

**Immanuel Lutheran Church
Executive Committee Meeting Minutes
January 7, 2014
6 p.m., ILC Library**

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

Absent: Susan Geitzenauer

John called the meeting to order at 5:59 p.m.

Devotion provided by Karen Travis

Motions:

Motions Made	Made by	Second	Outcome of Vote
Motion to approve minutes from December	John U.	Bob W.	Motion carried.
Motion made to extend five weeks vacation to rostered personnel with 10 years service.	John U.	Bob W.	Motion carried.

Action Items Assigned:

Action Items	Assigned	Target Date	Status

Old Business:

Same gender marriage next steps: Bible study sessions will be scheduled, starting January 19. No additional input received following the decision to continue discussing allowing same gender marriage in the Sanctuary.

New Business:

Vacation Policy: Agreed to change the policy to allow more vacation time for Pastors (five weeks after 10 years service). Discussed extending this to Associates in Ministry position and all rostered personnel. Motion made by John U. to extend five weeks vacation to rostered personnel with 10 years service. Seconded by Bob W. Motion carried.

Bachman's gift card sale (Disciples Garden): Discussed whether to support this again this year. John will find out more about how much needs to be raised and the timeframe for this.

Reports:

Secretary's Report – Karen Travis

- John motioned to approve November minutes. Bob Warner seconded. Motion carried.

Financial Secretary's Report – Bob Warner

- Attendance during Christmas services was higher this year—reinforcing the trend many churches are seeing that more people coming to church but less frequently.

Treasurer's Report – Brian Nichols

- Expect to fall slightly short for the year.
- Anticipate budget for 2014 to be relatively flat.

Vice President's Report – Susan Geitzenauer

- No report.

President's Report – John Urbanski

- Nominating Committee update: John is waiting to hear back from possible nominees on open positions (e.g., Secretary, Middle School Youth, Evangelism, Fellowship).
- Council retreat planning: Discussed location and purpose (e.g., relationship building, learning). Discussed possible dates in March and April.
- Annual Reports are due Sunday.

Pastor updates:**Pastor Paul**

- Have 303 pledges so far, with \$790,000 in pledges (about \$25,000 more than last year). Had 80 households increase their pledge (more than in previous years).
- Martin and the Children's Ministry committee have been working on materials needed to prepare volunteers. Put a performance plan together and will review again in 60 days.
- Set record attendance for Christmas services.
- New platforms are being built.
- Men's group meetings are going well, meeting once per month and reaching out to one another once per week to check in on faith practices.

Pastor Susan

- Working on 8th grade Stepping Stone.
- Spiritual Direction group has started, and nine individuals are participating (twice a month for three months).
- John Study has attracted 30 people so far (through Facebook). People are put in a group, with a reading assignment on the gospel of John posted on Monday and response requested by noon Tuesday.
- Southwest Grief Coalition starts on January 20, and need volunteers to serve a meal for 30-40 people (Mondays from 5:30 to 6 p.m.).

Upcoming meetings:

Council: January 12 at 7 p.m.

Annual Meeting: January 26 at noon

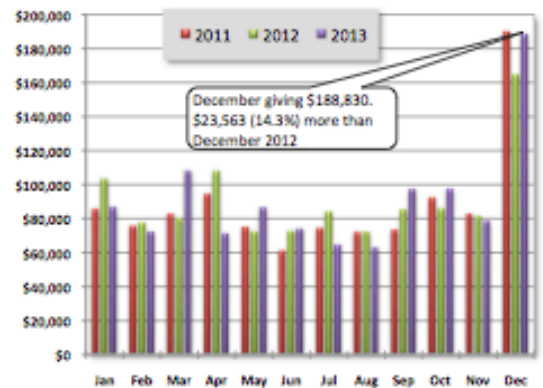
Meeting adjourned at 6:56 p.m.

Prayerfully submitted,
Karen Travis
Church Council Secretary

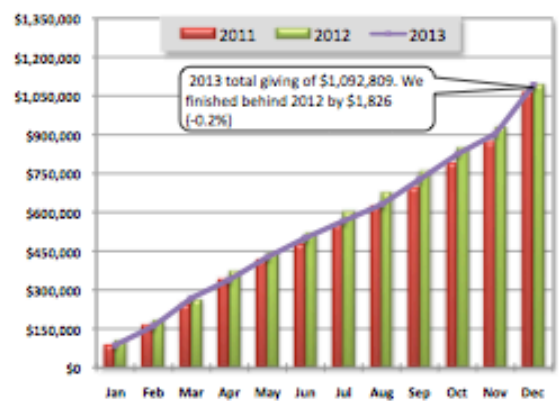
Income Report

Immanuel Lutheran Church Income Report for December 2013

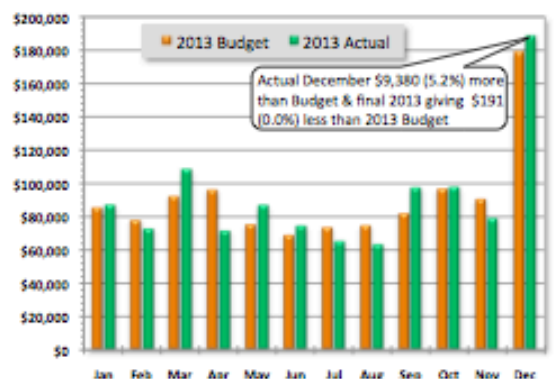
Month	Monthly Giving				Var \$	Var %
	2010	2011	2012	2013		
January	81,681	86,230	103,744	87,046	(16,698)	-16.1%
February	81,946	76,078	78,018	72,714	(5,304)	-6.8%
March	76,533	83,025	80,694	108,598	27,904	34.6%
April	82,488	94,959	108,798	71,499	(37,299)	-34.3%
May	84,582	75,593	73,058	86,953	13,895	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	97,427	11,551	13.5%
October	103,989	92,878	86,578	97,772	11,194	12.9%
November	80,006	82,900	82,074	79,017	(3,057)	-3.7%
December	173,149	190,460	165,267	188,830	23,563	14.3%
YTD	1,064,363	1,094,635	1,094,635	1,092,809	(1,826)	-0.2%



Month	Cumulative Giving by Month				Var \$	Var %
	2010	2011	2012	2013		
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	339,857	(31,397)	-8.5%
May	407,230	415,885	444,312	426,810	(17,502)	-3.9%
June	472,340	477,412	517,661	501,309	(16,352)	-3.2%
July	541,871	552,096	602,223	566,466	(35,757)	-5.9%
August	624,761	624,312	674,840	629,762	(45,078)	-6.7%
September	698,196	698,124	760,716	727,189	(33,527)	-4.4%
October	802,185	791,002	847,294	824,961	(22,332)	-2.6%
November	882,191	873,903	929,368	903,978	(25,389)	-2.7%
December	1,055,340	1,064,363	1,094,635	1,092,809	(1,826)	-0.2%



Month	2013 Monthly Budget vs. Actual					
	Budget	Actual	Mo Var	Mo %	YTD Var	YTD %
January	85,443	87,046	1,603	1.9%	1,603	1.9%
February	77,860	72,714	(5,146)	-6.6%	(3,543)	-2.2%
March	92,298	108,598	16,300	17.7%	12,757	5.0%
April	96,155	71,499	(24,656)	-25.6%	(11,899)	-3.4%
May	75,358	86,953	11,595	15.4%	(304)	-0.1%
June	68,915	74,499	5,584	8.1%	5,280	1.1%
July	73,567	65,157	(8,410)	-11.4%	(3,130)	-0.5%
August	74,710	63,296	(11,414)	-15.3%	(14,544)	-2.3%
September	81,940	97,427	15,487	18.9%	943	0.1%
October	96,804	97,772	968	1.0%	1,911	0.2%
November	90,500	79,017	(11,483)	-12.7%	(9,572)	-1.0%
December	179,450	188,830	9,380	5.2%	(191)	-0.0%
Annual	1,093,000	1,092,809	-- NA --	-- NA --	(191)	100.0%



Financial Summary

2013 December Analysis Summary

December 2013 giving was more than December 2012 and more than December 2013 budget.

- Actual giving 2013 vs. 2012:
 - December giving: \$23,563 (14.3%) more than 2012 (\$188,830 vs. \$165,267)
 - YTD giving: \$1,826 (-0.2%) less than 2012 (\$1,092,809 vs. \$1,094,635)
- Actual giving vs. budget:
 - December: \$9,380 (5.2%) more than budget (\$188,830 vs. \$179,450)
 - YTD: \$191 (0.0%) less than budget (\$1,092,809 vs. \$1,093,000)
- Attendance: Sundays in December 2013: 5 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	(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	1,469	19,392	(75)	(1,504)			
September	2,495	2,957	2,516	21,908	(441)	(1,945)			
October	3,483	2,670	2,651	24,559	(19)	(1,964)			
November	3,343	3,111	3,048	27,607	(63)	(2,027)			
December	4,208	5,000	4,748	32,355	(252)	(2,279)			
YTD Avg	2,881	2,886	2,696						
YTD Total	34,569	34,634	32,355						

Immanuel Lutheran 3 Year Attendance Comparison

