



September 2024 Council Meeting Minutes

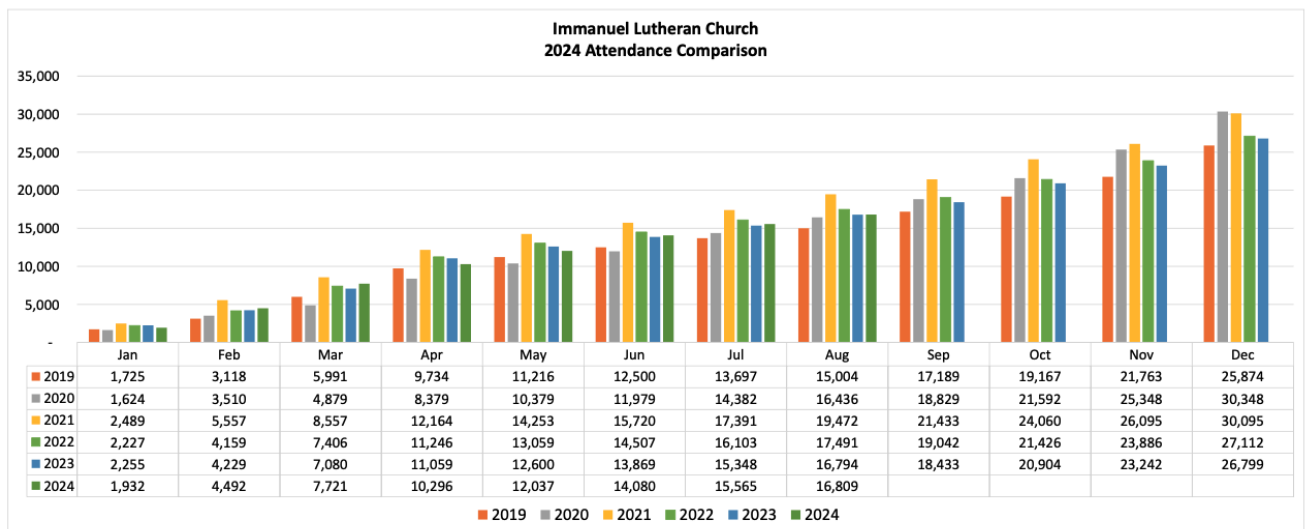
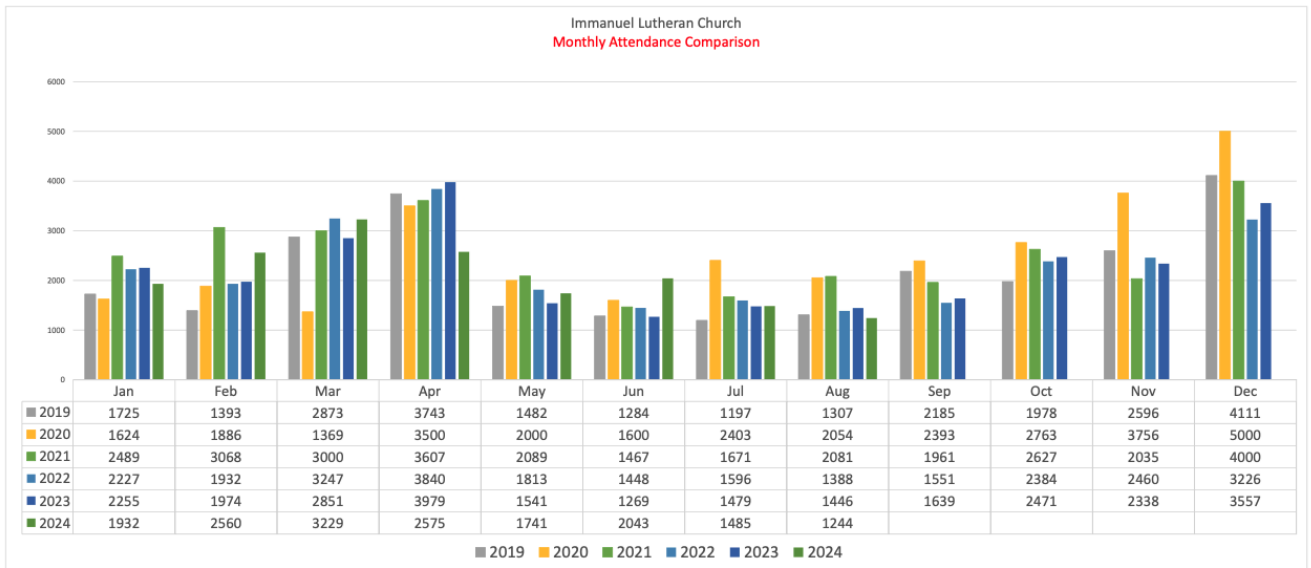
Date: 9-10-2024	Time: 7:00 PM	Location: Fellowship Hall and Zoom
Attendees: Connie Cadden (Treasurer), Pastor Dan Nelson, Ellie Scheler (Sr. High), Emily Sienkowski (Children's Ministry), Jim Andreen (Stewardship), Jolene Held (Evangelism), Julie Maes (VP), Kate Brooke-Beyer (Sr. High), Kelly Meyers (Church Administrator), Kelly Robert (Social Concerns), Kim Whalen (Secretary), Mark Arvidson (Properties), Nancy Westby (Adult Faith Formation), Pastor Paul Nelson, Paul Savereide (President), Rick Ites (Financial Secretary), Deacon Savannah Olaphson, Winnie Lindstam (Worship)		
Absent: Angie Karpinko (Fellowship), Jenny Naslund (Children's Ministry), Jolene Engler (Middle School), Lisa Melchior (Middle School), Mike Karpinko (Fellowship)		
Call To Order: 7:06 PM Prayer: Pastor Paul Devotion: Kim W. Adjourned: 8:46 PM		
Approval of August 2024 Meeting Minutes: Jim moved, Kate seconded, all voted to approve		

Action Item	Who	Status	Expected Completion date
None			

FINANCIAL TEAM UPDATES

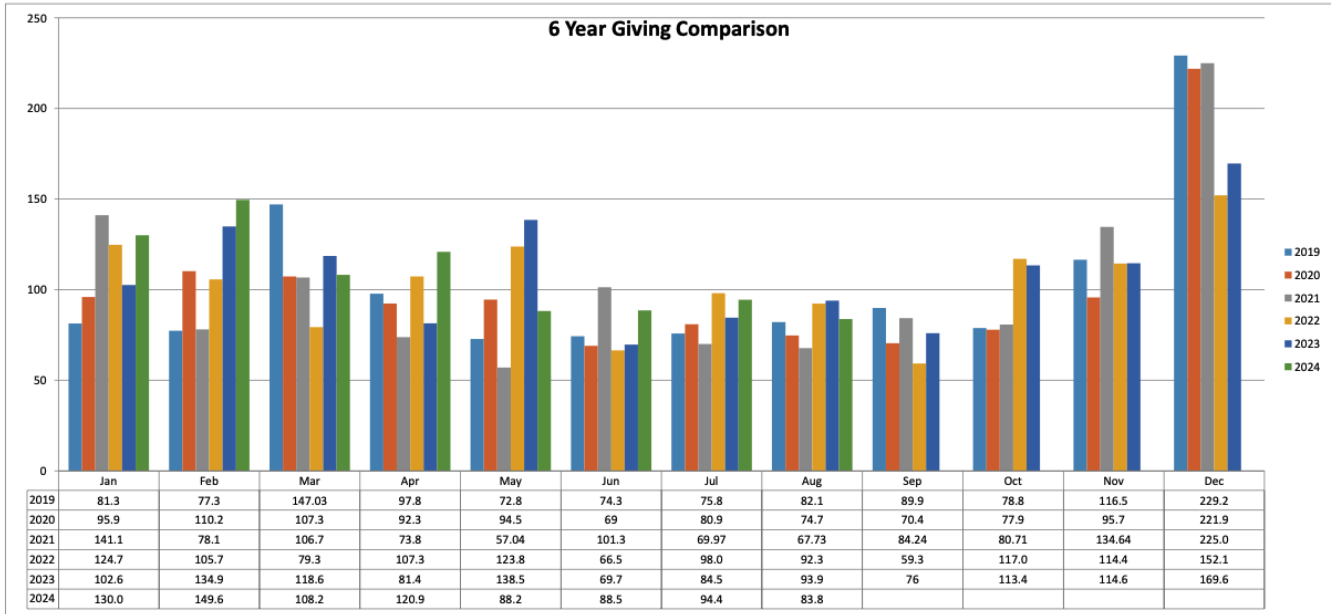
Attendance - Rick I.

- August comparable to last year
- 73% in person in August highest so far this year
- about 60% in person seems to be new norm



Income - Rick I.

- August giving a little less than last year, but per attendee about the same
- YTD Net 45k ahead of last year
- For Sept already at 50% of target giving
- Raise the Roof - almost 14k last month bringing us to 392k or 93% of total (12% ahead of goal by August)



2024 YTD	2023 YTD	2022 YTD	2021 YTD	2020 YTD
Actual	Actual	Actual	Actual	Actual
\$ 779.76	\$ 730.20	\$ 705.30	\$ 628.01	\$ 650.10

Raise the Roof Campaign Tracking

April 2022 - April 2025 3 Year Pledge TOTAL: \$ 421,214

Year	Month	Received	Total	Actual %	Expected %
2022	Apr	\$ 11,998	\$ 11,998	3%	3%
2022	May	\$ 22,030	\$ 34,028	8%	6%
2022	June	\$ 50,788	\$ 84,815	20%	8%
2022	July	\$ 14,044	\$ 98,859	23%	11%
2022	Aug	\$ 8,530	\$ 107,389	25%	14%
2022	Sept	\$ 12,384	\$ 119,773	28%	17%
2022	Oct	\$ 13,013	\$ 132,786	32%	19%
2022	Nov	\$ 9,893	\$ 142,679	34%	22%
2022	Dec	\$ 17,214	\$ 159,893	38%	25%
2023	Jan	\$ 12,461	\$ 172,354	41%	28%
2023	Feb	\$ 13,342	\$ 185,696	44%	31%
2023	Mar	\$ 12,876	\$ 198,572	47%	33%
2023	Apr	\$ 7,802	\$ 206,374	49%	36%
2023	May	\$ 7,825	\$ 214,199	51%	39%
2023	June	\$ 9,619	\$ 223,818	53%	42%
2023	July	\$ 6,969	\$ 230,787	55%	44%
2023	Aug	\$ 12,338	\$ 243,125	58%	47%
2023	Sept	\$ 7,622	\$ 250,747	60%	50%
2023	Oct	\$ 13,103	\$ 263,850	63%	53%
2023	Nov	\$ 23,162	\$ 287,012	68%	56%
2023	Dec	\$ 17,302	\$ 304,314	72%	58%
2024	Jan	\$ 10,569	\$ 314,883	75%	61%
2024	Feb	\$ 12,505	\$ 327,388	78%	64%
2024	Mar	\$ 12,119	\$ 339,507	81%	67%
2024	Apr	\$ 8,604	\$ 348,110	83%	69%
2024	May	\$ 16,542	\$ 364,652	87%	72%
2024	June	\$ 7,687	\$ 372,339	88%	73%
2024	July	\$ 5,853	\$ 378,192	90%	78%
2024	Aug	\$ 13,954	\$ 392,146	93%	81%
2024	Sept		\$ 392,146	93%	83%
2024	Oct		\$ 392,146	93%	86%
2024	Nov		\$ 392,146	93%	89%
2024	Dec		\$ 392,146	93%	92%
2025	Jan		\$ 392,146	93%	94%
2025	Feb		\$ 392,146	93%	97%
2025	Mar		\$ 392,146	93%	100%

Financials - Connie C.

- 83.7k income for August a little below budget. Currently at 58.5k budget deficit Year to Date, but feeling good for the year, especially since last quarter of year usually has strongest giving
- Still about 4 months in reserve, which is normal
- Member giving 50k above target for Year to Date. September is the lowest forecasted month, but off to a good start. If it goes well, this could be the first year at Immanuel without a month below 80k
- Program expenses negative for August due to a change in accounting methods. This represents things like collecting Sunday School fee now that won't be spent until later in the year
- Some of our income is coming from interest, which is nice
- Waiting for refund on insurance, so that will be a boost when it comes. New church-based insurance org called Insurance Board is providing better coverage for a lot less
- We previously loaned money to the Raise the Roof fund (from the general fund) so we could start the projects earlier, but now that we have collected many of the donations we are close to getting that all repaid
- Expenditures on Raise the Roof include roofing, bathrooms, computers, Simpson House, Habitat for Humanity

Immanuel Lutheran Church Aug-24 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	\$ 94,692	\$ 94,543	\$ 83,260	\$ (11,283)		\$ 759,560	\$ 774,766	\$ 823,276	\$ 48,510	6.3%	\$ 823,276	\$ 1,243,700	
Misc. Income	\$ (841)	\$ 2,000	\$ 523	\$ (1,477)		\$ 64,613	\$ 66,387	\$ 42,891	\$ (23,496)		\$ 42,891	\$ 76,300	
Total Income	\$ 93,851	\$ 96,543	\$ 83,783	\$ (12,760)	-13.2%	\$ 824,173	\$ 841,153	\$ 866,168	\$ 25,015	3.0%	\$ 866,168	\$ 1,320,000	65.62%
Benevolence - ELCA (9%)	\$ 8,522	\$ 8,509	\$ 7,493	\$ (1,015)		\$ 68,360	\$ 69,729	\$ 74,095	\$ 4,366		\$ 74,095	\$ 111,933	
Benevolence - Other (8%)	\$ 7,575	\$ 7,563	\$ 6,661	\$ (903)		\$ 60,765	\$ 61,981	\$ 65,862	\$ 3,881		\$ 65,862	\$ 99,496	
Church Expenses	\$ 83,131	\$ 90,298	\$ 91,099	\$ 802	0.9%	\$ 633,295	\$ 722,380	\$ 771,326	\$ 48,946	6.8%	\$ 771,326	\$ 1,077,354	71.59%
Program Expenses	\$ 5,628	\$ 4,728	\$ (2,010)	\$ (6,738)	-142.5%	32989.97	\$ 37,822	\$ 13,478	\$ (24,343)	-64.4%	\$ 13,478	\$ 62,948	21.41%
Total Expenses	\$ 104,856	\$ 111,097	\$ 103,243	\$ (7,854)	-7.1%	\$ 795,410	\$ 891,912	\$ 924,761	\$ 32,849	3.7%	\$ 924,761	\$ 1,351,731	68.41%
Giving less Expenses	\$ (11,005)	\$ (14,554)	\$ (19,460)	\$ (4,906)		\$ 28,763	\$ (50,759)	\$ (58,594)	\$ (7,835)		\$ (58,594)	\$ (31,731)	

Cash Reserves used to balance budget

	Prior Month	This Month	Inc / (Dec)
General Fund Balance	\$ 544,225	\$ 543,987	\$ (238)
Unrestricted Fund Balance	\$ 245,971	\$ 238,373	\$ (7,598)
Fidelity Investment Account	\$ 201,145	\$ 201,993	\$ 848
Raise the Roof	\$ (27,713)	\$ (13,760)	\$ 13,954
All Other Restricted Funds	\$ 124,823	\$ 117,382	\$ (7,441)
Total Unrestricted Funds	\$ 447,116	\$ 440,365	\$ (6,750)

Expect to be back in a positive position in Oct

months elapsed 67%

Highlights

Income:
Member Giving - YTD almost \$50K above budget; Total YTD income up \$25K vs. budget.

Expenses:
We had \$19.5K more in expenses in Aug than income. Biggest driver was softer giving in Aug.
YTD Unfav in Church Expense driven by insurance costs - \$61.9K unfavorable for the year - waiting on refund
Program Expenses are negative for Aug driven by Adult and children's ministry taking in Fall fees with minimal Fall expenses

Income minus expenses
Currently YTD expenses exceed income by \$58.6K.
Expect we will continue to run in a deficit position in Sept and then gain ground again in Q4.

Months To Go

Benevolence and Exp Ave \$110K / month

INCOME	Sept	72 K
FORECAST	Oct - Nov	\$118K
	Dec	\$169 K

STAFF UPDATES

Kelly M.

- Enjoying the good energy from staff this fall, and fun to have everyone back in meetings.
- Health Insurance Benefits and updates to the Employee Guidebook were approved in Executive meeting today. Improvements in process and documentation.
- Executive Council also voted to approve and close the 2022 and 2023 financial books. Improved training and processes going forward. More detailed notes are in the Executive meeting minutes.
- The audit team roles were defined and documented in accordance with synod rules.

MINISTRY TEAM UPDATES

Pastor Paul

- one funeral and two baptisms in August.
- Big effort went to Welcome Weekend. Call for helping set up for Bingo. More people came to help than expected, and many people also stepped up to do the take down after the tent meeting. About \$2,900 raised by Bingo event. Staff works well together, dreams well together, and each adds their own strength.
- Walk-through of New Testament will be Wed night adult education this fall.
- Tomorrow night and Sunday, transition meeting listening session. Julie M. gave the council a quick preview of possible processes and timelines for the staff transitions ahead. The overall takeaways are that it will take a while, we have a lot of time, and there are a lot of possible paths. Listening sessions to get input from the congregation are the start.

Pastor Dan

- At the end of the month, there will be a discussion opportunity called Newspaper Prayers, which will be somewhat similar to highs and lows, but in response to things in the media. How do we respond faithfully and prayerfully to news items that make us angry? Bringing back treats Sundays once a month on the same week as Newspaper Prayers.
- Pastor Dan spoke about transitions.

Pastor Dan has experienced transition and interim processes in a number of contexts and roles. He pointed out that each transition situation needs to be addressed individually because each situation is unique. Some consistencies in transition include a period of mourning and feelings of anxiety within the community. Doing the call process faster won't help these things.

On the plus side, transition provides a great opportunity, especially for a healthy congregation like Immanuel, to do visioning. The visioning process can and should be life-giving and exciting. The first part is to articulate what we want from the next Senior Pastor. This should not be personality based; it should be based on what the congregation identifies as anticipated goals and needs over the next several years. Once we have the vision, we can work toward calling a Senior Pastor whose passions and gifts align with what the congregation seeks.

Pastor Dan mentioned that having an Associate Pastor become a Senior Pastor is not a common path within the ELCA. However, Pastor Paul mentioned that we do have a precedent for this happening within our church in the case of Pastor Paul's call. In any case, there are processes to follow including creation of a Call Committee.

One possible path would involve calling an interim pastor, and Kelly M. pointed out that even if we ended up having an interim pastor, the work of the congregation would not pause, because we have strong systems including teams led by lay people.

Pastor Dan has not yet expressed whether or not he is interested in being considered for the Senior Pastor role. Pastor Dan encouraged us to do robust visioning sessions FIRST without regard to whether Pastor Dan is interested in being a candidate for the position. For one thing, knowing what the congregation is seeking in a Senior Pastor is helpful to anyone considering the position.

Although being in transition and having many decisions to make can be unsettling, Pastor Dan believes that identifying congregational needs and vision comes first, and there is no need to rush things.

Deacon Savannah

- Excited about Truth and Healing group that started this summer, which has been learning about indigenous history, and exploring ways to go beyond just a performative land acknowledgement. Attended Pow Wow and Red Rock talk. Will go to the Arboretum and check out Rice Lake. Thinking about how to bring learnings back to the Immanuel community.
- Started Service & Justice committee. It will fall under Social Concerns.

COMMITTEE UPDATES

Adult Faith Formation - Nancy W.

- All the groups are running smoothly and all groups are well attended
- Women and Praise on Mondays is reading "Sabbath(Finding Rest Renewal and Delight in our Busy Lives)"
- Wednesday Morning Bible Study is using the Greatest Story Ever Told study guide
- Men's Bible Study on Tuesday and Thursday mornings
- Friday night book club is reading "West in Giraffes" by Lynda Putedge
- Saturday morning bible study is studying Joshua
- SALT is hosting an event on News Headlines with Pastor Dan on September 26th
- Want to acknowledge the wonderful leaders of Adult Faith Formation: Kim Paul, Jennifer Johnson, Janell, Sara Bonk, Diane Chapa, Bev Osekowski and of course Pastor Dan.

Children's Ministry - Jenny L./Emily S.

- Current registration for Sunday School is about 120 kids (about 65 families)! Great numbers, although we anticipate about 80% attendance a Sunday
- Will be asking for additional helpers on one story Sundays to get one time volunteers
- Special invite for families to socialize on September 29 between services (coordinated with Angie/Mike/Dan)
- Children and family events coming up- bonfire night and trunk or treat in October
- Planning for one parents night out each season
- Planning a pizza/movie night
- Child-led advent planning is underway!

Evangelism - Jolene H.

- Just had Welcome Weekend. Bingo felt well attended and raised \$2,900 for PROP. Had two food trucks. Beautiful day. Good turnout Sunday morning as well.
- Working on new member reception Oct 24.
- Tables of Eight Sunday Sept 29 4-6 at church.
- Beach party Jan 31 tentative date

Fellowship - Mike K./Angie K.

- Sandy and Bev on the taco night Wednesday meal have decided to step up as co-leads for that night. We are going to do catered meals instead of the usual tacos. Mary Kay just got back the quotes for: fried chicken dinner, hotdish, tacos, and sandwiches.
- We still need a lead for pizza night. Worst case scenario, we will need someone to go pick up the pizzas from Costco for that night.
- Also, as a plan ahead, with Karen leaving next year, we are going to be down another Wednesday night lead so, according to Mary Kay, we are entertaining the idea of catered meals. We will still need serving teams but leads won't be as critical.
- Sunday was our annual welcome cookout. It went well. We started off with no volunteers. Props to Pastor Dan and his sous chef skills. We heard from several people that there was no sign up for volunteering and that they did not remember any announcement. Not sure what happened there.
- This year we had issue with the grill, it never got hot enough to cook the food quickly so we had a bottle neck. Mike said there were multiple dead spots on the grill. We had issue last year with the grill as well. But it was a lack of a starter

- Here's the list of what we got for the tent meeting welcome cookout

Meat

- 1 box ¼ lb burgers (40 ct.)
- 4 sleeves 1/3 lb burgers (18 ct.)
TOTAL BURGERS: 112
- 5 packs ¼ lb hotdogs (14 ct.m)
TOTAL HOTDOGS: 70

Buns

- 5 packs hotdog buns (16 ct)
TOTAL HOTDOG BUNS: 80
- 7 packs hamburger bun (16 ct)
TOTAL BURGER BUNS: 112

Condiments

- 2-pack mustard
- 3-pack ketchup
- 2-pack mayo
- 1- 6 pack romaine lettuce
- 1 - Box of on the vine tomatoes

Other

- 3 bags – Kirkland Chips (32 oz)
- 3 bags – Doritos (30 oz)
- 6 - packs of Costco cookies (24 ct.) TOTAL COOKIES: 144
- 2 – 8 can packs of baked beans

- **What was used / not used:**

- We used all the burgers, only about 15 leftover.
- We ran out and got 2 more packs of hotdogs and one pack of buns. Only used one pack of dogs.
- We also served the pickles that were left in the fridge. There's a small amount left.
- Ran out of cookies
- There are 2 heads of lettuce left, some cheese, and condiments.
- Karen is going to use the leftover buns for Wednesday meal. Chips can also be used for Wednesday meal.

Middle School Youth / Senior High Youth - Jolene T./Lisa M. & Kate B./Ellie S.

- Confirmation begins this week. S'mores in back next few Wednesdays.
- Service project
- Shift in location for the Confirmation Retreat, Nov. 8-10 to Camp Eden Wood in Eden Prairie (no longer traveling up to Camp Onomia)

Properties - Mark A.

- New tree donated by Jon & Jody Ebert
 - The Innova tree was developed at the UofM and is a cross between the Native Eastern Cottonwood and European Black Poplar. It is cottonless, seedless and will get up to 75 ft tall.
 - Decided on a location on the south end of the outdoor stage. Jon and Mark will plant on 9/12.
 - The three existing wooden posts in that area previously used for a shade tent for the outdoor stage have been removed.

- Bathroom mirrors
 - It was discovered that all mirrors in the remodeled bathrooms have some discoloration near the bottom.
 - Beissel (our bathroom contractor) is getting 4 of the 8 mirrors replaced. Installation is scheduled for Sept 12.
- Fall Cleanup Day
 - Fall Cleanup Day will be scheduled for Sat, Oct 26.
 - We will have our mower person mulch leaves this fall instead of raking and disposing of them on our clean up day. We will still have to clean up leaves in the gardens, pull dead flowers/shrubs, shrub trimming and pickup sticks/branches.
 - Due to minimal raking, we'll shorten the hours to 9-11:30 am.
- Holding Pond Maintenance
 - Two of our three 2024 maintenance visits have been completed by Prairie Restorations. The final 2024 maintenance visit will be completed this fall.
 - Mark will work on the partial reimbursement from the City of EP for the 2024 work once the final maintenance has been applied.

Social Concerns - Kelly R.

Service and Justice (S&J) committee

- Discussed the budget to be submitted by Oct 1
- Savannah is reaching out to Circle of Welcome and Community Meals to discuss budget needs and if Circle of Welcome will still continue with a new group or phase out.
- We would love to have more information about our congregation's demographics and passions as a resource for where this committee puts time and treasure. We have talked about doing a survey but also know that with the pastor search some of that information will be gathered.
- At our next meeting we are going to do some mapping of the ministries and activities under the S+J "umbrella" and discuss priorities that align with Immanuel's priorities, It will also help us fill in some gaps and hopefully engage younger families.
- In addition to mapping what we currently do we are also taking a look at *when* we do them by putting drives, volunteering, advocacy/education groups etc on a calendar
- Kelly and Savannah are in communication to further clarify roles and responsibilities of each committee member and to discuss Savannah's leave

Advocacy - Cate Everett

- Did a deep dive into advocacy resources from the ELCA and beyond
- The ELCA Civil Engagement guide is helpful
- Suggested focusing on action behind advocacy
- Has a lot of great ideas for how to engage action

Partner Ministries - Kate Bottinger

- Planning a meeting with all ministries champions on Oct 14
- Will try to meet 1:1 with those that cannot make it to the meeting (with Savannah's help)
- Gathering information regarding volunteer commitment, budget needs and relevance to Immanuel's priorities

Communication - Mary Simonson Clark

- Met with Kelly Meyer to discuss newsletter
- Working on updating S+J Bulletin boards
- Providing our committee with valuable articles, websites, etc.
- Starting to think about ways to communicate and engage smaller groups in the church (eg. suggesting Tables of 8 consider doing one service activity together)

Education - Nancy Westby

- Nancy just joined our committee last week and Savannah and/or Kelly will be meeting with her to give her some clarity on her role.

Stewardship - Jim A.

- Stewardship calender in order
- 3 Temple Talks - why do we give, what are we giving to, how does giving change your life.

Worship/Music/Arts - Winnie L.

- Music is off and running for the Fall! All choir directors are busily making plans.
- Nice to have Christina Brantner leading Servant Song.
- Zimblestern (a new organ stop with bells) dedication is this Sunday. Thanks to the Hoff family for this amazing memorial to Doug.
- Will be having a WMA meeting on Thursday.
- Have received several requests to have the Baptismal Font flowing during the Service (even without a Baptism).
- Given the talent of our young people, I've also received some suggestions from adults to ask the young people to read the lessons and/or prayers on some of the Sundays.