



Executive Committee Meeting Minutes

Date: 1/9/2024	Time: 6:00 P.M.	Location: Fellowship Hall
Attendees: Paul S., Pastor Paul, Julie, Connie, Kelly, Jennifer		
Absent: N/A		
Call To Order: 6:10 P.M.		
Approval of Previous Meeting Minutes: Connie made a motion to approve the Executive Council minutes for December 2023. Julie seconded the motion and all approved.		

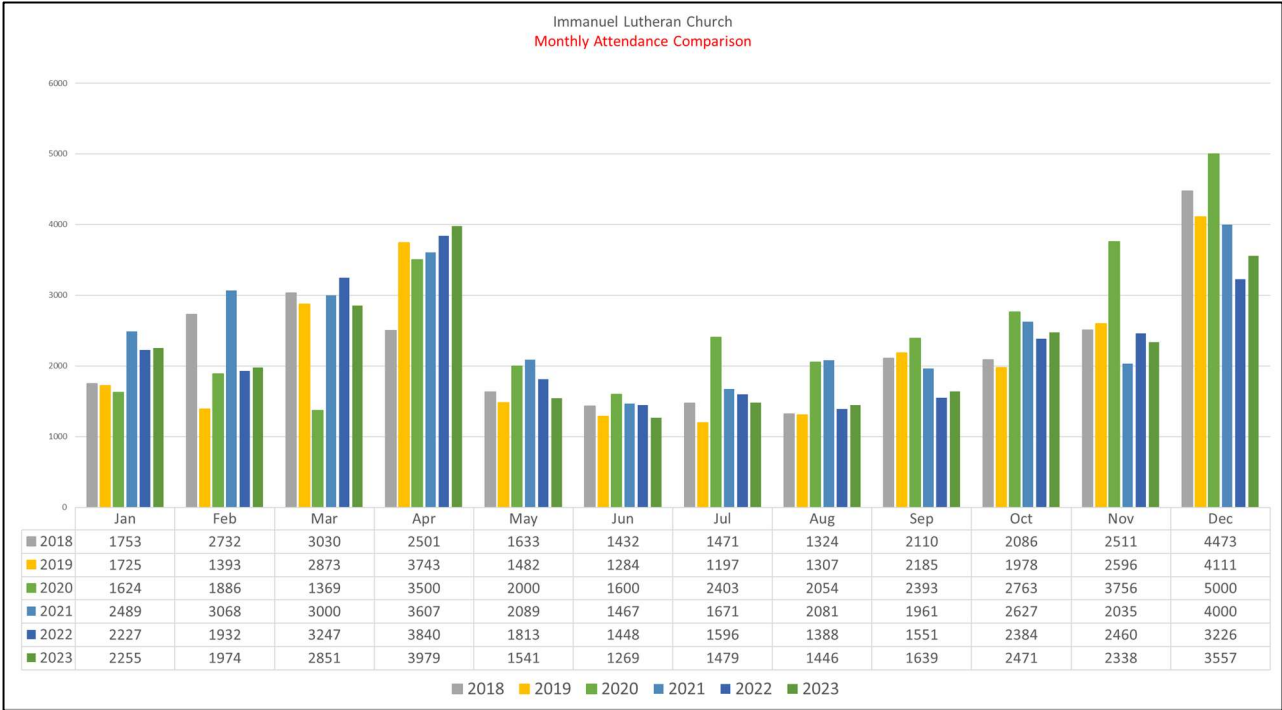
Action Item	Who	Status	Expected Completion date
Julie to contact Bev Lohs re: Strategy	Julie	In progress	January 2024
Approve past Executive Committee minutes not yet approved via email	Kelly to provide, Exec to provide email approvals	In-progress	
Send specific information on Personnel salary and benefit increases	Connie		January 2024
Reach out to Redeemer Lutheran re Council retreat	Pastor Paul		February 2024

Devotions

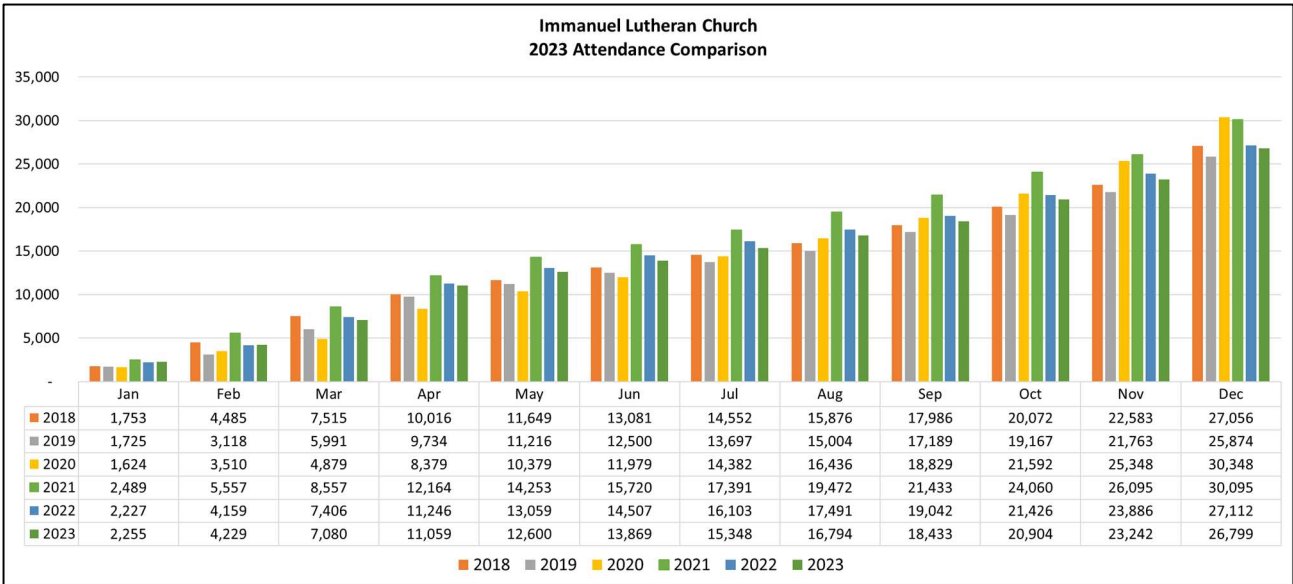
Meeting began with Bible reading and discussion lead by Pastor Paul.

Financial Matters

Attendance

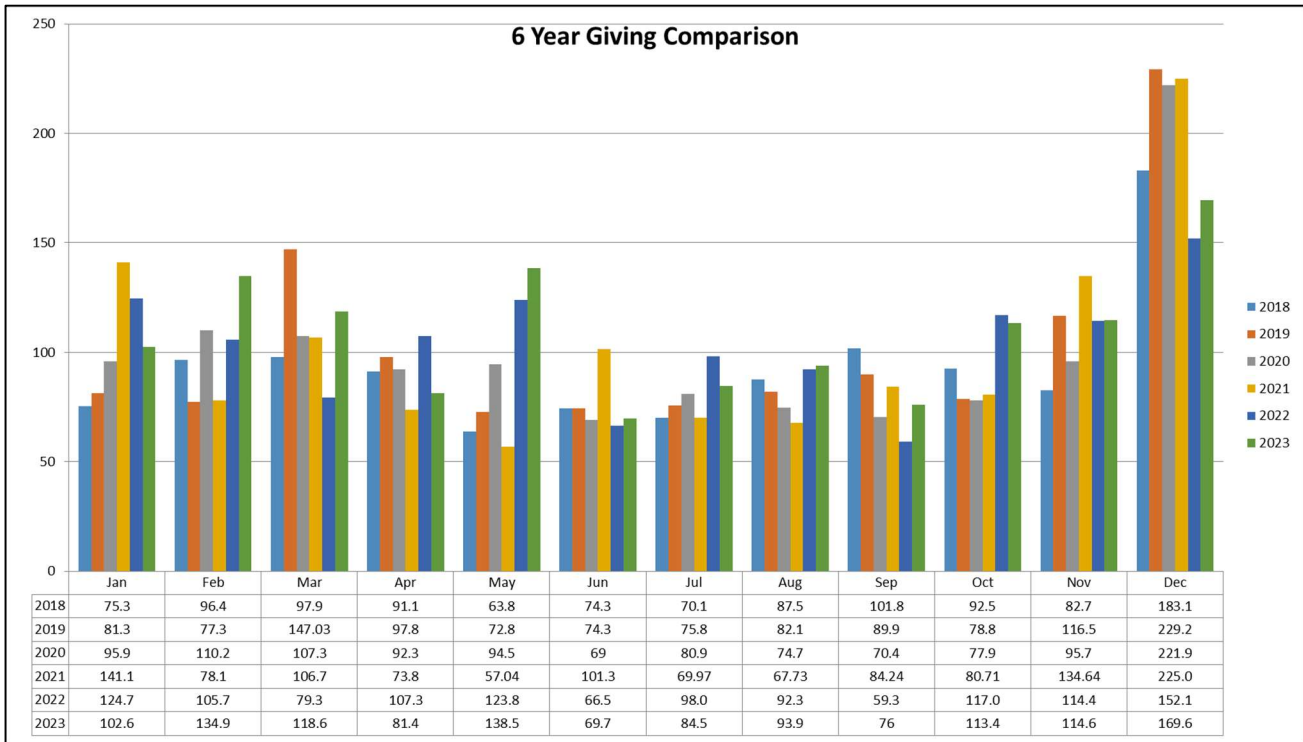


- December attendance – 3557 with 76% in-person
 - December higher than 2022, lower than prior 4 years – discussed fact that we had one fewer Sunday service given that Christmas Eve fell on a Sunday and also had only one service on New Year’s Eve.
 - 1271 people at Christmas Eve services.



- Very consistent attendance for last 6 years, considering the impact of Covid in 2020 and 2021 and application of attendance factor for online worship during those years.

Financials




- Income was \$169.6K in December – strongest month in 2023 (stronger than last year but down from prior years).

**Immanuel Lutheran Church
December 2022
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	\$ 151,391	\$ 99,917	\$ 166,268	\$ 66,352		\$ 1,180,805	\$ 1,199,000	\$ 1,223,015	\$ 24,015		\$ 1,223,015	\$ 1,199,000	
Misc. Income	\$ 757	\$ 5,000	\$ 3,299	\$ (1,701)		\$ 59,700	\$ 60,000	\$ 75,406	\$ 15,406		\$ 75,406	\$ 60,000	
Total Recurring Income	\$ 152,148	\$ 104,917	\$ 169,567	\$ 64,651	61.6%	\$ 1,240,505	\$ 1,259,000	\$ 1,298,421	\$ 39,421	3.1%	\$ 1,298,421	\$ 1,259,000	103.13%
Benevolence - ELCA (9%)	\$ 13,625	\$ 8,992	\$ 14,964	\$ 5,972		\$ 106,012	\$ 107,910	\$ 110,049	\$ 2,139		\$ 110,049	\$ 107,910	
Benevolence - Other (8%)	\$ 12,111	\$ 7,993	\$ 13,301	\$ 5,308		\$ 104,272	\$ 95,920	\$ 97,841	\$ 1,921		\$ 97,841	\$ 95,920	
Church Expenses	\$ 84,631	\$ 85,105	\$ 100,908	\$ 15,802	18.6%	\$ 929,594	\$ 1,021,266	\$ 987,727	\$ (33,539)	-3.3%	\$ 987,727	\$ 1,021,266	96.72%
Program Expenses	\$ 2,653	\$ 4,552	\$ 4,561	\$ 9	0.2%	\$ 73,602	\$ 54,624	\$ 63,743	\$ 9,119	16.7%	\$ 63,743	\$ 54,824	116.27%
Total Recurring Expenses	\$ 125,663	\$ 106,643	\$ 133,734	\$ 27,091	25.4%	\$ 1,213,480	\$ 1,279,720	\$ 1,259,360	\$ (20,360)	-1.6%	\$ 1,259,360	\$ 1,279,920	98.39%
Recurring:													
Giving less Expenses	\$ 26,485	\$ (1,727)	\$ 35,833	\$ 37,560		\$ 27,026	\$ (20,720)	\$ 39,061	\$ 59,781		\$ 39,061	\$ (20,920)	
General Fund Balance													
		<u>Prior Month</u>	<u>This Month</u>	<u>Inc / (Dec)</u>									
		\$ 698,368	\$ 677,452	\$ (20,916)									
Highlights													
* December giving was up vs LY													
* Giving exceeded expenses by \$39K for the year													
* Income ended the year \$39.4 Greater than budget, but \$11.5K of that favorability is due to an accounting change.													
* Expenses ended the year \$20K less than budget - favorability in Personnel expense; operated with out assoc pastor and Praise Band worship leader part of year.													
* \$63.3K Dec Raise the Roof expenditures drove the decrease in the general fund. Overall, general Fund remains in a solid position													

- YTD - \$1,298K received vs budget of \$1,259K – 3.1% over budget
- Growth in weekly envelope/pledge giving
- \$11K overage in programs was offset by accounting change (no longer dedicated accounts)
- Overall, \$39K favorable, original budget planning was for a \$20K deficit - \$59.9K favorable variance
- Benevolence was higher because giving was higher

- Church staff, committees, and dedicated volunteers did a good job managing the budget
 - Faithful giving by congregation, indications that members like and trust our staff (now fully staffed) and are excited about staff and our direction



Immanuel Lutheran Church
 General Fund Budget - 2023 Actual and 2024 Budget
 1/9/2024

Income	2023 Budget	2023 Actual	2023 Budget Variance	2024 Budget Proposed	2024 Inc/Dec %
Weekly Envelopes*	\$ 1,170,000	\$ 1,189,484	\$ 19,484	\$ 1,210,200	2%
Loose Offering *	\$ 9,000	\$ 12,944	\$ 3,944	\$ 13,000	0%
Special Offering *	\$ 20,000	\$ 20,587	\$ 587	\$ 20,500	0%
Misc. Income	\$ 55,000	\$ 61,622	\$ 6,622	\$ 62,500	1%
Thrivent Choice	\$ 2,000	\$ 1,655	\$ (345)	\$ 1,600	-3%
Room Usage Fees	\$ 3,000	\$ 620	\$ (2,380)	\$ 600	-3%
Children's Ministry		\$ 5,570	\$ 5,570	\$ 5,600	1%
Youth Ministry		\$ 4,189	\$ 4,189	\$ 4,200	0%
Applied Youth Fundraising		\$ 705	\$ 705	\$ 700	-1%
Applied Youth Scholarships		\$ 1,045	\$ 1,045	\$ 1,100	5%
God's Gifts	\$ 1,259,000	\$ 1,298,421	\$ 39,421	\$ 1,320,000	2%

**Used for Benevolence calculations*

Expenses	2023 Budget	2023 Actuals	2023 Budget Variance	2024 Budget Proposed	2024 Inc/Dec %
Personnel	\$ 866,616	\$ 827,646	\$ (38,970)	\$ 910,754	10%
Office Supplies and Exp	\$ 50,950	\$ 56,120	\$ 5,170	\$ 55,700	-1%
Building Expenses	\$ 103,700	\$ 103,961	\$ 261	\$ 110,900	7%
Program Expenses	\$ 54,824	\$ 63,743	\$ 8,919	\$ 62,948	-1%
Benevolence	\$ 203,830	\$ 207,890	\$ 4,060	\$ 211,429	2%
Total Expenses	\$ 1,279,920	\$ 1,259,360	\$ (20,560)	\$ 1,351,731	7%
Variance (Inc. - Exp)	\$ (20,920)	\$ 39,061	\$ 59,981	\$ (31,731)	

Utilize 2023 Cash Reserves to offset 2023 budget: \$ 31,731

Immanuel 2023 closing general account balance	\$ 677,452
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Key 2024 Budget Assumptions

- Assuming \$20K growth in weekly envelope/pledged giving
- Personnel - 3% cost of living adjustment for staff,
- Hire open Servant Song Worship Director (budgeted for 9 months) leader position, assume we are fully staffed for the entire year.
- Benevolence planned at 9% to the ELCA and at 8% to other ministry partners. (flat to 2023 budget)
- Expense reductions have been taken in multiple areas and additional cost savings initiatives are being reviewed to minimize expenses.

- 2024 pledges are ahead of prior year (235 pledges received so far) – will continue to review through January as pledges are still coming in
- Reviewed key 2024 budget assumptions
- Proposing 2024 budget of \$1,320K – 2% growth over 2023
 - Includes \$30K deficit but propose applying the 2023 giving received that exceeded expenses to offset the deficit

Raise the Roof

Raise the Roof Campaign Tracking					
April 2022 - April 2025			3 Year Pledge TOTAL: \$ 421,214		
Year	Month	Received	Total campaign Receipts	Actual %	Expected %
2023	Dec	\$ 17,302	\$ 304,314	72%	57%

- \$17,302 received in December, campaign to date as received \$304, 314 or 72% of pledged amount – continue to be ahead so in a strong position

Ministry update

- 5 funerals, 4 baptisms in December
 - 25 funerals in 2023
- Council retreat – Pastor Paul proposed holding at Redeemer Lutheran – new pastor, opportunity to re-connect and reestablish our long-term relationship with that congregation

Meeting adjourned at 6:58 pm