



Council Meeting Minutes

Date: 11/14/2023	Time: 7:00 P.M.	Location: Fellowship Hall and Zoom
Attendees: Jolene T., Lisa M., Pastor Paul, Kelly, Winnie, Angie, Pastor Dan, Kate, Mark, Jolene H., Deacon Savannah, Julie, Paul S., Phil, Connie, Emily, Nancy		
Absent: Jennifer, Mike		
Call To Order: 7:00 PM.		
Approval of Previous Meeting Minutes: Approval with typos corrected – Emily moved, Mark seconded, approved unanimously		

Action Item	Who	Status	Expected Completion date
Columbarium – 2 nd unit	Pastor Paul	In-progress – foundation and landscaping not included in bid; will need to front the funds but will then recover as individual units are purchased	November 2023

Devotions

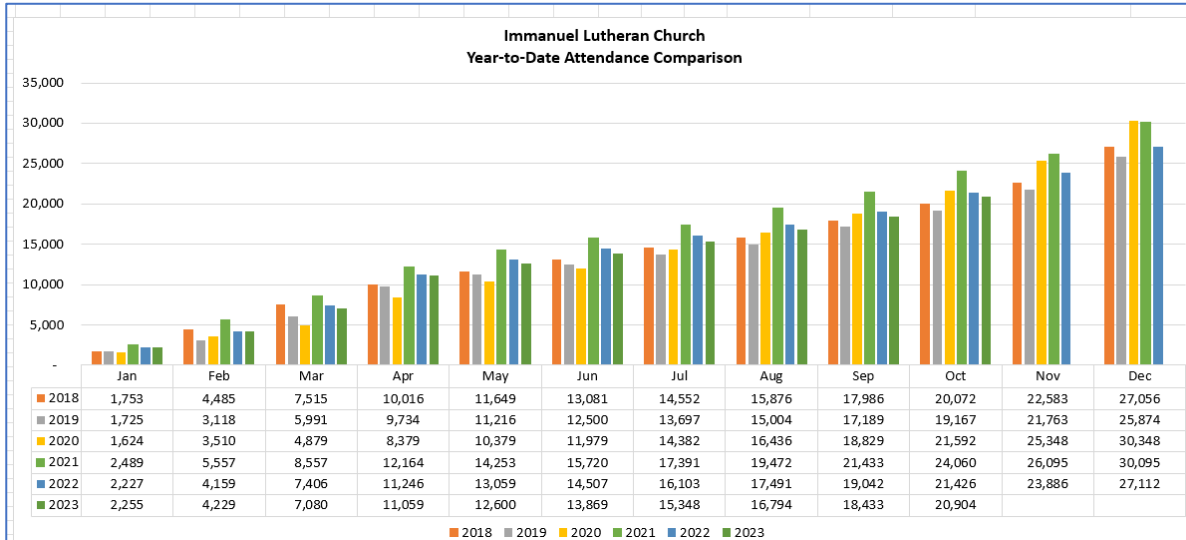
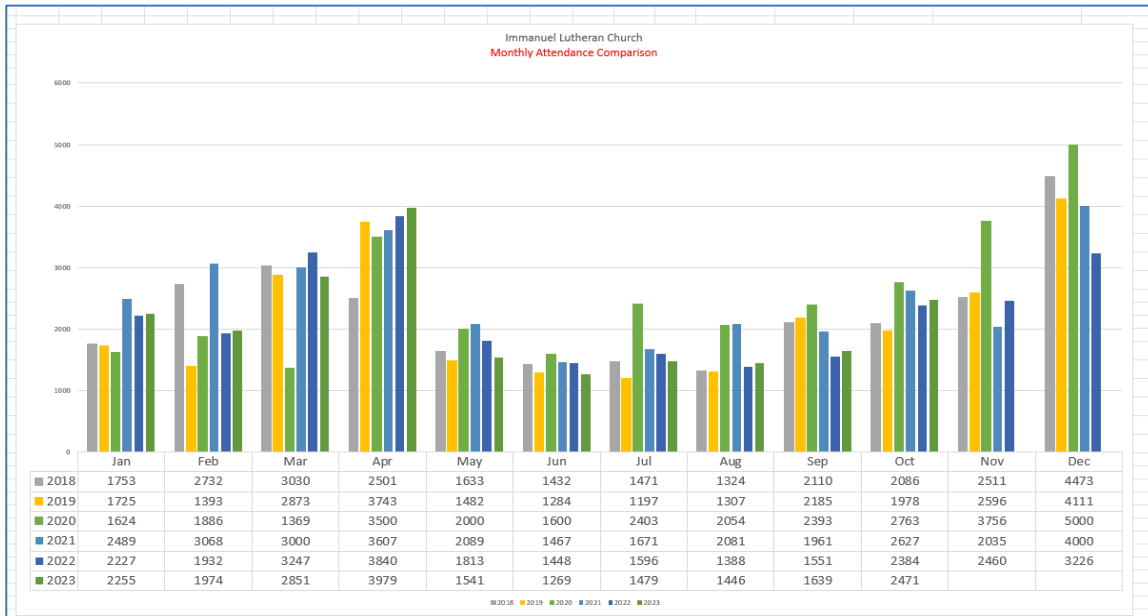
Devotion provided by Paul S.

Financial Matters

Connie presented the financial, attendance and giving information.

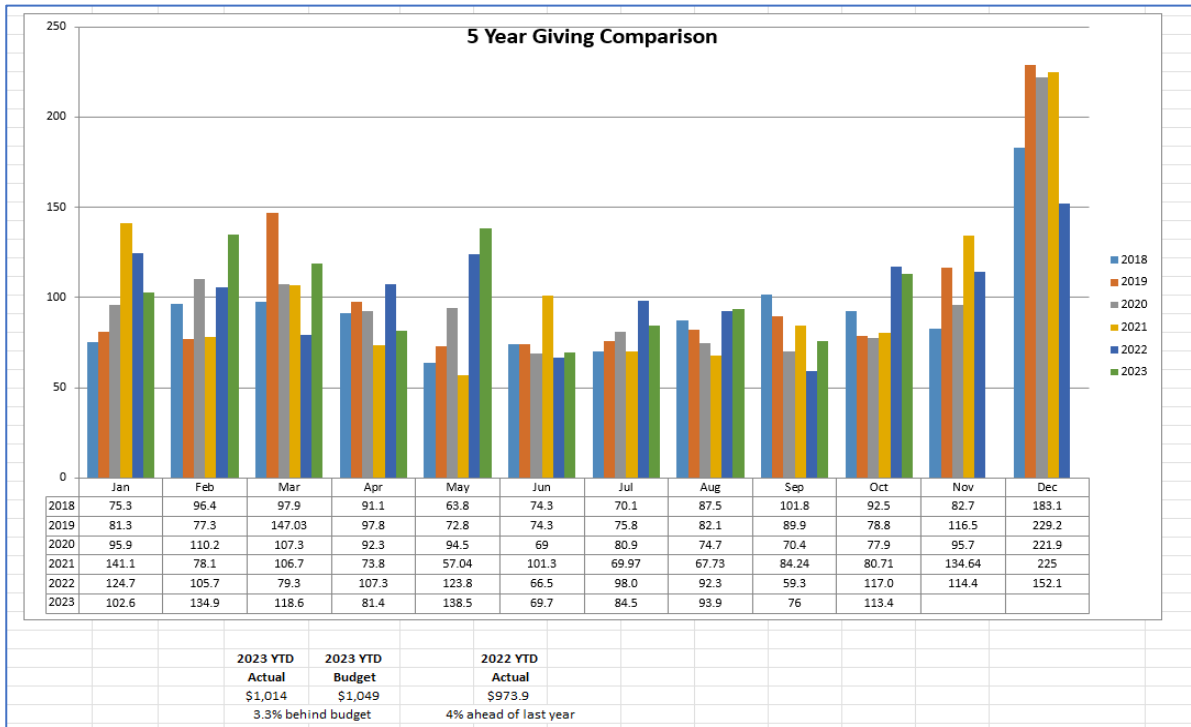
Attendance

- Noticing pattern over last 2 years
- October 5 week months 2022 and 2023 – comparable
- Assuming Nov and Dec will continue to follow pattern
- 60-70% in person attendance seems to be consistent
- Pastor Paul hearing from people that really appreciate the online worship availability
- Phil shared story of new member selecting Immanuel based on online service quality



Giving

- Very consistent with last October
- Projecting November and December will follow similar pattern – planning conservatively



Raise the Roof

- 63% of pledges received, 53% of campaign completed
- Roofing underway – rubber membrane roof much easier to repair

Financials

Immanuel Lutheran Church Oct-23 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	\$ 116,736	\$ 99,917	\$ 110,102	\$ 10,186		\$911,728	\$ 999,167	\$ 944,414	\$ (54,753)		\$ 944,414	\$ 1,199,000	
Misc. Income	\$ 300	\$ 6,928	\$ 3,287	\$ (3,640)		\$ 62,246	\$ 50,000	\$ 69,885	\$ 19,885		\$ 69,885	\$ 60,000	
Total Recurring Income	\$ 117,036	\$ 106,844	\$ 113,389	\$ 6,545	6.1%	\$973,374	\$ 1,049,167	\$ 1,014,299	\$ (34,868)	-3.3%	\$ 1,014,299	\$ 1,259,000	80.56%
Benevolence - ELCA (9%)	\$ 10,506	\$ 8,992	\$ 9,909	\$ 917		\$ 82,001	\$ 89,925	\$ 84,997	\$ (4,928)		\$ 84,997	\$ 107,910	
Benevolence - Other (8%)	\$ 9,339	\$ 7,993	\$ 8,808	\$ 815		\$ 72,890	\$ 79,933	\$ 75,553	\$ (4,380)		\$ 75,553	\$ 95,920	
Church Expenses	\$ 85,594	\$ 85,105	\$ 80,885	\$ (4,221)	-5.0%	\$775,085	\$ 851,055	\$ 799,303	\$ (51,752)	-6.1%	\$ 799,303	\$ 1,021,266	78.27%
Program Expenses	\$ 2,524	\$ 4,552	\$ 4,135	\$ (417)	-9.2%	\$ 49,671	\$ 45,520	\$ 42,908	\$ (2,612)	-5.7%	\$ 42,908	\$ 54,824	78.27%
Total Recurring Expenses	\$ 107,963	\$ 106,643	\$ 103,737	\$ (2,906)	-2.7%	\$979,646	\$ 1,066,434	\$ 1,002,762	\$ (63,672)	-6.0%	\$ 1,002,762	\$ 1,279,920	78.35%
Recurring: Giving less Expenses	\$ 8,824	\$ 201	\$ 9,653	\$ 9,451		\$ (6,272)	\$ (17,267)	\$ 11,537	\$ 28,804		\$ 11,537	\$ (20,920)	
General Fund Balance		Month Open \$ 735,315	Month End \$ 728,642	Inc / (Dec) \$ (6,673)									
Highlights											Nov & Dec giving LY	\$266	
											Estimated Annual Giving	\$ 1,280	

- October – received \$9600 more than spent in month
- \$11,537 ahead – should have greater favorability at end of year, planned for deficit so very grateful for faithful giving by congregation
- Expecting program expenses to be higher in November

2024 Budget

- May change assumptions once pledges come in
- Changed accounting rules for Youth accounts – no longer dedicated accounts
- 2024 – currently projecting \$37K shortfall (preliminary)
 - Have made some cuts after last month's Council meeting and moved Camp Wapo to benevolence – \$12K in first round reductions
 - We have budgeted deficit in the past but have never ended the year that way
 - Did not have deficit in 2023 because we were not fully staffed
 - Pastor Paul – grateful because we are in an incredible position – able to pay staff at Synod guidelines and provide significant benevolence – faithful generosity of our congregation; have a wonderful staff which is recognized by congregation
 - Will provide total benevolence at Annual meeting (Jan. 21, 2024) – special collections done throughout the year, PROP bingo event, craft sale – (not part of the general budget)
 - Immanuel has a large gift policy – not well known
 - Discussed endowment fund – Kelly and Connie reviewed last year and moved investment to a better fund
 - Pastor Dan provided insights from other churches at which he has served

Staff update – Kelly

- Currently focused on 2024 budget and audit committee (non-financial portions starting now)

Ministry Team Updates/Pastoral Acts:

- Deacon Savannah
 - Synod events – Eco-faith summit happened last weekend
 - Bishop election listening session – on committee, learning what people are looking forward to happening in the next 10-12 years
 - Nominees presented in Feb. at Synod Assembly
 - 6-7 people going to Amextra in March
- Pastor Dan
 - Adult Faith Formation and Fellowship Committee meeting – establishing structure
 - No big new programs planned but would like to try some new things – carefully picking focus (conversation groups, Timberwolves game (fellowship))
 - Met with all leaders of Faith formation groups – grateful for all the things that are happening and congregation-led activities
- Pastor Paul
 - 2 baptisms, 2 funerals, 0 weddings
 - Great Confirmation retreat – enthusiastic, great kids
 - Planning staff retreat – volunteers, Stepping Stones, Fall theme for 2024
 - Italy trip – people in that group were amazing, enjoyed each other's company, enriching, rewarding – talk about presentation in 2024
 - St. Andrew's pastor took call in FL, leaving mid-December – keep that congregation in your prayers as they go through this transition

Council Committee updates

Phil/Kate – Sr High

- 54 attendees at confirmation retreat

- Tomorrow night – mental health awareness presentations – one for youth, one for parents/guardians
- Considering moving confirmation retreat to Camp Eden Wood to reduce travel and expenses – might make it easier to participate for even part of the retreat
- Sent 20 care packages to last year's graduates
- Youth gathering – 9 students from Immanuel, 17 from Mt. Olivet in Plymouth – helps with flight costs; will do some activities with other group to make connections
 - Expect some fundraising opportunities
- Thanksgiving Eve – kids will be serving pie after service (Grace organizing)

Winnie – WMA

- Focusing on budgeting and different accounts available
- Music room organization progressing well – planning to color code music by season and create online library
- Christmas Cantata practicing
- Planning a requiem for Good Friday
- Brass trying to find time to rehearse – Winnie to talk with the group
- Working on Welcome Sunday cross display
- Question about hymnal supplement – church has not purchased the 2020 version

Angie – Fellowship

- Still getting a handle on Fellowship – meeting with Wednesday night café leaders to see how things are going
 - About breaking even or some surplus in café account
- Look to Annual meeting planning
- Smorgasbord – Bev Lohs heading up, Fellowship supporting/answering questions
- Worked on budget with Pastor Dan
- Sent email to coffee servers – using real coffee cups, here to help, everyone really receptive and it helps cut costs on paper products

Nancy – Adult Faith Formation

- Met with leaders of groups – people really opened up about the needs (what to read, where to find materials)
- Excited about direction
- SALT group planned their event for same day as Smorgasbord – looking for some entertainment
 - Planning for next year

Emily – Children's ministry

- Parent's night out fundraiser for youth accounts – Dec. 9, 15 or 16
- Child-led advent worship service planning underway Dec. 17 – practice on Dec 3 and 10
- At home advent supplies available for families to pick up
- Volunteers – still reaching out weekly
- Trunk or Treat – really cold, moved inside, some families may not have come because of the cold, many had never been in the church before

Mark – Properties

- Hired out lightbulb replacement in Luther Hall (complete)
- Fall clean up completed, about 10 people showed up - thanks to Ryan Brattensburg for his help

- Roof – should be completed by this weekend, had to remove prior roofing materials before putting on rubber material
- HVAC replacement planned for March
- New window in Savannah's office ordered
- Holding pond – did final maintenance yesterday – should get about 75% back from watershed district
- City of EP inspected water supply (state requirement), found some items, waiting to hear from plumber

Jolene – Evangelism

- New member event – smaller group
- Budgeting – looking beyond 2024
- Tables of Eight kickoff – 9 groups
- Starting planning for 2024 Welcome weekend
- Jan 19th beach party – start communicating this month

Kristy – Social Concerns

- Led group at Loaves and Fishes – St. Louis Park, smaller facility, first time since pandemic, drive up service, still looking for a champion
- Craft sale went well – Tricia made impact by being here – raised almost \$3400
- Hops and Hope – Nov 20 – book is Becoming Kin
- Community Partnership Fair Nov 19th (Stewardship Sunday) between services – invited various ministry partners, find out more about the partners and volunteer opportunities
- Passed out the list of holiday giving opportunities
 - Short of volunteers last year at the Redeemer and Salem Lutheran Christmas Stores

Pastor Paul

- Sunday after Thanksgiving – added an Advent Sunday because Christmas Eve is the last Sunday of Advent
- 10-11:15 am decorating, followed by short worship service and treats

Closed in song at 8:36 pm