

Immanuel Lutheran Church
Church Council Meeting Minutes
September 10, 2013
7 p.m., ILC Library

John Urbanski called the meeting to order at 7:05 p.m.

Devotions – Eldri Johnson

Faith Story – Martin Rathjen

Refreshments – Kristen Stenoien

Motions:

Motion Made	Made By	Second	Outcome of Vote
Motion to approve August minutes.	Janis C.	Eldri J.	Motion carried.

Action Items Assigned:

Action items	Assigned to	Target Date	Status

Committee Reports:

Secretary's Report – Karen Travis

- Janis motioned to approve August minutes. Eldri seconded. Motion carried.

Vice President's Report – Susan Geitzenauer

- No report.

Financial Secretary's Report – Bob Warner

- Giving in August was less than last year and below budget.
- Attendance was somewhat low over the summer, compared to last year.
- Discussed lower attendance and resulting drop in offerings, and the fact that overall church attendance is dropping nationwide. Need to connect to people in new ways and find new ways to measure success (not just Sunday service attendance).
- Discussed the need to increase Simply Giving to provide more continuity. People will be getting another statement soon with a Stewardship reminder.

Treasurer's Report – Brian Nichols

- Lower expenses have helped reduce the budget gap from lower giving over the summer.
- On a year-to-date basis, we're in good shape on expenses.
- Contributions to Five for Fifty were down a bit, which could relate to lower attendance. Still have three months mortgage payments in reserve.

President's Update – John Urbanski

- Employee Guidebook draft has been distributed and we're collecting input, including answers to human resources questions and feedback from staff. An updated copy will be distributed once all input has been received and incorporated.
- "Luther's Way" content is due this Friday by 5 p.m. Content should be submitted to the designer, who will be doing the formatting over the weekend. Late content submissions will not be included.
- Employee benefits update: With changes in health care laws, Portico (benefit provider) has come out with a new benefit program for the coming year. Susan G. is reviewing options with Bill and making recommendations on the specific plan Immanuel will choose. ELCA is recommending the Gold plan. We need to inform Portico of our choice by mid-October. Will make a recommendation to be approved at the next Council meeting.
- Same gender marriage update: John provided information on an upcoming a training session, scheduled October 15. All Council members are invited to attend. At this meeting we'll go through the current process for marriage at Immanuel. It's not necessary to reach consensus during these sessions, we just want to make sure we're having a facilitated discussion and that we stick to time allotted so all have a chance to be heard. People will be invited to contact a Council member if they have anything they want to share. Discussed the need for a clearly articulated statement on Immanuel's position, once decided, that people can use in interactions with others within the community.

Council Reports:

Evangelism Committee – Mike Berdahl

- No report.

Adult Faith Formation – Lorraine Maenke

- Holding groups to plan empty nester events. Have been brainstorming activities based on what's changed and what the challenges are as empty nesters. Looking at scheduling an event in January.

Worship, Music and Arts – Janis Cameron

- The music went well on Welcome Sunday.
- Nicki's going to have rehearsals on Thursday until Gary's return.
- Reformation Choir has full rehearsal Wednesdays.
- Chimes will be sounded at 9:14 a.m., a minute before service, signaling people to enter the Sanctuary.
- Still looking for homes for the Norwegian choir, starting September 28. Need to find accommodations for 13 women and 11 men.
- A liturgical dance group is coming to do The Story of Ruth, with a preview during Sunday Service on November 17, and a full performance at 4 p.m.

Properties – Brian Heinzen

- No report.

Senior High and Middle School Youth – Brenda Tonjes and Kirsten Stenoien; Shannon Fleck and Mary Hovet

- Confirmation starts tomorrow night. Pool parties went well. Student leaders were placed and trained.
- Paul E. is headed to Madeline Island with 9 students. Prayers for safe travels.
- Mission trip next summer will be in Denver, Colorado
- We are still actively recruiting a tech team of students.

Stewardship – Paul Stordahl

- Had a small Stewardship committee meeting and discussed how to tie the campaign to the new theme, "Called to care, sent to serve." Finalizing dates for the fall campaign.

Children's Education – Lisa Anderson and Eldri Johnson

- Sunday school starts this week. Volunteers have been trained.
- Three-year olds are having an open house to see Sunday school on Saturday.
- Spoke with Tracy about volunteers, and she'd like to sign up a few more.
- September 22, third-grade Stepping Stones begins.
- Family First events starting the first weekend of every month. First event is a hayride October 6 at Minnetonka Orchards. A space will be provided for the group to share a meal together.

Social Concerns – Sharon Peterson

- Introduced Kim and talked about the AMEXTRA trip.
- Carver County jail update: Jen Johnson is the point person on bible study resources and materials for this ministry. Would like to provide GED tutoring (for men and women).
- Grief Coalition starting at United Methodist Church on October 10.

Fellowship Committee – Terri Tomlinson, Kim Brattensborg, and Lynette Gust

- Great tent meeting and picnic went very well.
- Discussed moving the Smorgasbord back to Thursday night.

Staff Reports:

Martin Rathjen

- Martin shared a draft of the new design for "Luther's Way." Encouraged people to listen for stories that are inspirational and that we can share. Trying to cut back a bit on this as a vehicle for information, because much of that is shared in the bulletin and the weekly email. Trying to make content more inspirational. Many more photos and more white space. Looking for a couple more advertisers to help offset the cost of printing.

Bill Hawkins

- Darrel's been repairing the wall in the kitchen and has been removing wallpaper and replacing sheetrock. Leaky roof has been repaired. Properties will be meeting next Tuesday.
- Plan to rent a lift next week to replace lights in the Sanctuary.
- Kim's new office was completed yesterday (the old Children's Library).
- Haven't planned a fall cleanup yet.
- Jim Stokes will be our Sunday custodian, starting next Sunday. The following Sunday we'll have recognition of Randy and installation of Jim and Kim Rathjen.
- Immanuel recently received a letter from the fire chief about conducting a Life Safety Survey. Bill will call them and set up a time.

Pastor Susan

- Encouraged Council to come to GROW tomorrow evening.
- Kim is on board as Coordinator of In-Reach and Outreach, taking over administration of the Social Ministry committee. Installing her on September 22.
- New Women's bible study starts the second week in October.
- Deep gratitude to all who contributed their time and efforts on Welcome Sunday.

Pastor Paul

- Will be doing new Immanuel wear. Samples will be provided so people can order. Working with a vendor on a logo application that works well.
- Putting together three small groups for men as part of the dissertation process, here and at Redeemer. A dissertation proposal will be available for anyone who would like to read it, which outlines how we minister to one another and hold each other accountable in their faith life. Connecting with people in different settings.

Other Business

- Next Council meeting is October 8 at 7 p.m.

Meeting adjourned at 8:57 p.m.

Prayerfully submitted,

Karen Travis
Council Secretary

Attendance

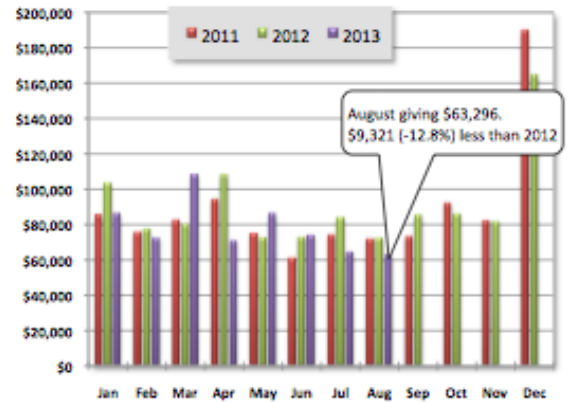
P-Present, NP-Not Present

Name	P/NP	Name	P/NP
Lisa Anderson	NP	Pastor Paul Nelson	P
Mike Berdahl	NP	Brian Nichols	P
Kim Brattensborg	P	Sharon Peterson	P
Janis Cameron	P	Martin Rathjen	P
Shannon Fleck	NP	Kirsten Stenoien	P
Susan Geitzenauer	NP	Paul Stordahl	P
Lynette Gust	NP	Terri Tomlinson	NP
Bill Hawkins	P	Brenda Tonjes	NP
Brian Heinzen	NP	Karen Travis	P
Mary Hovet	NP	John Urbanski	P
Eldri Johnson	P	Bob Warner	P
Lorraine Maenke	P	Pastor Susan Weaver	P

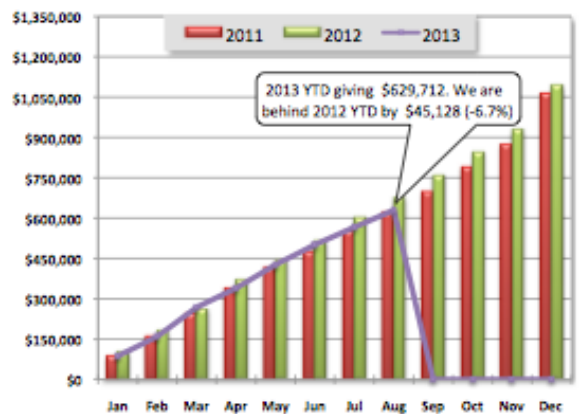
Income Report

Immanuel Lutheran Church Income Report for August 2013

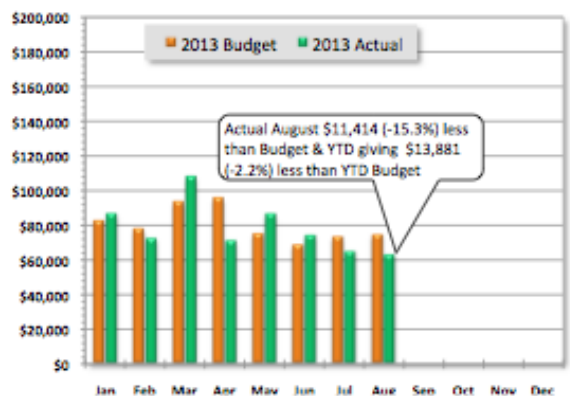
Monthly Giving						
Month	2010	2011	2012	2013	Var \$	Var %
January	81,681	86,230	103,744	87,046	(16,698)	-16.1%
February	81,946	76,078	78,018	72,714	(5,304)	-6.8%
March	76,533	83,025	80,694	108,598	27,904	34.6%
April	82,488	94,959	108,798	71,449	(37,349)	-34.3%
May	84,582	75,593	73,058	86,953	13,895	19.0%
June	65,110	61,527	73,349	74,499	1,150	1.6%
July	69,531	74,684	84,562	65,157	(19,405)	-22.9%
August	82,890	72,215	72,617	63,296	(9,321)	-12.8%
September	73,435	73,812	85,876	0		
October	103,989	92,878	86,578	0		
November	80,006	82,900	82,074	0		
December	173,149	190,460	165,267	0		
YTD	1,064,363	1,094,635	1,172,653	629,712	(45,128)	-6.7%



Cumulative Giving by Month						
Month	2010	2011	2012	2013	Var \$	Var %
January	81,681	86,230	103,744	87,046	(16,698)	-16.1%
February	163,627	162,308	181,762	159,760	(22,002)	-12.1%
March	240,160	245,333	262,456	268,358	5,902	2.2%
April	322,648	340,293	371,254	339,807	(31,447)	-8.5%
May	407,230	415,885	444,312	426,760	(17,552)	-4.0%
June	472,340	477,412	517,661	501,259	(16,402)	-3.2%
July	541,871	552,096	602,223	566,416	(35,807)	-5.9%
August	624,761	624,312	674,840	629,712	(45,128)	-6.7%
September	698,196	698,124	760,716			
October	802,185	791,002	847,294			
November	882,191	873,903	929,368			
December	1,055,340	1,064,363	1,094,635			



2013 Monthly Budget vs. Actual						
Month	Budget	Actual	Mo Var	Mo %	YTD Var	YTD %
January	82,849	87,046	4,197	5.1%	4,197	5.1%
February	78,150	72,714	(5,436)	-7.0%	(1,239)	-0.8%
March	93,889	108,598	14,709	15.7%	13,470	5.3%
April	96,155	71,449	(24,706)	-25.7%	(11,236)	-3.2%
May	75,358	86,953	11,595	15.4%	359	0.1%
June	68,915	74,499	5,584	8.1%	5,943	1.2%
July	73,567	65,157	(8,410)	-11.4%	(2,467)	-0.4%
August	74,710	63,296	(11,414)	-15.3%	(13,881)	-2.2%
September						
October						
November						
December						
Annual	1,093,002	629,712	-- NA --	-- NA --	(463,290)	57.6%



Financial Summary

2013 August Analysis Summary

August 2013 giving was less than August 2012 and less than August 2013 budget.

- Actual giving 2013 vs. 2012:
 - August giving: \$9,321 (-12.8%) less than 2012 (\$63,296 vs. \$72,617)
 - YTD giving: \$45,128 (-6.7%) less than 2012 (\$629,712 vs. \$674,840)
- Actual giving vs. budget:
 - August: \$11,414 (-15.3%) less than budget (\$63,296 vs. \$74,710)
 - YTD: \$13,881 (-2.2%) less than budget (\$629,712 vs. \$643,593)
- Attendance: Sundays in August 2013: 4 2012: 4

Immanuel Attendance: 2012 vs. 2013

Date	2011	2012	2013	2013 Cum	Variance	Cum Variance
January	3,054	2,784	2,139	2,139	(645)	(645)
February	2,300	3,146	3,309	5,448	163	(482)
March	3,793	3,553	5,149	10,597	1,596	1,114
April	4,616	4,415	2,210	12,807	(2,205)	(1,091)
May	2,417	1,948	2,106	14,913	158	(933)
June	1,595	1,724	1,575	16,488	(149)	(1,082)
July	1,772	1,782	1,435	17,923	(347)	(1,429)
August	1,493	1,544	1,489	19,392	(75)	(1,504)
September	2,495	2,957		19,392	(2,957)	(4,461)
October	3,483	2,670		19,392	(2,670)	(7,131)
November	3,343	3,111		19,392	(3,111)	(10,242)
December	4,208	5,000		19,392	(5,000)	(15,242)
YTD Avg	2,881	2,886	2,424			
YTD Total	34,569	34,634	19,392			

Immanuel Lutheran 3 Year Attendance Comparison

