



Council Meeting Minutes **FINAL**

Date: 3-12-2024	Time: 7:00 P.M.	Location: Fellowship Hall and Zoom
Attendees: Paul S, Pastor Paul, Julie, Connie, Rick, Kelly M., Ellie, Angie, Pastor Dan, Mark, Lisa, Jolene T, Kaye C., Jolene H., Nancy, Winnie, Kelly R., Julie M., Mike, Deacon Savannah, Kyung (Visiting), Pastor Dan		
Absent: Julie M., Winnie, Jolene H., Deacon Savannah, Angie, Jennife, Kate		
Call To Order: 7:04		
Feb. meeting minutes: No corrections, or additions motion to approve Jolene T.; Seconded by Lisa, moved to approve the minutes as submitted, approved unanimously.		

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

Devotions

Devotion provided by : Paul.

New Member introductions

Introductions by all

Music Ministry

Kyung

- Kyung believes in having a relationship with the musicians, getting to know them on a personal level.
- When dealing with diverse cultures he likes to find what we have in common, traditions, and connections.
- Would like to have more events like the Wartburg choirs; enjoys inviting other musicians to our church. This is a great outreach opportunity.
- Children's choir fully function; Kyung likes the choirs, their sound and gets energy from the kids.
- Discussed the new band leader position, \$14,000, ten hours per week. Wants to make sure that whoever is hired that there is cohesiveness between all the musicians.
- Paul S. commented on the Cornerstone Choir that all the kids in that choir wanted to be in the choir. Also, now that we are using the microphones we can hear all the kids choirs.
- Kyung wants to have band join the choir was a fun change. Kyung wants to connect the past and present and create a clear path for continued change.

Financial Matters

Rick presented the attendance and giving information.

- Feb. stellar month for attendance.
- Weekly giving envelopes \$148,000(general fund income for Feb.).
- 37,000 greater than a year ago.

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		\$ 327,388	78%	67%
2024	Apr		\$ 327,388	78%	69%
2024	May		\$ 327,388	78%	72%
2024	June		\$ 327,388	78%	73%
2024	July		\$ 327,388	78%	78%
2024	Aug		\$ 327,388	78%	81%
2024	Sept		\$ 327,388	78%	83%
2024	Oct		\$ 327,388	78%	86%
2024	Nov		\$ 327,388	78%	89%
2024	Dec		\$ 327,388	78%	92%
2025	Jan		\$ 327,388	78%	94%
2025	Feb		\$ 327,388	78%	97%
2025	Mar		\$ 327,388	78%	100%

Financials

Kelly

- Secured Property & Liability & Onward insurance.
- Budgeted 14,000 cost \$63,000.
- 2024 deficient now \$80,000.
- Pastor Paul feels good about the end of year. Will do a temple talk April 14, 2024, to inform congregation of cost of insurance.
- Connie restated to use the dedicated funds for projects.
- Insurance for Onward is 5% of premium.

**Immanuel Lutheran Church
February 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	\$ 132,965	\$ 126,456	\$ 148,401	\$ 21,945		\$ 234,583	\$ 238,065	\$ 277,783	\$ 39,718		\$ 277,783	\$ 1,243,700	
Misc. Income	\$ 1,925	\$ 2,674	\$ 1,739	\$ (935)		\$ 2,951	\$ 5,034	\$ 2,492	\$ (2,542)		\$ 2,492	\$ 76,300	
Total Income	\$ 134,890	\$ 129,130	\$ 150,139	\$ 21,009	16.3%	\$ 237,534	\$ 243,099	\$ 280,275	\$ 37,176	15.3%	\$ 280,275	\$ 1,320,000	21.23%
Benevolence - ELCA (9%)	\$ 11,967	\$ 11,381	\$ 13,356	\$ 1,975		\$ 21,112	\$ 21,426	\$ 13,356	\$ (8,070)		\$ 13,356	\$ 111,933	
Benevolence - Other (8%)	\$ 10,637	\$ 10,116	\$ 11,872	\$ 1,756		\$ 18,767	\$ 19,045	\$ 11,872	\$ (7,173)		\$ 11,872	\$ 99,496	
Church Expenses	\$ 89,736	\$ 89,780	\$ 89,725	\$ (55)	-0.1%	\$ 165,948	\$ 179,559	\$ 184,624	\$ 5,065	2.8%	\$ 184,624	\$ 1,077,354	17.14%
Program Expenses	\$ 3,893	\$ 5,246	\$ 4,769	\$ (477)	-9.1%	\$ 12,435	\$ 10,492	\$ 7,878	\$ (2,614)	-24.9%	\$ 7,878	\$ 62,948	12.52%
Total Expenses	\$ 116,233	\$ 116,523	\$ 119,721	\$ 3,199	2.7%	\$ 178,383	\$ 230,522	\$ 217,731	\$ (12,791)	-5.5%	\$ 217,731	\$ 1,351,731	16.11%
Giving less Expenses	\$ 18,657	\$ 12,607	\$ 30,418	\$ 17,811		\$ 59,151	\$ 12,577	\$ 62,545	\$ 49,967		\$ 62,545	\$ (31,731)	

Cash Reserves used to balance budget

	Prior Month	This Month	Inc / (Dec)
General Fund Balance	\$ 743,745	\$ 801,391	\$ 57,646
Unrestricted Fund Balance	\$ 415,103	\$ 445,691	\$ 30,588
Raise the Roof	\$ 145,230	\$ 162,572	\$ 17,342
All Other Restricted Funds	\$ 183,412	\$ 193,128	\$ 9,716

months elapsed 17%

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 YTD budget by \$37K.
- * YTD Program favorability of \$2.6K
- * Continue to trend high on Church expenses - office supplies and bldg repair and maintenance expenses +\$3.1K higher than Feb budget
- * Personnel expense on track to budget for Jan and Feb
- * insurance cost increases present annual challenge that will need to be solved.

Staff updates

Kelly

- Not a lot to report; pray for staff going into Holy Week.
- Work on columbarium is progressing.
- Monday March 18, large HVAC unit to be installed.

Ministry Team Updates/Pastoral Acts:

Pastor Paul

- Three funerals
- Four baptisms
- Stepping-stones being tweaked.
- Lent ongoing.
- Great turnout for noon lent services.
- Staff working on program for next fall the theme will: "Be still and know that I am God."
- Big thanks for Grace Sunday School at 10:30, helped boost attendance for 10:30 service.

Pastor Dan

- Still working on organizing adult faith formation and fellowship.
- Working with Diane Chappa for curriculum for Saturday Bible Study.
- Planning an August 9th fellowship event at a Saints game.
- Fellowship for Adults with Disabilities. Nothing in the west metro. Barb Savereide helped to organize. Twenty people attended the first gathering, will be another gathering in May.

Fellowship

Mike S.

- 40 per night meals (Approximately).
- No big changes between now and Easter.

Children's Ministry

Emily

- Registration is now open for VBS.
- Service projects for all of SS and God Squad is planned for after Easter.

Middle School and High School

Jolene T., Elle

- Youth Rejoice Sunday was a success. Students who worked at youth rejoice made \$31.00 an hour for their youth account. Additionally, offering was collected at the end of each service.
- Twelve students from Immanuel and 18 students from Mount Olivet are attending The ELCA National Youth Gathering Convention this summer.
- Hope to raise \$5,050 for the youth gathering with the new envelope fundraiser.
- Spring break no confirmation, March 20-2024.
- Students return April 3rd.
- April 28th begins receiving donations for Garage Sale. Date for Garage Sale May 4, 2024. Get all your stuff together 😊.

Social Ministries

Kelly R.

- Discussed working with missionaries in Tanzania about future changes. Hope to have them at adult ed in April or May.
- Service & Justice are looking for more volunteers to take on short-term projects, i.e., school supply sorting.
- Land recognition: Land acknowledgment 101 have a committee. Committee is working on a process for land recognition at Immanuel.

Adjourned at 8:40pm with the hymn "Beautiful Savior"

Reports submitted by email prior to meeting:

Properties

Mark Arvidson

HVAC Replacement

- HVAC replacement will begin on Monday, Mar 18. It is expected to take 1-2 days to complete.
- Some preliminary work began this week.
 - Replacing window in Deacon Savannah's office
- Window install rescheduled to Apr 5
- Discovered window was cracked when tried to install on Jan 12
 - City of Eden Prairie Backflow Prevention Survey/Audit
- Remediation was completed in February for the six water-related risks identified by the City of Eden Prairie.
- Includes the kitchen dishwasher, baptismal font, and valve for the outside garden hose on the West side of church. A yearly inspection will be required going forward.
 - 2nd Columbarium
- After meeting with Pastor Paul, Berry Eichman, Rich Pudas & Mark, we agreed to locate the second columbarium approx. 4 ft from the current columbarium. When facing the church, it will be located on the left side of the current columbarium.
- Two bids were received to install the cement foundation that the columbarium will sit on along with landscaping work (remove/install pavers & remove an existing shrub). We have selected Ron Nemec's landscaping company for this work. He will soon let us know when he is able to get started.