

**Immanuel Lutheran Church
Executive Committee Meeting Minutes
August 6, 2013
6 p.m., ILC Library**

Attendees: John Urbanski, Susan Geitzenauer, Brian Nichols, Pastor Susan Weaver, Bob Warner and Karen Travis

Absent: Pastor Paul Nelson

John called the meeting to order at 6:02 p.m.

Devotion provided by Susan G.

Motions:

Motion Made	Made by	Second	Outcome of Vote
Motioned to approve minutes from June.	John U.	Bob W.	Motion carried

Action Items Assigned:

Action items	Assigned	Target Date	Status

Old Business:

- Immanuel Employee Guidebook has been revised and re-distributed. Pastor Susan shared that while the revisions make the document better the staff still believes it's too corporate. Karen collected Pastor Susan's revisions and will await additional revisions from the rest of the staff, and make edits. A suggestion was made to collect input from another church to see how they have approached this (e.g., less corporate, more spiritual).
- Discussed status of Todd Monge's gift, which is being handled by Pastor Paul.

Reports:

Secretary's Report – Karen Travis

- John U. motioned to approve June meeting minutes. Bob W. seconded. Motion carried.

Financial Secretary's Report – Bob Warner

- Originally reported May was slightly below budget, but have since accounted for additional gifts that bring us closer to plan.

Treasurer's Report – Brian Nichols

- Anticipate some expenses related to roof repair, which could be funded in part through funds received as part of the Affordable Care Act (payroll tax credit). A suggestion was made to check on an insurance appraisal of the roof before any money is spent.
- Building fund is holding steady with three months of payments on-hand.

Vice President's Report – Susan Geitzenauer

- No report.

President's Report – John Urbanski

- Discussed pay status related to Gary Thrasher's leave of absence. We are unsure how long the leave will be. Will need to check with the ELCA guidelines, and he may need to go on disability after 60 days (from July 28, 2013). Brian will speak with Bill about the ELCA provisions around filing a disability claim. In addition, other members of the staff (Mary Beth and Nikki) may need additional salary compensation as they pick up some of Gary's responsibilities while he's away.
- Walked through the job description prepared by Pastor Susan for the new position, Coordinator of In-Reach and Outreach. The position will report to Pastor Susan, and will be set at 20 hours per week (part time), responsible for guiding the broad array of Social Ministry at Immanuel and also supporting faith group formation. Reactions to the job description were positive. John will share the job description with the Council at the meeting next week.
- John provided an update on the plan regarding same sex marriage discussion at Immanuel. There will be three one-hour sessions for discussion of this among the congregation: November 3, 14 and 20. There will be an introduction by Pastor Paul, Pastor Susan or John, with small group discussions (guided by a moderator) on prepared questions. Comments will be noted at each session. A decision will be up to the Council. John will bring this to the Council next week.
- "Luther's Way" articles are due this Friday.

Pastor updates:

Pastor Paul

- No report.

Pastor Susan

- Discussed Pastor Susan's sabbatical (which she will be sharing with the congregation).
- The new Immanuel website is now live.

Upcoming meetings

- Council: August 13 at 7 p.m.
- Executive Committee: September 3 at 6 p.m.
- Council: September 10 at 7 p.m.

Meeting adjourned at 7:15 p.m.

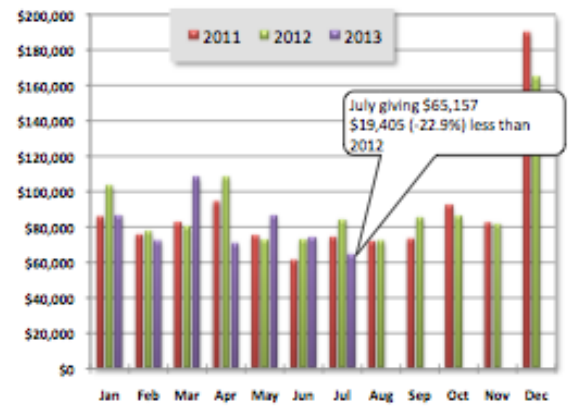
Prayerfully submitted,

Karen Travis
Church Council Secretary

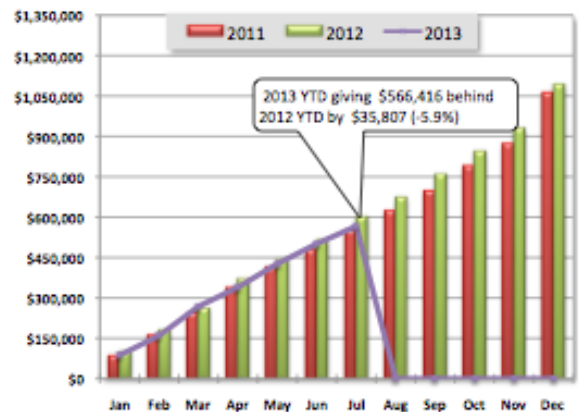
Income Report

Immanuel Lutheran Church Income Report for July 2013

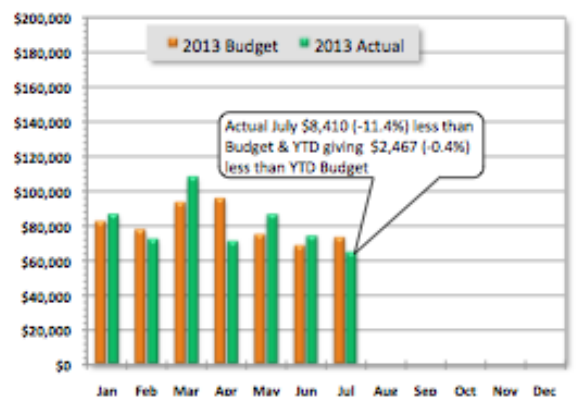
Monthly Giving						
Month	2010	2011	2012	2013	Var \$	Var %
January	81,681	86,230	103,744	87,046	(16,698)	-16.1%
February	81,946	76,078	78,018	72,714	(5,304)	-6.8%
March	76,533	83,025	80,694	108,598	27,904	34.6%
April	82,488	94,959	108,798	71,449	(37,349)	-34.3%
May	84,582	75,593	73,058	86,953	13,895	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	0		
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	566,416	(35,807)	-5.9%



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			
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						
September						
October						
November						
December						
Annual	1,093,002	566,416	-- NA --	-- NA --	(526,586)	51.8%



Income Summary

2013 July Analysis Summary

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

- Actual giving 2013 vs. 2012:
 - July giving: \$19,405 (-22.9%) less than 2012 (\$65,157 vs. \$84,562)
 - YTD giving: \$35,807 (-5.9%) less than 2012 (\$566,416 vs. \$602,223)
- Actual giving vs. budget:
 - July: \$8,410 (-11.4%) less than budget (\$65,157 vs. \$73,567)
 - YTD: \$2,467 (-0.4%) less than budget (\$566,416 vs. \$568,883)
- Attendance: Sundays in July 2013: 4 2012: 5

Immanuel Attendance: 2012 vs. 2013

Date	2011	2012	2013	2013 Cum	Variance	Cum Variance			
January	3,054	2,784	2,139	2,139	(845)	(845)			
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		17,923	(1,544)	(2,973)			
September	2,495	2,957		17,923	(2,957)	(5,930)			
October	3,483	2,670		17,923	(2,670)	(8,600)			
November	3,343	3,111		17,923	(3,111)	(11,711)			
December	4,208	5,000		17,923	(5,000)	(16,711)			
YTD Avg	2,881	2,886	2,560						
YTD Total	34,589	34,634	17,923						

Immanuel Lutheran 3 Year Attendance Comparison

