

**Immanuel Lutheran Church
Executive Committee Meeting Minutes
December 9, 2014
5:45 p.m. ILC Library**

Attendees: John Urbanski, Brian Nichols, Pastor Paul, Pastor Susan and Gay Ludvig

Absent: Bob Warner and Susan Geitzenauer

John called the meeting to order at 5:45 p.m.

Devotions were provided by Pastor Paul.

Motions:

Action Items Assigned:

Action items	Assigned	Target Date	Status
Motion to approve minutes from November	John	Brian	Motion carried

New Business:

- John met with Paul Erdmann to go over the youth fundraising requests. They decided that an Immanuel 5k run would be too big a project to have in 2015. John and Paul were open to the idea of using Schwann's as a fundraiser. The youth would connect with people they knew to purchase Schwann's products, and within the first 45 days, the student would receive 30% of the money raised to go into their own dedicated accounts. This fundraiser wouldn't cost Immanuel anything for their own people to sign up with Schwann's. The youth committee will talk about this possibility and propose to roll it out in February at the Youth Rejoice function.
- John wants to set up a personnel committee. The committee would meet once a month for three months to go over compensation details for the staff. Questions such as what do we pay our staff and how do our salaries compare with staff in other churches? These items need to be addressed and written in the employee's handbook. Pastor Paul also wants to be involved as he has great contacts with the synod.
- In 2015 staff will be receiving a 12% increase due to benefits' cost. That would be about \$60,000 overall, and about \$30,000 increase due to the cost of living. There needs to be a preliminary discussion of the budget soon. Immanuel needs \$180,000 in December to reach their expenses for the year. December is usually a very strong month financially. If the money doesn't come in, there may have to be budget cuts to the committees next year or Immanuel may choose to give less than 20% of their funds to charities.

Old Business:

- Cindy Paulson is the new Director of Children's Ministry at Immanuel. She starts her position on December 16th. She will be working 30 hours per week.
- The Constitution Task Force will meet again and have something to present in January.

- Mary Peschauer and Jeff Kjallberg will present their information from the Kairos Project to the Council tonight.
- The Nominating Committee had a good meeting, and there are only a few positions that need to be filled for 2015.

Reports:

Financial Secretary's report (Bob was absent.)

Pastor Updates

- o Pastor Paul
Paul and Susan went to a retreat this past Monday to David's cabin. The theme of the retreat focused on how Council members might share their faith stories with others by listening, demonstrating their wisdom, teaching and praying. Immanuel needs some templates so people don't tell their whole faith story, but parts of it. How can the Council reach out to faith groups to tell their faith? How can younger members mentor others; for example, how can high school students mentor younger children or classmates? How can Immanuel raise their expectations of their members' faith? All these ideas prompted a great discussion that Immanuel members will address in the future.

Paul shared that in the stewardship campaign \$660,000 was pledged to date. There were 244 pledges turned in so it is very encouraging.

- o Pastor Susan
She mentioned what a quality planning session she had with David and Paul this Monday through Tuesday noon. She also encouraged people to join her and Rich for a Christmas Eve dinner in the Fellowship Hall. The Families Moving Forward group would be there as well.

Upcoming Meetings:

- **Executive Council** **January 13, 2015** **5:45 p.m.**
- **Council** **January 13, 2015** **7:00 p.m.**

Meeting adjourned at 6:37 p.m.

Prayerfully submitted,

**Gay Ludvig
Church Council Secretary**