



Council Meeting Minutes

Date: 1/10/2023	Time: 7:15 P.M.	Location: Fellowship Hall and Zoom
Attendees: Pastor Paul, Paul S., Julie M., Connie, Peg, Jennifer S., Erin, Jenny, Sara, Kim, Phil, Bill, Lesley, Mark, Winnie, Jolene H, Jolene T, Kristi		
Absent: Kate, Laura		
Call To Order: 7:15 P.M.		
Approval of Previous Meeting Minutes:		

Action Item	Who	Status	Expected Completion date

The meeting was opened with Devotions, Romans Chapter 8 read by Jennifer.

Pastor Paul welcomed and moved to approve Peggy Smith as the new Secretary.

- Winnie made the motion to approve Peggy as the Council Secretary
- Erin seconded the motion
- All approved – motion carries

It was recommended that the February meeting be moved to February 21st.

- Mark made a motion to move the meeting
- Connie seconded the motion
- All approved – motion carries

Financial Matters

Connie and Jennifer presented the financial information.
Financial Update:

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	\$ 225,760	\$ 231,294	\$ 151,391	\$ (79,903)		\$ 1,221,134	\$ 1,232,000	\$ 1,180,805	\$ (51,195)		\$ 1,180,805	\$ 1,232,000	
Misc. Income	\$ 563	\$ 4,250	\$ 757	\$ (3,493)		\$ 51,538	\$ 51,000	\$ 59,700	\$ 8,700		\$ 59,700	\$ 51,000	
Total Recurring Income	\$ 226,323	\$ 235,544	\$ 152,148	\$ (83,396)	-35.4%	\$ 1,272,672	\$ 1,283,000	\$ 1,240,505	\$ (42,495)	-3.3%	\$ 1,240,505	\$ 1,283,000	96.69%
Benevolence - ELCA (9%)	\$ 20,318	\$ 20,816	\$ 13,625	\$ (7,191)		\$ 109,791	\$ 110,880	\$ 106,012	\$ (4,868)		\$ 106,012	\$ 110,880	
Benevolence - Other (8%)	\$ 18,061	\$ 18,504	\$ 12,111	\$ (6,392)		\$ 91,538	\$ 98,740	\$ 104,272	\$ 5,532		\$ 104,272	\$ 98,560	
Church Expenses	\$ 84,631	\$ 83,258	\$ 71,462	\$ (11,796)	-14.2%	\$ 902,852	\$ 999,093	\$ 929,594	\$ (69,499)	-7.0%	\$ 929,594	\$ 999,094	93.04%
Program Expenses	\$ 2,653	\$ 5,924	\$ 7,700	\$ 1,777	30.0%	\$ 56,801	\$ 71,084	\$ 73,602	\$ 2,518	3.5%	\$ 73,602	\$ 71,084	103.54%
Total Recurring Expenses	\$ 125,663	\$ 128,501	\$ 104,899	\$ (23,603)	-18.4%	\$ 1,160,982	\$ 1,279,797	\$ 1,213,480	\$ (66,317)	-5.2%	\$ 1,213,480	\$ 1,279,618	94.83%
Recurring Giving less Expenses	\$ 100,660	\$ 107,043	\$ 47,249	\$ (59,793)		\$ 111,690	\$ 3,203	\$ 27,026	\$ 23,823		\$ 27,026	\$ 3,382	

General Fund Balance
 Prior Month \$ 724,769
 This Month \$ 723,202
 Inc / (Dec) \$ (1,567)

Highlights

- * Giving exceeded expenses by \$27K for the year
- * Income ended the year \$42.5K less than budgeted
- * Expenses ended the year \$66.3K less than budgeted - vast majority of favorability was in personnel expense
- * December giving as down vs. previous years.
- * General Fund remains very healthy

Raise the Roof Campaign Tracking May 2022 - May 2025

Year	Month	Received	YTD Received	% of Pledged
2022	May - Dec	\$ 159,893		37%

Immanuel Lutheran Church Monthly and Annual Attendance

- o December attendance was strong, but Christmas Eve attendance likely affected by cold and professional sports.
- o 2022 attendance versus prior years
 - o Up 5% versus 2019 (pre-covid)
 - o Down from 2020 and 2021
 - o 70% now worshipping in person (online attendance still strong, but hard to count)

Immanuel Lutheran Church General Fund Giving - 3 Year Giving Comparison

- 2022 actual giving was less than monthly budget even with extra Christmas services.
- December remains the highest giving month; however, December 2022 was lower than prior years.
- Pattern of increased online giving has changed where giving is steadier across 2022 than previous years.

Immanuel Lutheran Church General Fund Giving - Annual Giving Comparison

- Year-to-date annual giving ended up 3.3% short of annual budget.

Immanuel Lutheran Church December 2022 Financial Summary

- Giving exceeded expenses by \$27,000 for the year
- Income ended the year \$42,500 less than budgeted
- Expenses ended the year \$66,300 less than budgeted - vast majority of favorability was in personnel expense
- General Fund balance of \$700,000 – currently includes “Raise the Roof” and other funds.
- Dedicated account balances are being reviewed.

Immanuel Lutheran Church General Fund Budget 2022 Actual and 2023 Budget

- Pledges projected higher for 2023 by 1%
- Biggest change is in Personnel expenses
- Budget is 1% higher than we received last year where we have a shortfall of \$34,000 for 2023.

Staff Updates

- Pastor Paul noted there was one funeral, one wedding and three baptisms in December 2022.
- Services were well attended.
- Paul thanked all for their efforts on putting numbers together for the budget.

Associate Pastor Hiring – Proposed 2023

- Pastor presented history of Pastors and who handled what and how it has transpired. Pastor detailed the following:
- Savannah – Ordained Deacon (30 Hours) - responsibilities include: worship once a month, social concerns, caring ministry.
- Associate Pastor – (25 hours) responsibilities include: worship once a month, adult faith formation, fellowship
- Kari Totall -Parish Nurse (10 hours) – responsibilities include: provide support to Caring Ministry efforts and provide resources for families when dealing with care concerns and end of life issues.

Council approved a motion to charge a call committee, working with the Minneapolis Synod of the ELCA, to identify candidates for call as an associate pastor for 25 hours per week.

- Jolene T made a motion to send out a call committee to identify candidates for an Associate pastor for 25 hours a week.
- Erin seconded the motion.
- All were in favor.

There will be a CONGREGATIONAL MEETING TO CALL SAVANNAH OLAPHSON AS DEACON on Sunday, February 5th, following the 9 a.m. worship service for a congregational vote on calling Savannah Olaphson as Deacon at Immanuel.

- Erin made the motion for the Council to recommend that the Council call Savannah as a Deacon at 75%.
- Winnie seconded the motion.
- All were in favor.

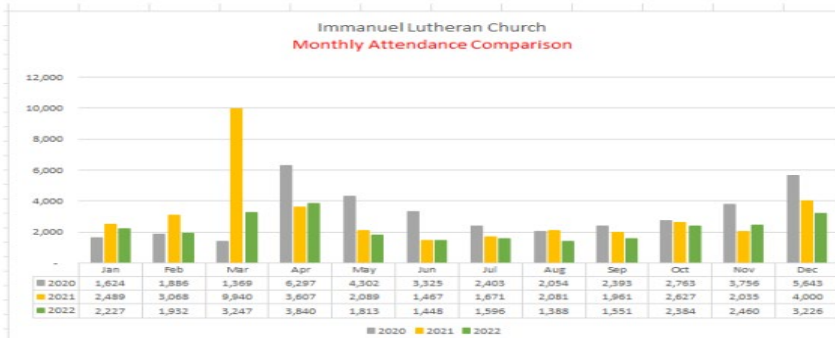
Committee Updates:

Properties

- Mark stated that the bathroom remodeling is moving forward. A contractor has been selected.

Fellowship

- Lesley stated help is needed for set up and clean up for the Annual Meeting
- Crocks of chili are needed

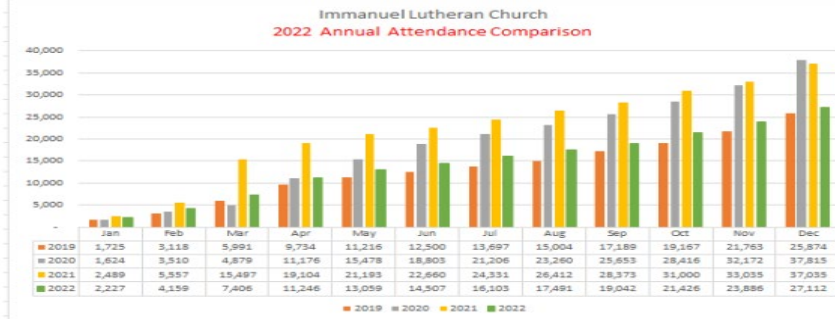


December Notes:

Christmas Eve services added 1,311 to monthly attendance

In Person Worship Trend

- August - 59%
- September - 68% (Tent Meeting)
- October - 61% (Confirmation)
- November - 66% (Thanksgiving Service)
- December - 70% (Christmas Services)

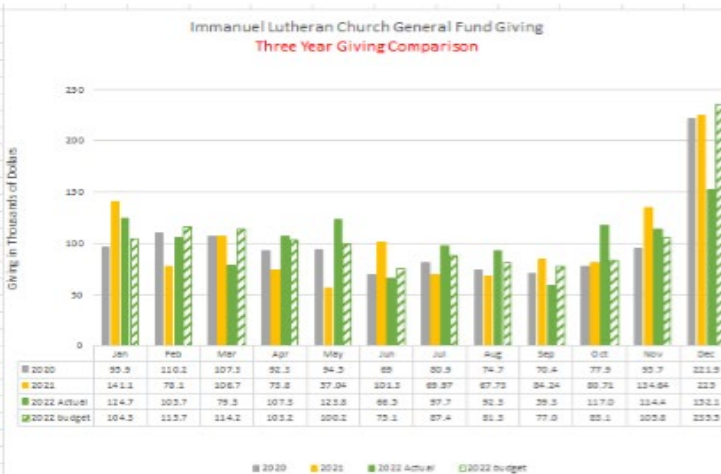


Year-To-Date Notes:

2022 attendance vs prior years in %:

- Up 5% vs 2019
- Down 39% vs 2020
- Down 37% vs 2021

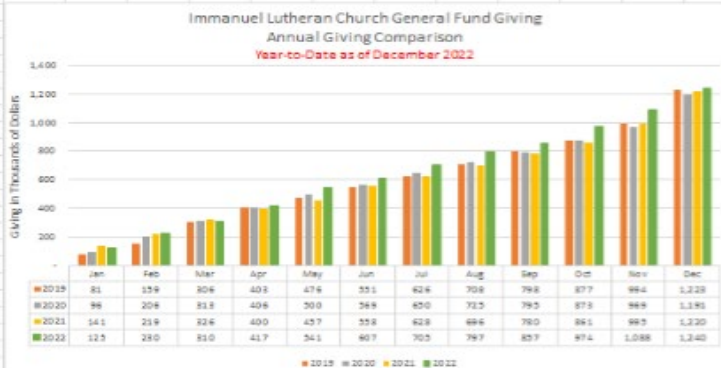
Tracking at pre-pandemic levels



December Notes:

Actual giving was less than monthly budget even with extra imas services
Average December giving from 2019-2021 was \$225k

General Fund giving includes Weekly Envelopes and Simply Giving, Loose Offering, and Special Offerings.



Year-To-Date Notes:

Annual giving ended up 3.3% short of annual budget

General Fund giving includes Weekly Envelopes and Simply Giving, Loose Offering, and Special Offerings.