



Council Meeting Minutes

| | | |
|--|-----------------|------------------------------------|
| Date: 2/13/2024 | Time: 7:00 P.M. | Location: Fellowship Hall and Zoom |
| Attendees: Paul S, Pastor Paul, Julie, Connie, Rick, Kelly M., Jennifer, Ellie, Angie, Kate, Pastor Dan, Mark, Lisa, Jolene T | | |
| Absent: Jolene H., Nancy, Winnie, Kelly R., Kaye, Mike, Deacon Savannah | | |
| Call To Order: 7:05 PM | | |
| January Meeting Minutes: No corrections. Connie moved to approve the minutes as submitted, Angie seconded, approved unanimously. | | |

| Action Item | Who | Status | Expected Completion date |
|---|-----------------|--------|--------------------------|
| Council Retreat Saturday, April 20 th 9:00am – 3:00pm. Tentatively at Redeemer Lutheran, Minneapolis. | Full council | | |

Devotions

Devotion provided by Paul Savereide

New Member introductions

Rick Ites, Financial Secretary

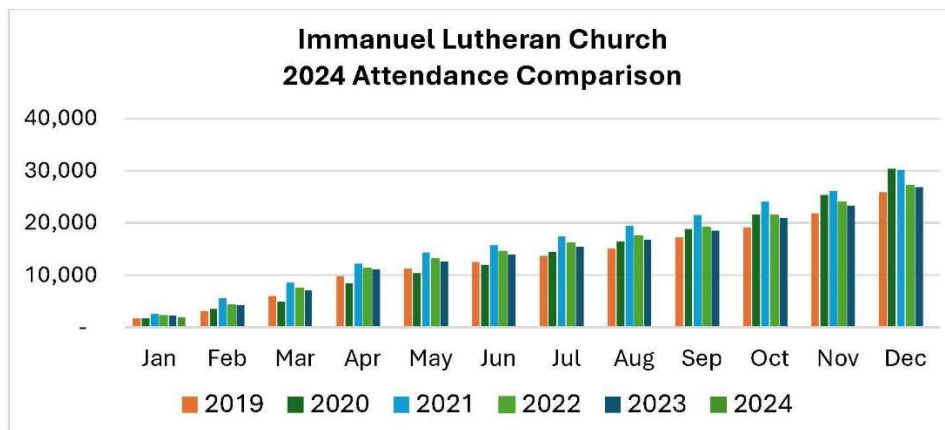
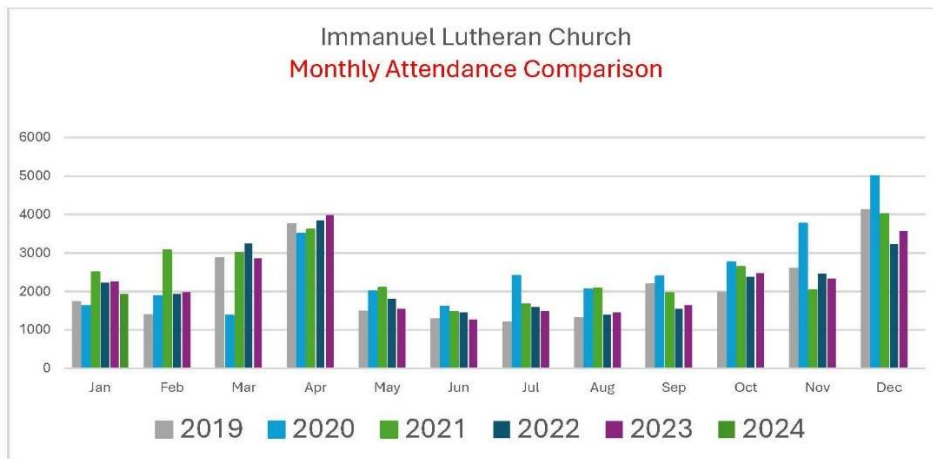
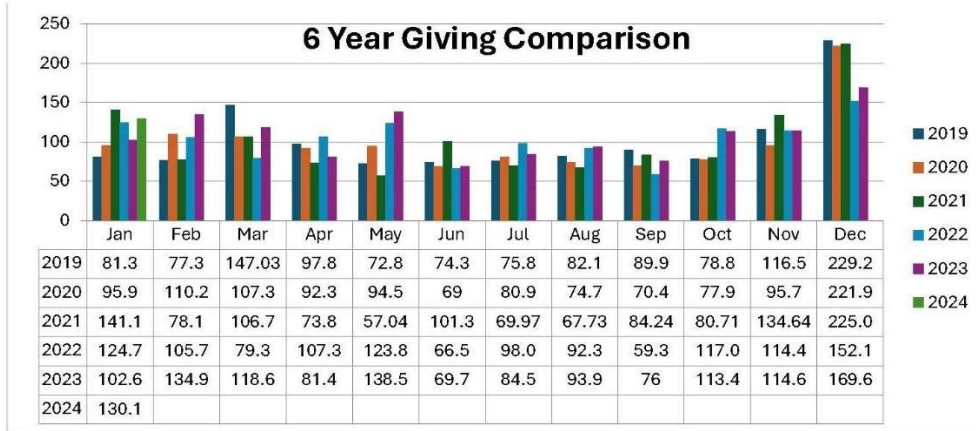
Ellie Scheler, Sr High Youth

All members introduced themselves

Financial Matters

Rick presented the attendance and giving information.

- Only 4 Sundays in January versus 5 in 2022 & 2023
- Attendance of 1,932 was an avg of 483 per week (down from Jan 2023)
- In-person attendance down from Jan 2023
- Regular income was \$27,000 higher than 2023
- Raise the Roof \$10,569. 75% of pledged for campaign. 14% greater in actual than expected



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% | 56% |
| 2023 | Dec | \$ 17,302 | \$ 304,314 | 72% | 58% |
| | | | | | |
| 2024 | Jan | \$ 10,569 | \$ 314,883 | 75% | 61% |

Financials

Connie presented the financial information

**Immanuel Lutheran Church
January 2024
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 | \$ 101,618 | \$ 111,609 | \$ 129,382 | \$ 17,773 | | \$ 101,618 | \$ 111,609 | \$ 129,382 | \$ 17,773 | | \$ 129,382 | \$ 1,243,700 | |
| Misc. Income | \$ 1,026 | \$ 2,360 | \$ 754 | \$ (1,606) | | \$ 1,026 | \$ 2,360 | \$ 754 | \$ (1,606) | | \$ 754 | \$ 76,300 | |
| Total Income | \$ 102,644 | \$ 113,969 | \$ 130,136 | \$ 16,167 | 14.2% | \$ 102,644 | \$ 113,969 | \$ 130,136 | \$ 16,167 | 14.2% | \$ 130,136 | \$ 1,320,000 | 9.86% |
| Benevolence - ELCA (9%) | \$ 9,146 | \$ 10,045 | \$ 11,644 | \$ 1,600 | | \$ 9,146 | \$ 10,045 | \$ 11,644 | \$ 1,600 | | \$ 11,644 | \$ 111,933 | |
| Benevolence - Other (8%) | \$ 8,129 | \$ 8,929 | \$ 10,351 | \$ 1,422 | | \$ 8,129 | \$ 8,929 | \$ 10,351 | \$ 1,422 | | \$ 10,351 | \$ 99,496 | |
| Church Expenses | \$ 76,212 | \$ 89,780 | \$ 94,900 | \$ 5,120 | 5.7% | \$ 76,212 | \$ 89,780 | \$ 94,900 | \$ 5,120 | 5.7% | \$ 94,900 | \$ 1,077,354 | 8.81% |
| Program Expenses | \$ 8,542 | \$ 5,246 | \$ 3,109 | \$ (2,137) | -40.7% | \$ 8,542 | \$ 5,246 | \$ 3,109 | \$ (2,137) | -40.7% | \$ 3,109 | \$ 62,948 | 4.94% |
| Total Expenses | \$ 102,029 | \$ 113,999 | \$ 120,004 | \$ 6,005 | 5.3% | \$ 102,029 | \$ 113,999 | \$ 120,004 | \$ 6,005 | 5.3% | \$ 120,004 | \$ 1,351,731 | 8.88% |
| Giving less Expenses | \$ 615 | \$ (30) | \$ 10,132 | \$ 10,162 | | \$ 615 | \$ (30) | \$ 10,132 | \$ 10,162 | | \$ 10,132 | \$ (31,731) | |

Cash Reserves used to balance budget

| | Prior Month | This Month | Inc / (Dec) |
|----------------------------|-------------|------------|-------------|
| General Fund Balance | \$ 723,202 | \$ 743,745 | \$ 20,543 |
| Unrestricted Fund Balance | \$ 423,986 | \$ 456,474 | \$ 32,488 |
| Raise the Roof | \$ 79,942 | \$ 90,511 | \$ 10,569 |
| All Other Restricted Funds | \$ 219,274 | \$ 196,760 | \$ (22,514) |

Highlights

- * Created an Income forecast by month. Used 2022 and 2023 monthly splits to create forecast - no longer straight lined over the entire year.
- * 2024 Income exceeded prior year and forecast for the month
- * Office Supplies (\$5825 vs. \$1500) were substantially over budget as well as office equipment (\$1631 vs. \$791)
\$4000 credit for live streaming fee to be refunded in February
- * Program favorability for the month of \$2K +
- * Struggling to find reasonably priced Insurance provider to replace Church Mutual who recently dropped us - waiting on final responses from brokerage firm.
Only one quote received so far, many companies have declined to offer us coverage due to past claim and risk profile associated with churches.
This will result on a significant budget issue for the year. Hope to have numbers ready to discuss at council meeting.

- Created a forecast for 2024 to weight each month of this year.
- Strong start
- Expenses higher
 - Old streaming service billed us, \$4K credit coming in Feb.

Staff updates – Kelly

- Kelly shared updates on Insurance
 - After Church Mutual chose not to renew our policy we have been working with an agent who has 3 brokers working for her to find a new policy. As of now 12 companies have declined to quote us.
 - One company, Curotech Specialty, quoted us for property only. This quote did not include the Onward House or liability. The premium is \$46,000 which is 4x more than our current policy of \$11,500. Deductible is \$25,000 which is 5x more than our current deductible of \$5,000.
 - The policy expires 3/4/24 and we are grateful to at least have 1 option but it is not a good option.
 - Executive discussed taking this policy if we have to with an understanding if we find something better and back out of the policy early they require at least 35% of the premium (\$16,000).
- Chart distributed with Memorial funds available for specific or general ministry designations. All committee chairs & staff are encouraged to use those gifts.
- Reminder for all council members to wear nametags when at church
-

Ministry Team Updates/Pastoral Acts:

Pastor Paul

- 1 funeral, 3 baptisms
- Spike Sarles & Forrest Meyer both died on same day. 40+ year members
- Doub Lobell in final days
- Spike's funeral Fri 2/23 at 11:00am
- Staff retreat in January. Julie Maes facilitated
 - Fall theme: Be Still and Know That I Am God
 - Discussed Stepping Stones and updating some
 - Discussed volunteer challenges & opportunities
 - How can the staff equip Council leaders to enlist more volunteers?
 - Will be addressing gaps
 - Considering a volunteer fair & a recognition Sunday
 - Raising up our identity in community with volunteering
 - Volunteering helps you to feel more connected to the community
 - TEMPLE TALKS: Other ways to share volunteer stories at Immanuel and in the community
 - Playing with how we live, move, and have our being. Barrier of 'busyness'. Not wanting to fight people for their time, and to allow for creativity
 - CHECK SIGNUP GENIUS – list of jobs need to be updated
 - NEED FOR WEBSITE CHANGES – where to find volunteer positions
- Next Monday is final evening of Grief Support Coalition
- Up to 38 participants
- Ash Wednesday tomorrow. Creation theme for Lent: Let There Be Light
- Fantastic beach party in January – 25 kids

Pastor Dan

- AFF committee met, working on a more consistent pattern of meeting
- Fellowship outing in Jan to a Timberwolves game
- Additional events this Summer – maybe a Saints game
- Faith groups – two new groups formed. Will re-visit more new groups in late August
- Connected to fall theme, reading about the idea of the 'speed of life' and how we have spiritual formation time within that.

Council Committee updates

Middle & High School (Lisa, Jolene T., Kate, Ellie)

- Confirmation – Lent, schedule changes
- Duluth SaLT – opened to MS & HS 11 students registered
- 12 students registered for SH NYG
- Youth Rejoice!
 - Over 20 items donated already for auction
 - Youth speakers & musicians
 - Volunteers needed!
 - Funds for Youth Gathering are critical – great opportunity to raise funds for youth accounts
 - Envelope fundraiser coming up

Properties (Mark)

- New HVAC unit still pending for March
- Savannah's new window delayed – rescheduled for April
- City of EP plumbing audit. Took lowest bid. Work begins next week
- 2nd Columbarium contract signed. Working on foundation work.
- Working on automating our vendor list from old steno pad ☺

Fellowship (Angie)

- Getting ready for Lent soup lunches & dinners
- Will be a vegetarian option each week
- Still waiting for dishwasher repair

Children's Ministry (Jenny)

- Parent's Night Out 2/10 with 28 kids. A lot of excitement to continue. Great fundraiser
- VBS registration opened. SCUBA theme
- 14 kids registered for Camp WAPO

Adjourned at 8:42pm with the hymn "Lift Ev'ry Voice and Sing"

Reports submitted by email prior to meeting:

Adult Faith Formation (Nancy)

- Women's ministry. They are planning a hike in the fall at Itasca State Park or the North Shore
- Library. They sent out reminders to use the library
- Saturday morning Bible Study is beginning a study of Amos.
- Book Club has selected books for the next 12 months.
- Women's Wednesday Bible Study is beginning a new study by Donna Snow called "Meant for Good" a study of Joseph
- Monday Women's Morning Praise Group is reading stories inspired by Rachel Evans. They will start Holy Envy by Barbara Taylor Brown in March
- Men's Tuesday and Thursday Bible Studies continue
- SALT. February will be Theology Over Coffee with Pastor Paul on "Heaven, Hell and Everything inbetween. In March we will be going to a museum. We are looking for a speaker for April to address the Middle East.

Worship, Music & Arts (Winnie)

- Kyung is planning lots of music for Lent and Easter.
- Youth rejoice activities coming later Feb.
- We'll be having visitors from Wartburg College in March. Housing is needed for students.
- Children's choirs, with their excellent directors, continue to grow.
- Grace and I have had preliminary correspondence about a children's Legos art event in the Spring.

Evangelism (Jolene H.)

- Held the Beach Party in Jan, which was a great success. There were 20+ kids signed up. The kids and families all had a great time :).
- SW Grief Coalition has also been meeting - Immanuel is hosting this series. It runs for 6 weeks and started on Jan 15.
- Starting to do some pre-planning for the tent meeting in Sept.