



Council Meeting Minutes

Date: 12/12/2023	Time: 7:00 P.M.	Location: Fellowship Hall and Zoom
Attendees: Pastor Paul, Kelly, Connie, Julie, Winnie, Mark, Pastor Dan, Jenny, Deacon Savannah, Jolene T, Jolene H, Paul, Kate, Phil, Kristi, Jennifer		
Absent: Angie, Mike, Lisa, Nancy, Emily		
Call To Order: 7:05 PM.		
Approval of November Meeting Minutes: Approval – Winnie moved, Kate seconded, approved unanimously		

Action Item	Who	Status	Expected Completion date

Devotions

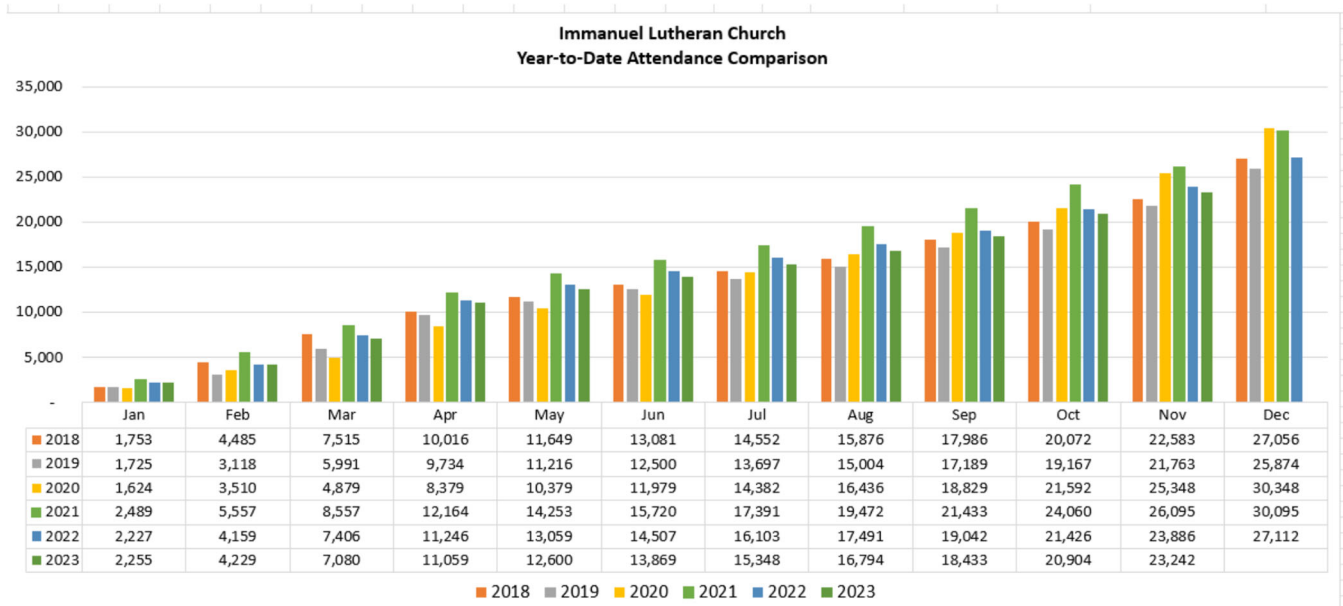
Devotion provided by Pastor Dan

Financial Matters

Jennifer presented the income & attendance reports.

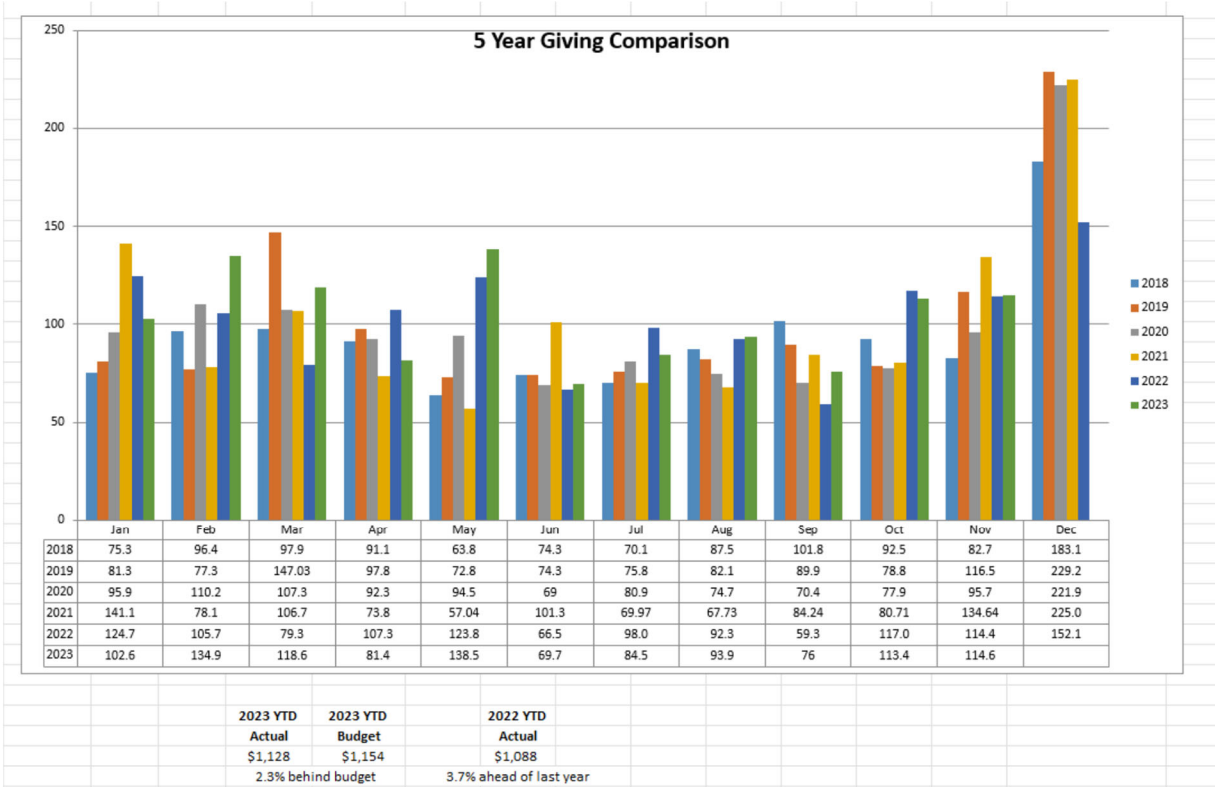
Attendance

- November numbers may be slightly understated as one 10:30 online services did not go live due to equipment failure.
- Year-to-date continue to have strong attendance numbers.



Income

- Income YTD 2023 is behind 2.3%, but we are 3.7% ahead of 2022 giving by end of November.
- December traditionally has strong giving numbers.



Raise the Roof

- Income is still strong at 68% of total pledged 19 months into the 36 month campaign.
- Projects have been adjusted to compensate for higher costs. 2nd of 3 benevolence payments have been sent to Habitat for Humanity and Simpson Housing Service.

Raise the Roof Campaign Tracking

April 2022 - April 2025 3 Year Pledge TOTAL: \$ 421,214

Year	Month	Received	Total campaign Receipts	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%	54%

Financials

Connie presented the November financials & updated 2024 budget review.

Immanuel Lutheran Church Nov-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	\$ 114,236	\$ 99,917	\$ 112,333	\$ 12,416		\$ 1,025,957	\$ 1,099,083	\$ 1,056,747	\$ (42,337)		\$ 1,056,747	\$ 1,199,000	
Misc. Income	\$ 147	\$ 5,000	\$ 2,222	\$ (2,778)		\$ 62,400	\$ 55,000	\$ 72,107	\$ 17,107		\$ 72,107	\$ 60,000	
Total Recurring Income	\$ 114,383	\$ 104,917	\$ 114,555	\$ 9,638	9.2%	\$ 1,088,357	\$ 1,154,083	\$ 1,128,854	\$ (25,230)	-2.2%	\$ 1,128,854	\$ 1,259,000	89.66%
Benevolence - ELCA (9%)	\$ 10,281	\$ 8,992	\$ 10,110	\$ 1,117		\$ 92,336	\$ 98,918	\$ 95,107	\$ (3,810)		\$ 95,107	\$ 107,910	
Benevolence - Other (8%)	\$ 9,139	\$ 7,993	\$ 8,987	\$ 993		\$ 82,077	\$ 87,927	\$ 84,540	\$ (3,387)		\$ 84,540	\$ 95,920	
Church Expenses	\$ 83,197	\$ 85,105	\$ 87,718	\$ 2,613	3.1%	\$ 858,132	\$ 936,161	\$ 887,021	\$ (49,140)	-5.2%	\$ 887,021	\$ 1,021,266	86.86%
Program Expenses	\$ 13,822	\$ 4,552	\$ 16,482	\$ 11,930	262.1%	\$ 63,493	\$ 50,072	\$ 59,391	\$ 9,318	18.6%	\$ 59,391	\$ 54,824	108.33%
Total Recurring Expenses	\$ 116,439	\$ 106,643	\$ 123,297	\$ 16,653	15.6%	\$ 1,096,038	\$ 1,173,077	\$ 1,126,058	\$ (47,019)	-4.0%	\$ 1,126,058	\$ 1,279,920	87.98%
Recurring:													
Giving less Expenses	\$ (2,056)	\$ (1,727)	\$ (6,742)	\$ (7,015)		\$ (7,680)	\$ (18,993)	\$ 2,796	\$ 21,789		\$ 2,796	\$ (20,920)	
													% of year elapsed 92%

General Fund Balance **Starting** **Ending** **Inc / (Dec)**
 \$ 728,642 \$ 696,984 \$ (31,658)

Highlights

YTD Income greater than Expenses by \$2.8K

* Giving in November exceeded budget by \$9.6K and was very similar to last year

* Church expenses +2.6K for the month driven by supplies and variable staffing

* Program expenses were \$11.9K high than budget in Nov driven by Camp Wapo gift and confirmation retreat.

Dec 2023 Giving needed to meet budget \$ 130,146

Dec 2022 giving \$ 152,148

2024 Budget

- About 200 pledges in so far for 2024.
- Estimated gap between expected income and expenses is \$8700.
- Still planning to keep benevolence at 9% to the ELCA and 8% to ministry partners
- Includes 3% salary adjustment for staff
- Working to include a Servant Song director to support the 10:30am service.

Staff update – Kelly

- Received notice from Church Mutual they will not be renewing our liability insurance in 2024. Church Mutual is dropping many churches due to new risk model. Looking into new companies to provide estimates so we can get new insurance for 2024 budget.
- Working on the audit. Kelly is grateful for Bill Maes, Gary Hammer & Paul Carroll for their diligent work.

Ministry Team Updates/Pastoral Acts:

- Deacon Savannah
 - Holiday giving has plenty of opportunities and gift sponsorships.
 - Stewardship Sunday went over well with community partner relationships solidified.
 - AMEXTRA trip in March. 7 travelers are finalizing plans.
 - Caring Ministry will be doing more visits for those that can't make it to church and putting together Advent gifts.
 - Deck the Halls went well and will be a great new tradition.
- Pastor Dan
 - Fellowship is long-range plans and getting new volunteers to contribute in the kitchen. Hope to broaden focus, not just food & treats. Goal is building connections & relationships.
 - Working on scheduling some baptism orientation classes.
 - Outlaw Ranch will be the location for family camp for 2024. Adventure Camp for teens. Bible studies for adults.

- Pastor Paul
 - In person attendance seems to be up the last several months.
 - 3 funerals, 4 baptisms and no weddings
 - After the January 21 Annual Meeting we will be hosting an interfaith gathering presence to reach across those faith lines and build bridges. Reading the 10 Commandments and Luther's explanation of each. Fellowship in the atrium afterwards.
 - Staff retreat scheduled January 30.

Council Committee updates

Phil/Kate/Jolene/Lisa – Sr High and Middle School

- Parent nights out - kids earned money for youth accounts for kids attending National Youth Gathering.
- Kids had an opportunity to serve at the Smorgasbord for funds for their youth accounts. Key focus was for those that are attending the National Youth Gathering in 2024.
- Mental health night was November 15. Positive feedback from students.
- Thanksgiving Eve pie serving was a good turnout, but we had plenty of leftover pumpkin pies.
- Youth Rejoice in February 2024.

Winnie – WMA

- Plenty of plans in place for 2024.
- Lots and lots of music for Christmas.

Angie & Mike – Fellowship

- No report

Nancy – Adult Faith Formation

No report

Jenny – Children's ministry

- 15 readers, 100 kids participating, 6 plus kids playing instruments for the Child Led Advent Service This Sunday, December 17.
- Parents night out had 20 kids with 5 youth helping to raise funds.
- Camp Wapo registration will open the end of January.

Mark – Properties

- HVAC Replacement
 - Cody Kropp, our project manager from Horwitz is estimating delivery for the new HVAC unit in early March (3/11)
 - We're debating purchasing an HVAC preventive maintenance plan. Cost is around \$4k per year. Will be discussed at Exec Council.
- Roof Section Replacement
 - Roof replacement for sections 4 & 7 are now complete.
 - Sections 8 & 9 are next, pending available funding.
- Replacing window in Deacon Savannah's office
 - New window from Home Depot scheduled to be installed on Jan 12
- Holding Pond Maintenance
 - A reimbursement check of \$563 for year 1 maintenance from the Watershed District is expected to arrive approx. Dec 15
 - Total maintenance costs for the year were \$1125
- City of Eden Prairie Backflow Prevention Survey/Audit
 - 5 water-related risks have been identified to be remediated in a reasonable time frame 'to avoid additional risk to the drinking water in our facility'
 - Appear to be minor, 4 outside hose connections & new backflow prevention w/in the baptismal font
 - Waiting on bids from 2 plumbers

- Snow Shovelers
 - o Signup sheet has been setup, minimal sign-ups to date.
 - o Volunteers needed; additional communications will be sent.
 - o Planning to move the snowblower to the newest shed near the west entrance.
- Water Heater Leak
 - o A water leak was discovered Nov 26, determined a new pump was needed which has now been replaced.
 - o Also discovered a small gas leak which was also fixed.
- Property Insurance
 - o Was informed by our current insurance provider that our coverage will be terminated on Mar 2. Sounds like this has been happening to other churches with this same provider, even with no recent claims.
 - o In process of getting bids from two companies. One of the companies is our prior provider.
- Ceiling panel in hallway between Marykay and Kelly's office
 - o Panel collapsed from a water leak late Fall
 - o Will ask Darryl to work on replacing
 - o Leak issue is hopefully resolved with recent roof replacement

Jolene – Evangelism

- Beach Party is January 19 for families with young children.
- Grief Coalition starts January 15 thru February 19 is being hosted by Immanuel.

Kristi – Social Concerns

- o Anna and Kristi went to Redeemer Christmas Store to volunteer. Hundreds of kids attended.
- o Salem Christmas Store is December 16.
- o Diaper Squad is still in need of diapers for Redeemer neighborhood food shelf
- o Hops and Hope is December 18 at Immanuel – topic is book “The Just Kitchen.”

Jolene H made motion and mark seconded to adjourn.

Closed in song at 8:25 pm