



## Council Meeting Minutes

Date: 5-14-2024	Time: 7:07 PM	Location: Fellowship Hall and Zoom
Attendees: Rick, Kelly M., Kate B., Kaye C., Jolene H., Kelly R., Winnie, Mike K., Paul S., Connie C., Rick I., Jenny N., Emily S., Ellie S., Jim A., Kelly M., Pastor Paul		
Absent: Jolene T., Mark A., Lisa M., Nancy W. Julie M. Angie K., Jennifer N., Pastor Dan, Deacon Savannah		
Call To Order: 7:07 PM		
Approval of Previous Meeting Minutes: Jolene made a motion to approve the Council minutes for April 9, 2024, Mike seconded the motion and all approved.		

Mar

Action Item	Who	Status	Expected Completion date

## Devotions

- Devotions were led by Connie.

## Introductions to Onward (Onward staff and board).

### John Urbanski (Onward Board)

- Immanuel owns the Onward house. Onward pays the bills, Onward is thriving. Kim R. discussed the history of Onward and homelessness in the EP community.
- Immanuel helped the process through a donation of the house and other donations.
- Onward is a 501(c)(3) program. Non-profit was formed separate from Immanuel. Donations are up 5-fold since 2019.
- They have had 18 people through the program, there is a big demand. When they do have an opening, they get sometimes up to 70 applicants for one space.
- Several Immanuel members on the board and the committees.
- Onward wants to grow beyond what Immanuel can support, they need more partners and larger donors. Home ownership gives them the potential to grow. Paul C. (Onward), feels that Onward is mature enough to own the home.
- John U. reviewed the process of transferring the home from one nonprofit to another nonprofit. Small deed fees would be required. This would require a congregational vote to transfer the home.

- Winnie asked where the name came from. John U. addressed the process of the name and going forward they don't want it just to be in Eden Prairie. They want the opportunity to grow and expand the ministry.
- John U. discussed the possibility of launching another capitol campaign for another Onward home this next year at ILC.
- Kim R. commented on how many lives are being changed and how Onward is making a difference in the community.
- Paul S. asked if anyone had any questions or concerns. Connie C. asked if the original donor has been contacted. Pastor Paul has contacted the donor and ILC invested to changed lives.
- Paul S. suggested we vote on the proposal and then give notice to congregation.

**VOTE:** Motion to transfer ownership of the house currently being used by Onward of Eden Prairie, MN. Winnie moved to transfer and Kate seconded. All in favor, none opposed. Motion unanimously approved.

## **Financial Matters**

(Ricks I.)

- 2500 attendees for the month of April.
- 50/50 (50% in person and 50% online).
- Weekly attendance is 644

### **Income:**

- Regular income \$120K month.
- Weekly envelop \$77k vs \$72K last year
- We continue to exceed our plan.
- Pastor Paul stated that first three months of the year were over \$100K.
- YTD \$507K vs \$436 last year's income.
- Raise the Roof \$44k vs \$46K; Rick feels we will exceed budget this year.

(Connie C.)

- Giving for April very strong - \$3k short of budget, \$34K ahead of budget YTD
- Misc. income down for the month
- Generous gift of \$30K received
- \$65k of insurance was all paid in March.
- Office expenses are still unfavorable.
- Currently there is an offer is out for Servant Song Leader.
- Total income \$507K expenses \$518K.
- The challenge that we face is moving ahead through the summer months. Giving is typically down during this time.
- Expenses are around \$110K.
- Pastor Paul commented that giving seems to be much more consistent than it used to be in the past.
- Overall general fund went up due to not paying Benevolence as we pay once a quarter.
- All restricted funds went down \$7k.

**Staff Update:**  
**(Kelly)**

- New income accounts will be shifting to cash accounts. Shift in how we budget. Will change a little bit for 2025.
- Challenge of fraudulent charges on the checking account; all was taken care of had to open another account. Did put some safeguards on the account.
- Kelly is checking in with staff and committee members as we close down for the summer.
- Jolene had questions about who the ministry staff reports to, and do they need to come to the meetings? Explained that they are not voting members. Pastor Paul explained the process of the church and how the lay people own the church. Explained how this provides accountability.

**Pastoral Update:**  
Pastor Paul

- 3 funerals, 1 wedding, 6 baptisms.
- Currently busy having all the programs come to an end. There will be a Staff meeting to discuss the programs coming up for next fall 2024/2025.
- Grace's response to Sunday school at 10:30 am has been positive.
- Saturday service is growing and will be continuing to raise it up intentionally.
- Pastor Paul praised his staff for working well together. Fall theme "Be Still and Know that I am God." There is currently a big push to market VBS, Grace wants to provide afternoon care for anyone that needs that care.

**Fellowship**  
(Mike)

- Finished up Café with the last Wednesday which brought in \$111.00.
- Will be losing two group leaders next year. Mike and Angie not renewing their leadership in October. Therefore, they are looking for some volunteers to assist.
- Laid out everything what they need to purchase for the fall.

**Youth Ministry**  
(Ellie/Kate)

- Money from Youth Rejoice; each year they take 10% of fundraiser proceeds aside as benevolence to partner ministries. Over 2023 & 2024 youth raised \$2500 for benevolence gifts. They are giving \$500 each to Amextra, Cristo Obrero, PROP, The Humanity Alliance and Lutheran World Relief. In the past all the fundraisers from 2022 had \$2500, donated, PROP.
- Garage sale, more volunteers will be needed for the cleanup for next year. Cleaning up is the biggest job, self-sorting for drop off has really helped the process.

## **Worship Music and Arts**

(Winnie)

- Zimbelstern memorial gift for the organ, the zimbelstern will be embedded in the organ. There will be a stop put on the organ. Pastor Paul suggested to have the shells moved from the sanctuary and more nice permanent shells put in at some point.
- Worship, Music, and Arts will have a year-end party including all the music groups - potluck.
- The music group will get together in the summer to make sure they are on target for the fall.
- Epiphany Choir had their choir party on Saturday. They did a performance at The Summit Place.

## **Children's Ministry**

(Emily)

- Recap Sunday school will continue at 10:30 am for next year, with an average of 15 kids. 9:00 am may need more content since worship has been longer.
- Currently looking at the schedule to decide how many weeks they will need to have of Sunday school for next year. Also considering how they could mix age groups. Volunteers are short and needed.
- Steppingstones - how do we give it the needed attention as well as resources.
- The nursery staffed well.
- Looking forward to summer 24 kids at Camp Wapo, 10 for Seed weekend 1-3<sup>rd</sup> grade, 14 for a week long program.

## **Service & Justice**

(Kelly R.)

- Service & Justice Committee is having a push to fill the committee positions. Refining and being strategic in ministry partners. Wants to do a meeting with all the leaders of the committees.
- Received a \$2750 donation for Service & Justice, Youth and Children.

## **Evangelism**

(Jolene H.)

- Tables of Eight are in the process of getting recipes together for 2024/25 year.
- Kick off for Tables of Eight will be September 29, 2024.
- There will be a new member Open House in the fall 2024.
- Grief Coalition is continuing and is well attended by the community.

## **Stewardship**

Jim A.

- Looking forward to having a positive influence moving forward.

**Immanuel Lutheran Church  
Apr-24  
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	\$ 78,648	\$ 91,461	\$ 88,252	\$ (3,209)		\$ 430,906	\$ 435,955	\$ 470,289	\$ 34,334		\$ 470,289	\$ 1,243,700	
Misc. Income	\$ 2,447	\$ 51,934	\$ 32,746	\$ (19,188)		\$ 6,375	\$ 59,220	\$ 37,696	\$ (21,524)		\$ 37,696	\$ 76,300	
<b>Total Income</b>	<b>\$ 81,095</b>	<b>\$ 143,395</b>	<b>\$ 120,999</b>	<b>\$ (22,396)</b>	<b>-15.6%</b>	<b>\$ 437,281</b>	<b>\$ 495,175</b>	<b>\$ 507,985</b>	<b>\$ 12,810</b>	<b>2.6%</b>	<b>\$ 507,985</b>	<b>\$ 1,320,000</b>	<b>38.48%</b>
Benevolence - ELCA (9%)	\$ 7,078	\$ 8,231	\$ 7,943	\$ (289)		\$ 38,782	\$ 39,236	\$ 42,326	\$ 3,090		\$ 42,326	\$ 111,933	
Benevolence - Other (8%)	\$ 6,292	\$ 7,317	\$ 7,060	\$ (257)		\$ 34,473	\$ 34,876	\$ 37,623	\$ 2,747		\$ 37,623	\$ 99,496	
<b>Church Expenses</b>	<b>\$ 81,698</b>	<b>\$ 89,780</b>	<b>\$ 87,312</b>	<b>\$ (2,467)</b>	<b>-2.7%</b>	<b>\$ 327,015</b>	<b>\$ 359,118</b>	<b>\$ 424,254</b>	<b>\$ 65,135</b>	<b>18.1%</b>	<b>\$ 424,254</b>	<b>\$ 1,077,354</b>	<b>39.38%</b>
<b>Program Expenses</b>	<b>\$ 2,461</b>	<b>\$ 5,204</b>	<b>\$ 3,471</b>	<b>\$ (1,733)</b>	<b>-33.3%</b>	<b>\$ 18,232</b>	<b>\$ 20,941</b>	<b>\$ 14,314</b>	<b>\$ (6,627)</b>	<b>-31.6%</b>	<b>\$ 14,314</b>	<b>\$ 62,948</b>	<b>22.74%</b>
<b>Total Expenses</b>	<b>\$ 97,529</b>	<b>\$ 110,532</b>	<b>\$ 105,787</b>	<b>\$ (4,745)</b>	<b>-4.3%</b>	<b>\$ 418,501</b>	<b>\$ 454,172</b>	<b>\$ 518,517</b>	<b>\$ 64,345</b>	<b>14.2%</b>	<b>\$ 518,517</b>	<b>\$ 1,351,731</b>	<b>38.36%</b>
<b>Giving less Expenses</b>	<b>\$ (16,434)</b>	<b>\$ 32,863</b>	<b>\$ 15,212</b>	<b>\$ (17,651)</b>		<b>\$ 18,780</b>	<b>\$ 41,003</b>	<b>\$ (10,531)</b>	<b>\$ (51,534)</b>		<b>\$ (10,531)</b>	<b>\$ (31,731)</b>	

Cash Reserves used to balance budget

	Prior Month	This Month	Inc / (Dec)
General Fund Balance	\$ 521,864	\$ 555,034	\$ 33,170
Unrestricted Fund Balance	\$ 401,493	\$ 432,166	\$ 30,673
Raise the Roof	\$ (67,365)	\$ (57,581)	\$ 9,784
All Other Restricted Funds	\$ 187,736	\$ 180,449	\$ (7,287)

months elapsed

33%

driven by benevolence & Apr Income greater than expense  
paid for heating unit - funds over the life of the campaign should cover this expense  
spending down funds!

**Highlights**

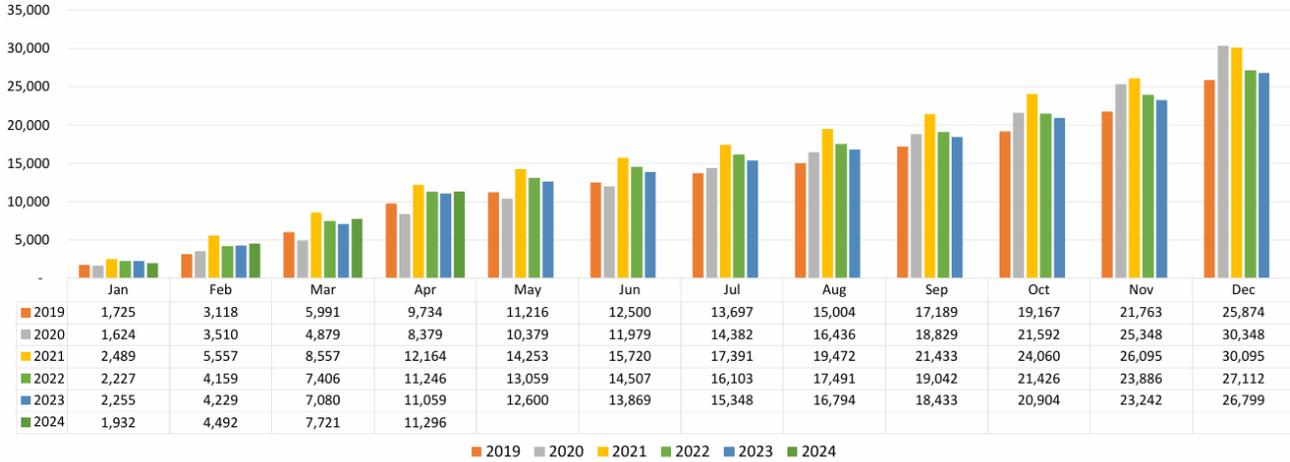
\* Giving was close to forecast for the month (-3K) and \$34K greater than YTD budget  
\* Misc Income down by \$20K for the month - generous gift (\$30K) from member's employer, but \$20K smaller than last 2 years.  
\*\* YTD Total expenses are \$65K greater than budget  
Drivers:  
50 K unfavorable due to insurance costs (Budget Timing accounts for the difference)  
5 K unfavorable office supplies  
\$2.6K favorability Personnel - Servant Song Leader timing

**Months To Go**

Benevolence and Exp Ave \$100-110K / month  
May - Sept \$70 - 96K  
Oct - Nov \$118K  
Dec \$169 K



**Immanuel Lutheran Church  
2024 Attendance Comparison**



**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	\$ 12,119	\$ 339,507	81%	67%
2024	Apr	\$ 8,604	\$ 348,110	83%	69%
2024	May		\$ 348,110	83%	72%
2024	June		\$ 348,110	83%	73%
2024	July		\$ 348,110	83%	78%
2024	Aug		\$ 348,110	83%	81%
2024	Sept		\$ 348,110	83%	83%
2024	Oct		\$ 348,110	83%	86%
2024	Nov		\$ 348,110	83%	89%
2024	Dec		\$ 348,110	83%	92%

2025	Jan		\$ 348,110	83%	94%
2025	Feb		\$ 348,110	83%	97%
2025	Mar		\$ 348,110	83%	100%

The meeting was adjourned at 8:29 PM with the Council singing Beautiful Savior.

**Properties** – Mark A. (submitted report)

- 2<sup>nd</sup> Columbarium
  - The second columbarium was installed May 8<sup>th</sup>. Ron Nemeč's company completed the paver and landscaping work on May 10<sup>th</sup>.
  - All looks great!
- Spring Cleanup Day
  - Spring cleanup was completed on Sat May 4.
  - Even though we started out with a rainy morning, we still got a lot done with cleaning up the gardens and hauling 2 truck loads of sticks/brush/branches to the EP Yard Waste facility.
  - We had 9 volunteers and also recruited 4 high school students to pick up sticks. The students were working the garage sale but helped out after the sale quieted down.
  - Thanks to Tom Total for the use of his truck to haul the yard waste away.
- Mulch
  - Ron Nemeč will be delivering and installing mulch on all the parking lot islands and the circle area by the main entrance.
  - This work should be completed in the next couple of weeks.
- Memorial Trees
  - We have memorial dollars to install new trees in the church yard. Ron Nemeč has provided estimates on the following options:
  - Outside of Pastor Paul's office window: remove existing shrubs and install tree and new shrubs
  - Parking lot island with no trees: install two trees
  - Little Library Garden area: remove half dead maple tree and replace with new tree
  - Mark & Kelly will review options and determine next steps, as well as confirming placement with memorial donors.
- Holding Pond Maintenance
  - Expecting first of three maintenance mows/sprays this spring.