a training session for Immanuel to allow us to better manage our new HVAC system more independently, including the Web interface.
  - Training is scheduled for 10/17.
- Holding Pond Maintenance
  - Two of our three 2024 maintenance visits have been completed by Prairie Restorations. The final 2024 maintenance visit will be completed this fall and will also include removal/treatment of volunteer trees.
  - Mark will work on the partial reimbursement from the City of EP for the 2024 work once the final maintenance has been applied.

### **Social Concerns - Kelly R.**

- Prior to the counsel meeting we did a mapping exercise for all service and justice ministries and partnerships. The idea is to identify priorities and gaps.
- As a new committee we continue to define each role of the committee members
- We are considering a proposal for a service and justice survey for the congregation to complete. We want to make our efforts to the priorities of the congregation.
- We have started to talk about ways to support Savannah and her role during her leave.

### **Stewardship - Pastor Paul**

- Temple Talks on November Sundays.
- Stewardship Sunday Nov 24
- Pledge cards the first week of November

### **Worship/Music/Arts - Winnie L.**

- Start of choirs and other musical activities off to a great start! Lots of continued interest.
- Kyung has plans to start and develop a children's orchestra later this Fall.
- Altar Guild has added some additional helpers.
- Brainstorming ideas for the Saturday service, e.g. having the kids choirs or individual kid's musicians participate in the service.

## **TRANSITION DISCUSSION led by Pastor John Hulden (Mpls synod)**

**Step 1:** Ministry Site Profile (MSP), needs to be developed by transition team.

Three big "Listenings": Listen to God, listen to Immanuel congregation, listen to larger community.

Determine what we are looking for in lead pastor for 5 years from now. What are the trends within the community? Demographic changes? What about local groups that gather at Immanuel? What is Immanuel known for?

It is important to have a good and intentional process. We have a precedent at Immanuel of calling an Associate Pastor to the Senior Pastor role, but based on broader ELCA experience, this approach can often be messy due to a variety of opinions within the congregation. Having a good process is needed no matter what path we take.

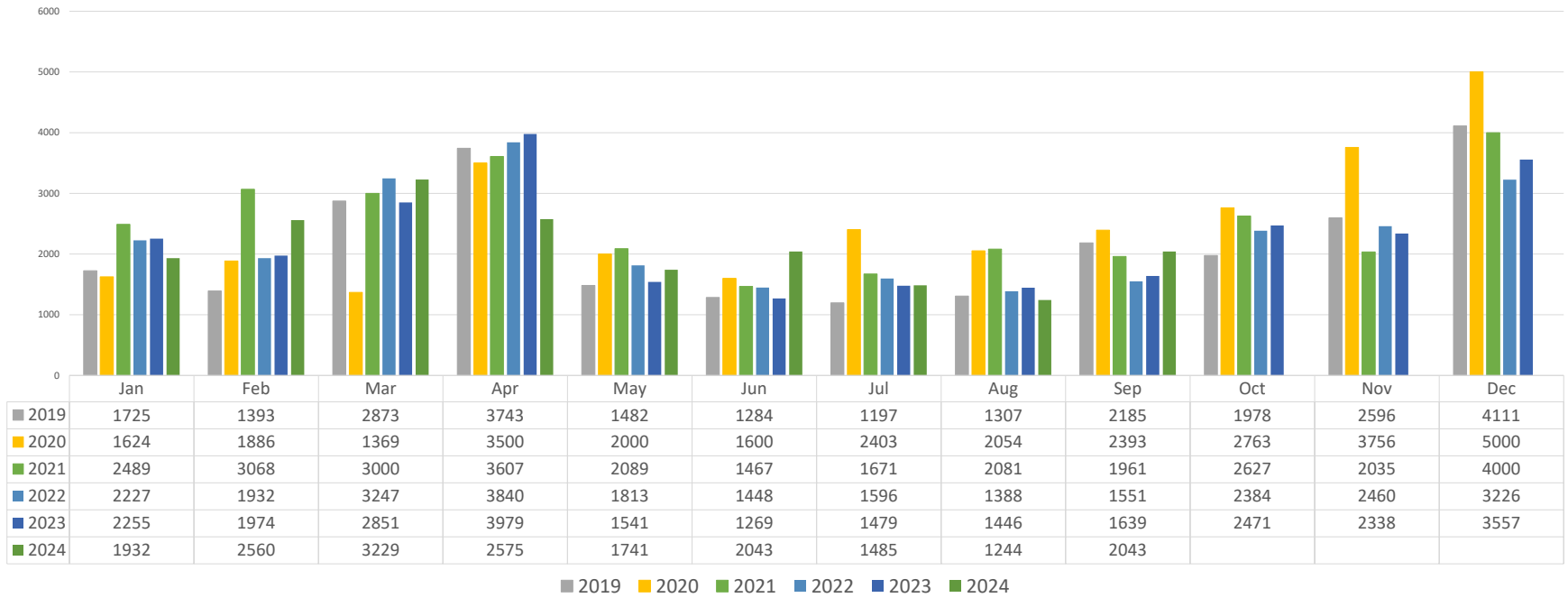
**After Step 1**, there are three possibilities for the path forward:

- (a) Once we come up with a Ministry Site Profile per Step 1, if Pastor Dan seems like good match for it AND he decides he feels called to the role AND the call committee decides to call him quickly enough, we may not need an Interim Pastor. This scenario is not impossible, but it would be unusual and somewhat risky as it may feel rushed.
- (b) We have an Interim Pastor first, take more time for the process to play out, and eventually call Dan as Senior Pastor.
- (c) We have an Interim Pastor first, and eventually call someone else as Senior Pastor

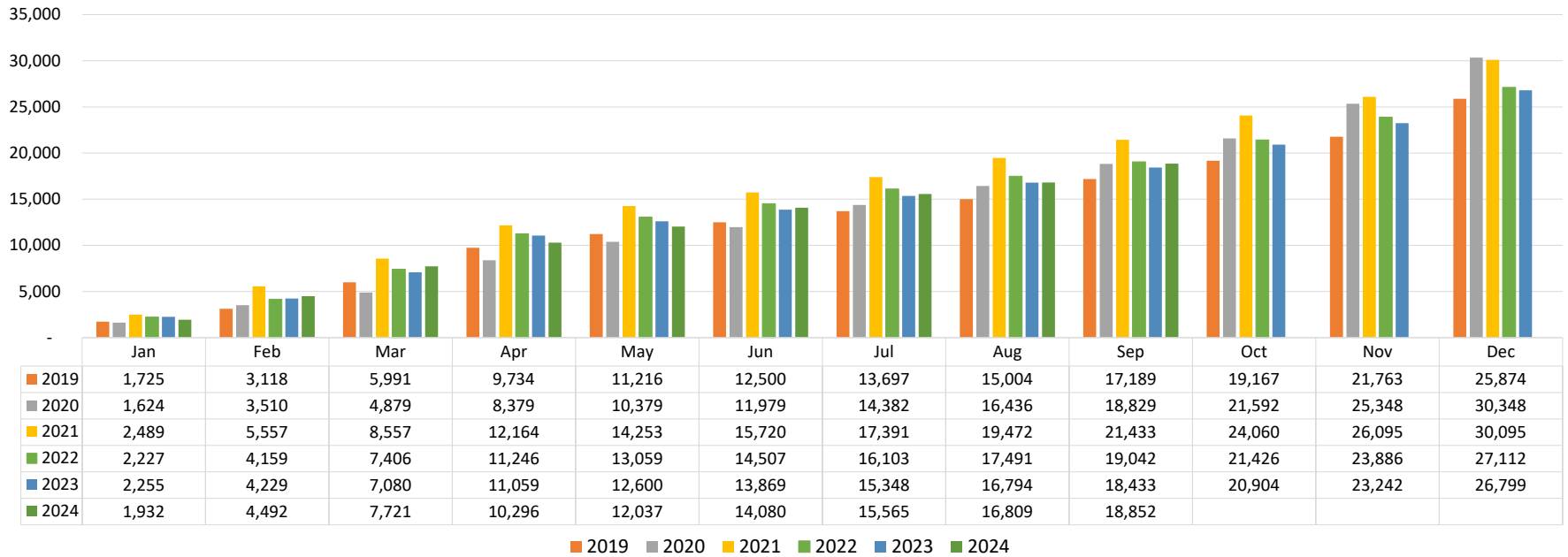
### **Transition Follow-up**

- Julie is still working on listening sessions. including plans to involve Grace and Paul E. in reaching out to youth and young families. Also looking at reaching out to the larger community beyond Immanuel.
- Will put together a transition team, which will help with communication and keeping the various transitions in alignment. Will also write Ministry Site Profile. The transition team is a different team than the call committee, but may have some overlapping members.

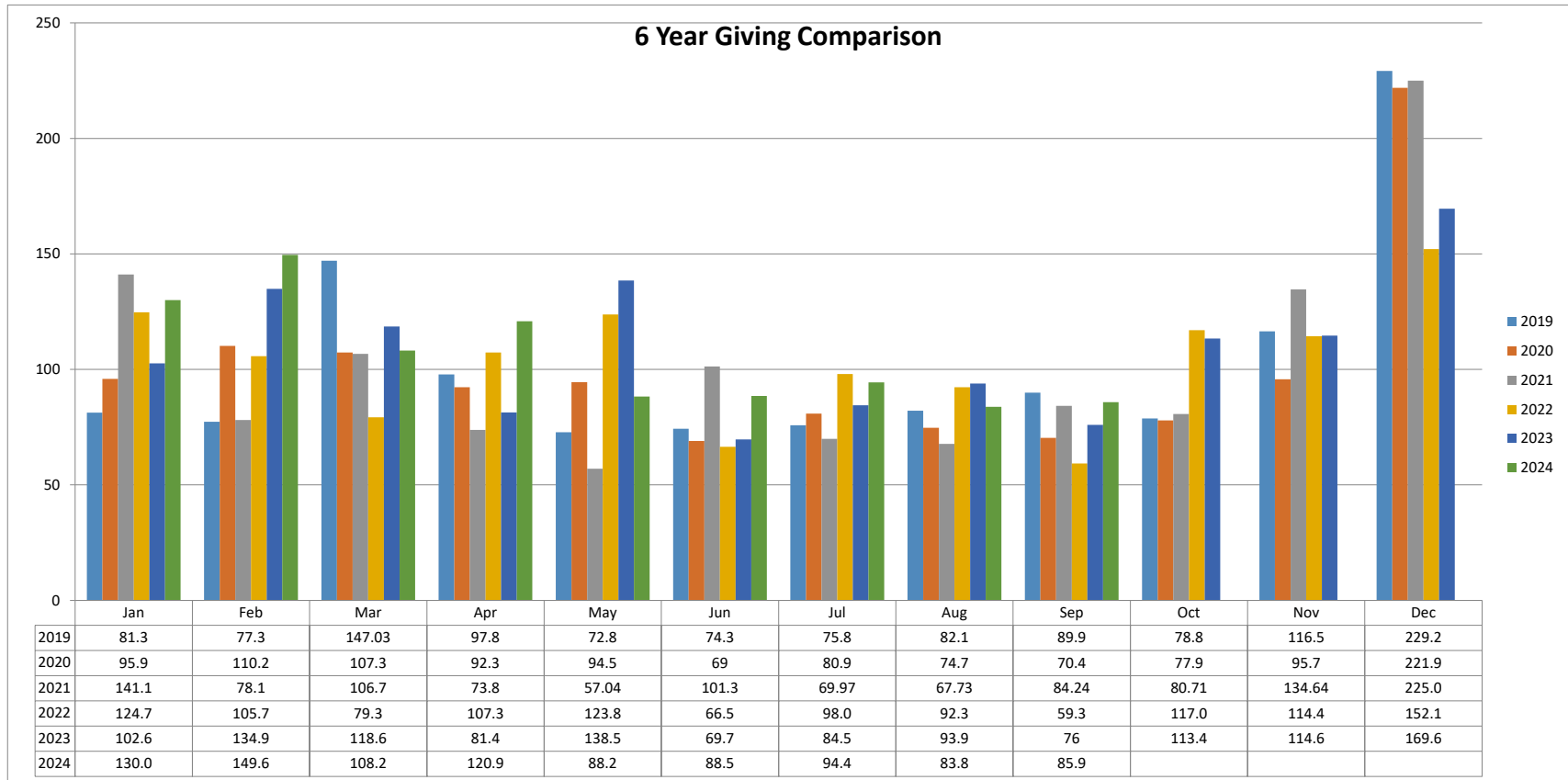
Immanuel Lutheran Church  
 Monthly Attendance Comparison



### Immanuel Lutheran Church 2024 Attendance Comparison







2024 YTD	2023 YTD	2022 YTD	2021 YTD	2020 YTD
Actual	Actual	Actual	Actual	Actual
\$949	\$900	\$ 857	\$780	\$ 795

### Raise the Roof Campaign Tracking

April 2022 - April 2025

3 Year Pledge TOTAL: \$

421,214

Year	Month	Received	Total	Actual %	Expected %
2022	Apr	\$ 11,998	\$ 11,998	3%	3%
2022	May	\$ 22,030	\$ 34,028	8%	6%
2022	June	\$ 50,788	\$ 84,815	20%	8%
2022	July	\$ 14,044	\$ 98,859	23%	11%
2022	Aug	\$ 8,530	\$ 107,389	25%	14%
2022	Sept	\$ 12,384	\$ 119,773	28%	17%
2022	Oct	\$ 13,013	\$ 132,786	32%	19%
2022	Nov	\$ 9,893	\$ 142,679	34%	22%
2022	Dec	\$ 17,214	\$ 159,893	38%	25%

2023	Jan	\$ 12,461	\$ 172,354	41%	28%
2023	Feb	\$ 13,342	\$ 185,696	44%	31%
2023	Mar	\$ 12,876	\$ 198,572	47%	33%
2023	Apr	\$ 7,802	\$ 206,374	49%	36%
2023	May	\$ 7,825	\$ 214,199	51%	39%
2023	June	\$ 9,619	\$ 223,818	53%	42%
2023	July	\$ 6,969	\$ 230,787	55%	44%
2023	Aug	\$ 12,338	\$ 243,125	58%	47%
2023	Sept	\$ 7,622	\$ 250,747	60%	50%
2023	Oct	\$ 13,103	\$ 263,850	63%	53%
2023	Nov	\$ 23,162	\$ 287,012	68%	56%
2023	Dec	\$ 17,302	\$ 304,314	72%	58%

2024	Jan	\$ 10,569	\$ 314,883	75%	61%
2024	Feb	\$ 12,505	\$ 327,388	78%	64%
2024	Mar	\$ 12,119	\$ 339,507	81%	67%
2024	Apr	\$ 8,604	\$ 348,110	83%	69%
2024	May	\$ 16,542	\$ 364,652	87%	72%
2024	June	\$ 7,687	\$ 372,339	88%	73%
2024	July	\$ 5,853	\$ 378,192	90%	78%
2024	Aug	\$ 13,954	\$ 392,146	93%	81%
2024	Sept	\$ 6,997	\$ 399,143	95%	83%
2024	Oct		\$ 399,143	95%	86%
2024	Nov		\$ 399,143	95%	89%
2024	Dec		\$ 399,143	95%	92%

2025	Jan		\$ 399,143	95%	94%
2025	Feb		\$ 399,143	95%	97%
2025	Mar		\$ 399,143	95%	100%

**Immanuel Lutheran Church  
Sep-24  
Financial Summary**

	Current Month					Year to Date					Progress to Budget		
	Prior Year	Budget	Actual	Variance	% Var	Prior Year	Budget	Actual	Variance	% Var	YTD Giving / Expense	Annual Budget	% Budget YTD
Giving	\$ 74,751	\$ 71,156	\$ 85,785	\$ 14,629		\$ 834,312	\$ 845,922	\$ 909,061	\$ 63,139	7.5%	\$ 909,061	\$ 1,243,700	
Misc. Income	\$ 1,985	\$ 1,505	\$ 66	\$ (1,439)		\$ 66,598	\$ 67,892	\$ 42,957	\$ (24,935)		\$ 42,957	\$ 76,300	
<b>Total Income</b>	<b>\$ 76,736</b>	<b>\$ 72,661</b>	<b>\$ 85,851</b>	<b>\$ 13,190</b>	<b>18.2%</b>	<b>\$ 900,910</b>	<b>\$ 913,814</b>	<b>\$ 952,019</b>	<b>\$ 38,205</b>	<b>4.2%</b>	<b>\$ 952,019</b>	<b>\$ 1,320,000</b>	<b>72.12%</b>
Benevolence - ELCA (9%)	\$ 6,728	\$ 6,404	\$ 7,721	\$ 1,317		\$ 75,088	\$ 76,133	\$ 81,816	\$ 5,683		\$ 81,816	\$ 111,933	
Benevolence - Other (8%)	\$ 5,980	\$ 5,692	\$ 6,863	\$ 1,170		\$ 66,745	\$ 67,674	\$ 72,725	\$ 5,051		\$ 72,725	\$ 99,496	
<b>Church Expenses</b>	<b>\$ 85,813</b>	<b>\$ 90,297</b>	<b>\$ 89,883</b>	<b>\$ (414)</b>	<b>-0.5%</b>	<b>\$ 719,108</b>	<b>\$ 812,678</b>	<b>\$ 861,209</b>	<b>\$ 48,532</b>	<b>6.0%</b>	<b>\$ 861,209</b>	<b>\$ 1,077,354</b>	<b>79.94%</b>
<b>Program Expenses</b>	<b>\$ 5,094</b>	<b>\$ 4,728</b>	<b>\$ 3,117</b>	<b>\$ (1,610)</b>	<b>-34.1%</b>	<b>\$ 37,964</b>	<b>\$ 42,549</b>	<b>\$ 16,596</b>	<b>\$ (25,953)</b>	<b>-61.0%</b>	<b>\$ 16,596</b>	<b>\$ 62,948</b>	<b>26.36%</b>
<b>Total Expenses</b>	<b>\$ 103,615</b>	<b>\$ 107,122</b>	<b>\$ 107,584</b>	<b>\$ 463</b>	<b>0.4%</b>	<b>\$ 898,905</b>	<b>\$ 999,034</b>	<b>\$ 1,032,346</b>	<b>\$ 33,312</b>	<b>3.3%</b>	<b>\$ 1,032,346</b>	<b>\$ 1,351,731</b>	<b>76.37%</b>
<b>Giving less Expenses</b>	<b>\$ (26,878)</b>	<b>\$ (34,461)</b>	<b>\$ (21,733)</b>	<b>\$ 12,727</b>		<b>\$ 2,005</b>	<b>\$ (85,220)</b>	<b>\$ (80,327)</b>	<b>\$ 4,893</b>		<b>\$ (80,327)</b>	<b>\$ (31,731)</b>	

Cash Reserves used to balance budget

	Prior Month	This Month	Inc / (Dec)
General Fund Balance	\$ 543,987	\$ 494,494	\$ (49,494)
Unrestricted Fund Balance	\$ 238,373	\$ 190,749	\$ (47,624)
Fidelity Investment Account	\$ 201,993	\$ 202,791	\$ 798
Raise the Roof	\$ (13,760)	\$ (6,763)	\$ 6,997
All Other Restricted Funds	\$ 117,382	\$ 107,717	\$ (9,665)
<b>Total Unrestricted Funds</b>	<b>\$ 440,365</b>	<b>\$ 393,540</b>	<b>\$ (46,826)</b>

months elapsed 75%

Benevolence checks written in Sept  
Expect to be back in a positive position in Oct/Nov

No insurance refund received in Sept  
YTD Income - Expenses = -80.3K  
IF we hit the income and expense budget Oct - Dec and get our insurance refund we will net \$104K more than expenses in Q4  
If we achieve these numbers we will take in about \$25K more than we spend this year - incremental Benevolence  
**KEY DRIVERS:**  
Member giving up \$63K for Q1-Q3  
Dedicated Fund usage in 2024 and Insurance refund  
Change in the way program fees offset expenses in budget  
See YTD program #'s

Months To Go			
Benevolence and Exp Ave \$110K / month	Income	Exc Mo	Income
Months	Income		
INCOME Oct - Nov	\$118K		16,000
FORECAST Dec	\$169K		59,000
Insurance Refund			30,000
Projected Q4 Income greater than budget			<b>105,000</b>
Actual Q1-3 Income vs. Exp gap			<b>\$ (80,327)</b>
Incremental Revenue			<b>\$ 24,673</b>