



January 2025 Council Meeting Minutes

Date: 01-14-2025	Time: 7:30 PM	Location: Fellowship Hall and Zoom
<p>Attendees: Angie Karpinko (Fellowship), Connie Cadden (Treasurer), Pastor Dan Nelson, Ellie Scheler (Sr. High), Emily Sienkowski (Children's Ministry), Jim Andreen (Stewardship), Julie Maes (VP), Kate Brooke-Beyer (Sr. High), Kelly Meyers (Church Administrator), Kelly Robert (Social Concerns), Kim Whalen (Secretary), Lisa Melchior (Middle School), Pastor Paul Nelson, Paul Savereide (President), Tom Getchius (Incoming President), Winnie Lindstam (Worship, Music, and Arts)</p>		
<p>Absent: Jenny Naslund (Children's Ministry), Jolene Engler (Middle School), Jolene Held (Evangelism), Mark Arvidson (Properties), Mike Karpinko (Fellowship), Nancy Westby (Adult Faith Formation), Rick Ites (Financial Secretary), Deacon Savannah Olaphson (on maternity leave)</p>		
<p>Call To Order: 7:37 PM Devotion: Julie M. Adjourned: 8:58 PM</p>		
<p>Approval of December 2024 Minutes: Winnie moved, Jim seconded, all voted to approve</p>		

Action Item	Who	Status	Expected Completion date
Post It Notes and/or Text Idea Collection targeting younger families at confirmation events, parents' night out etc. for transition ideas	Julie	Complete	November 2024
Baby Shower Budget	Kelly R.	Complete	November 2024

TRANSITION TEAM UPDATE (Julie M.)

- Closed out the various input channels and came up with results including themes
- Communication with results of votes on themes will come out
- Ministry Site Profile (MSP) in progress with goal to post it before annual meeting. Have had a lot of great discussion, and are working on the wordsmithing

- Good feedback from congregation appreciating the deliberate work
- Call committee will be separate from transition team, but hoping some members will span both.
- MSP can be used for Interim Pastor, Senior Pastor, and/or Associate Pastor calls

FINANCIAL MATTERS / ATTENDANCE (Connie C.)

- Raise the Roof looks good. Already 104% of pledge, with three months to go.
- Attendance was strong all year, and especially high in the last quarter
- December giving did not spike as it historically has, so this was a surprise. It seems to indicate our giving patterns are changing to be more constant throughout the year. Unfortunately, it resulted in us not anticipating the extent of the annual deficit.
- December has always been the largest giving month (for 64 years!), and this year it was the third largest giving month.
- \$31.7k deficit voted in last year with hope to balance by 2024 year. Instead we missed our budget and ended with an even higher deficit of \$60.7k
 - higher insurance premiums
 - lower than anticipated income
 - member giving went up compared to 2023, but not as much as budget
 - a foundation gave us 24k less than last year and it was budgeted for no change
 - accounting change also reduces how our income looks
 - personnel expenses down partly due to delay in Servant Song hire
 - building expenses had higher insurance premiums, but lower HVAC costs thanks to new system
 - 17% in benevolence
 - overall expenses were \$11k less than budgeted
- Budget for 2025
 - 2% is our budget projection for increase in giving for 2025. Pastor Paul and Paul S. will put an email together encouraging people to increase giving to help keep up with expenses. Our costs tend to go up at 3% per year, so ideally income would too.
 - Executive committee did not want to propose a budget with too high of deficit spending, so these changes were made to the initial proposed budget to reduce the budgeted deficit to about \$16k:

- 2% for salary increase (were originally targeting 3%)
- 1% decrease in benevolence to partners coming from general fund (we also do additional benevolence from special fundraisers)
- **Motion** to present the budget at the congregational meeting with the amendments listed above. Lisa moved, Angie seconded, all voted to approve.

STAFF UPDATES

Kelly

- The administrative position change, although needed, is sad for the staff.
- Busy with the software transition and training on that. The new financial modules are a big improvement. Transition from Vanco for giving is the next big thing.
- Audit committee did a great job. Approved 2024 numbers and also gave us things to work on for future years. We also have a restated 2023.

MINISTRY TEAM UPDATES

Pastor Savannah is on maternity leave

Pastor Dan

- Working to fill fellowship committee council position
- Planning to pick up a few more hours during Savannah's leave
- Newspaper prayers - will keep trying to have this as part of coffee time. How to pray through what is going on in the world. Annual meeting day will be next time
- Lenten planning kick off
- Within the synod, there are conferences (groups of churches). Attends these meetings, and it helps foster relationships with other churches, like Christo Obrero

Pastor Paul

- Be Still and Let Go is 2025 Lenten theme, including a lot of "Re" words: remember, regret, repent, reconcile, repair, renew. Will also have Holden Evening Prayer
- Lots of visits in December to shut-ins and hospitalized members
- Beach party is coming
- Grief support has started up again.
- Caring for MaryKay and Terrie and processing administrative position changes

COMMITTEE UPDATES

This was the last meeting for a lot of members, and we thanked them for their service.

Adult Faith Formation - Nancy W.

-

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

- Sunday school started back up on January 5, with good attendance
- 4-year-olds watched the baptism on Sunday
- Sunday school artwork on walls
- Jan 15 is opening of registration for Wapo
- Feb 1 is opening for VBS reg (July 7-10 ages 3 to 4th grade). 5th grade and up can volunteer
- Also planning parents' night out event

Evangelism - Jolene H.

-

Fellowship - Angie K.

- No replacement yet, but will attend meeting mentioned by Pastor Dan
- Bev Lohs will do some interim support, and Angie will help.
- Sign up to bring chili using connect form on Sunday
- Mike and Angie come in before annual meeting to bake cornbread, and would love help

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

- Fundraisers

Youth Rejoice! – Feb. 23, 2025 (silent auction, breakfast, and youth-led service)

will include signed Joe Nathan baseball donated from Twins

Garage Sale – May 3, 2025 (collection will be the week before)

- Summer Trips 2025

o Sr. High – Chicago, IL (Jesus People): June 15-20, Register by 1/12/25 (currently 2 students registered)

- o VBS – July 7-10, 2025
- o Family Camp – July 13-18, 2025: Outlaw Ranch, SD Small group so far
- o MS Service Learning Trip (2025) – Duluth, MN · Aug. 4-8· Register by 1/15/25 (currently 4 students registered)
- Ministry Relationships-Conversations with St. Andrew youth staff have lead to the renewed desire to do some events together.
- Paul E Sabbatical- Summer 2025 (June 22 – Sept. 6)

Properties - Mark A

- Parking Lot Lights
 - o We received an estimate of approx. \$9k to repair/replace poles/wiring on the two lights that are not working on two of the entrances on Luther Way.
 - o I've contacted another electrician for a second estimate. He has stopped by once but needs to stop again to provide a detailed estimate. This will be a spring project.
 - o Also, the light has been out near the church sign along Eden Prairie Road. Beacon Lighting stopped by and fixed this week, assuming it was just a bulb replacement.
- Holding Pond Maintenance Reimbursement
 - o We've received our partial reimbursement of \$410 for the 2024 Holding Pond Maintenance from the Riley Purgatory Bluff Creek Watershed District.
 - o \$257 remains available for reimbursement so we will receive that amount once our maintenance is completed in the Fall of 2025.
- 2024 Annual Report
 - o The Properties Annual report has been submitted.
- This is my final report as I'm wrapping up my 2nd 2-year term on council. It's been a great run and I have enjoyed working with council, staff and the many volunteers over the last 4 years!

Social Concerns - Kelly R.

- Staff and committee working on covering for Savannah
- Mary is working on response to wildfires from Immanuel community. Thrivent will be doing some matching funds.
- Planning slides to present at annual meeting featuring all the generous ways Immanuel members have been giving
- Talking about migrant community needs in 2025

Stewardship - Jim A.

- roughly 290 pledges so far for roughly \$975,000
- will do some planning for next year

Worship/Music/Arts - Winnie L.

- I met with Eric Lovestrand, who will be taking over WMA to outline team members and discuss the role. He already has exciting plans!
- Christmas Season music was wonderful with so many people of all ages taking part.
- We're in the early stages of discussing new Adult choir robes.
- Kyung is busily planning for the next several months of music.
- And finally, what a blessing I've had to be part of this wonderful Council and this amazing church - thank you!

Raise the Roof Campaign Tracking

April 2022 - April 2025

3 Year Pledge TOTAL: \$

421,214

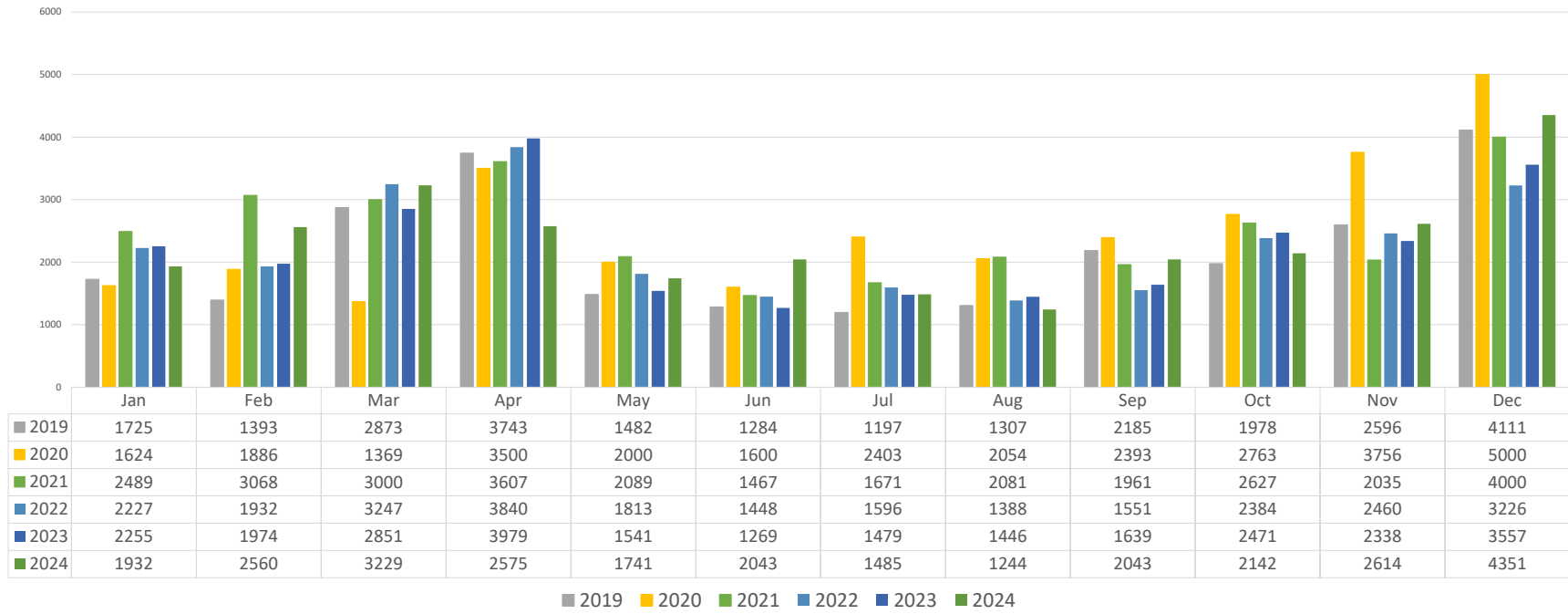
Year	Month	Received	Total	Actual %	Expected %
2022	Apr	\$ 11,998	\$ 11,998	3%	3%
2022	May	\$ 22,030	\$ 34,028	8%	6%
2022	June	\$ 50,788	\$ 84,815	20%	8%
2022	July	\$ 14,044	\$ 98,859	23%	11%
2022	Aug	\$ 8,530	\$ 107,389	25%	14%
2022	Sept	\$ 12,384	\$ 119,773	28%	17%
2022	Oct	\$ 13,013	\$ 132,786	32%	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%

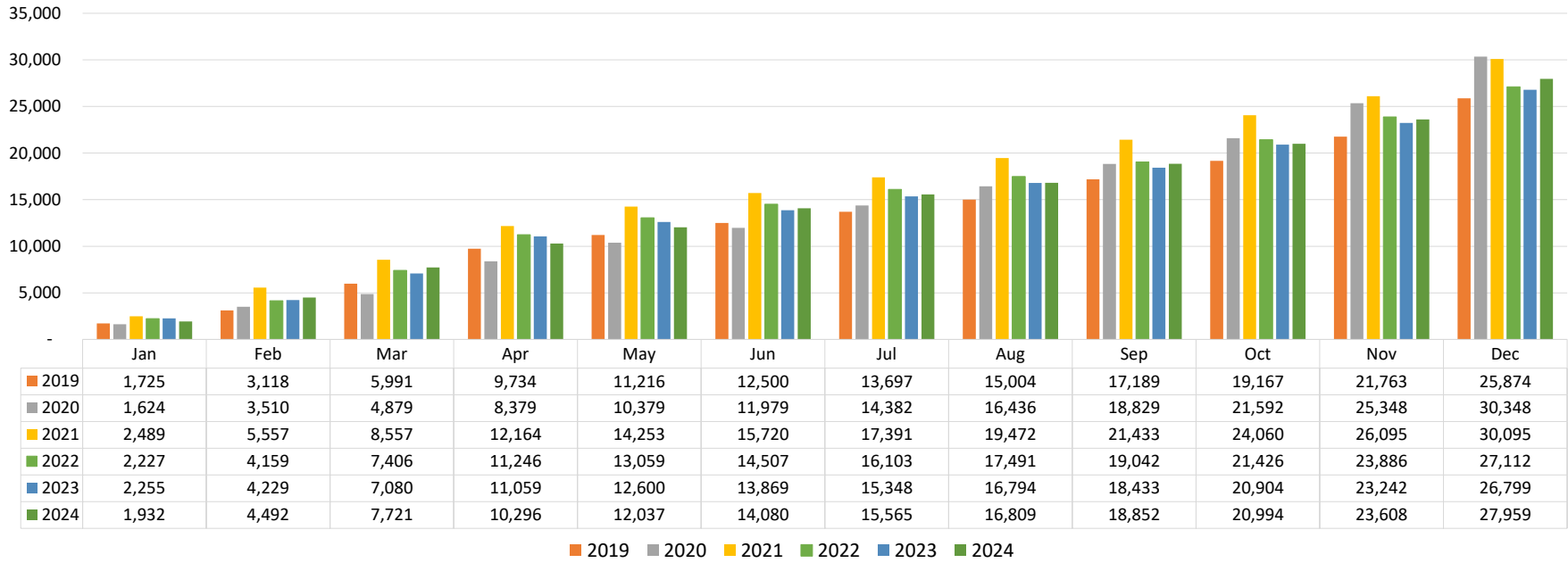
2024	Jan	\$ 10,569	\$ 314,883	75%	61%
2024	Feb	\$ 12,505	\$ 327,388	78%	64%
2024	Mar	\$ 12,119	\$ 339,507	81%	67%
2024	Apr	\$ 8,604	\$ 348,110	83%	69%
2024	May	\$ 16,542	\$ 364,652	87%	72%
2024	June	\$ 7,687	\$ 372,339	88%	73%
2024	July	\$ 5,853	\$ 378,192	90%	78%
2024	Aug	\$ 13,954	\$ 392,146	93%	81%
2024	Sept	\$ 6,997	\$ 399,143	95%	83%
2024	Oct	\$ 5,877	\$ 405,020	96%	86%
2024	Nov	\$ 12,594	\$ 417,614	99%	89%
2024	Dec	\$ 18,667	\$ 436,281	104%	92%

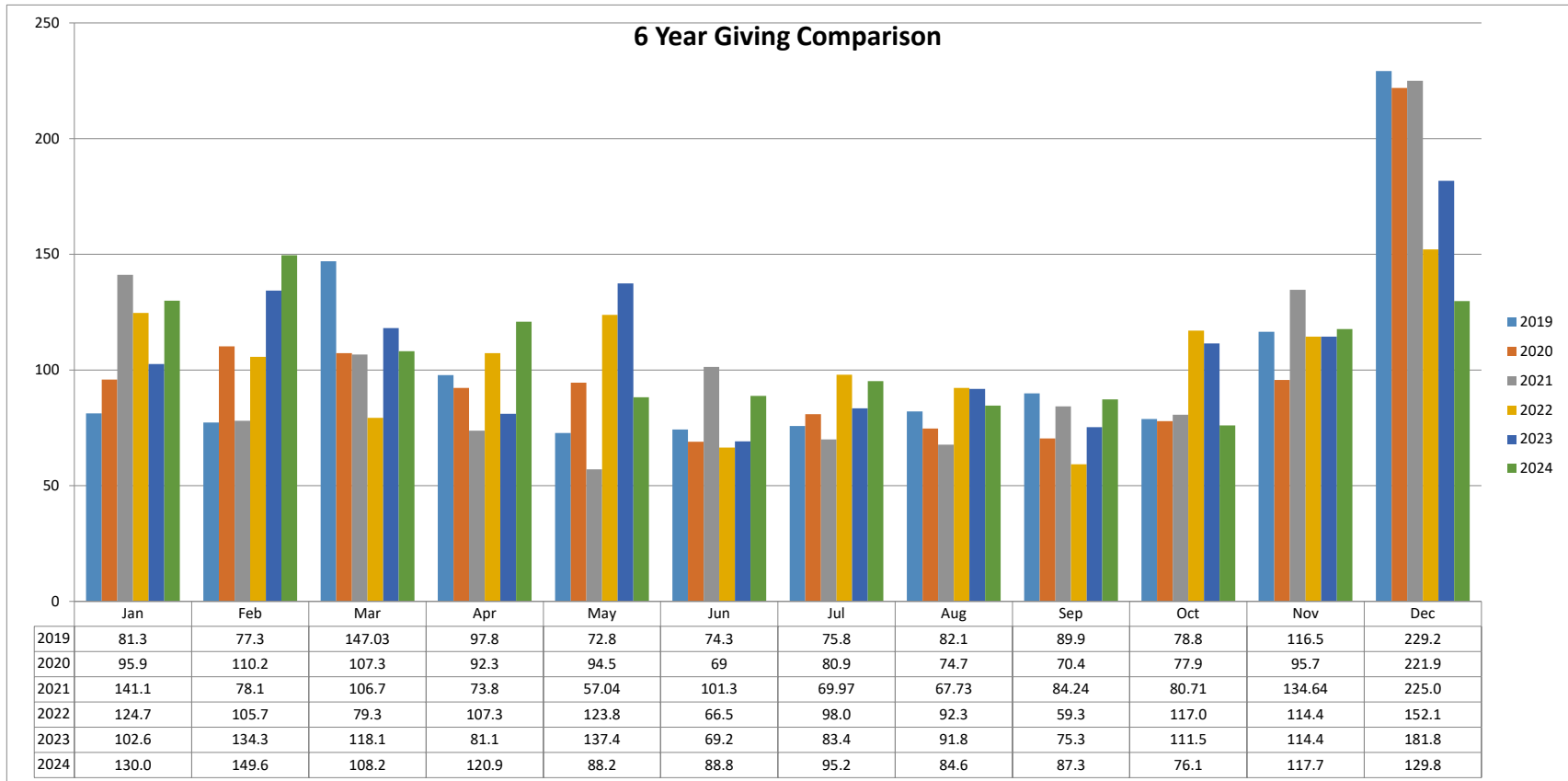
2025	Jan		\$ 436,281	104%	94%
2025	Feb		\$ 436,281	104%	97%
2025	Mar		\$ 436,281	104%	100%

Immanuel Lutheran Church
 Monthly Attendance Comparison



Immanuel Lutheran Church 2024 Attendance Comparison





2024 YTD	2023 YTD	2022 YTD	2021 YTD	2020 YTD
Actual	Actual	Actual	Actual	Actual
\$1,276	\$1,301	\$ 1,240	\$1,220	\$ 1,191

**Immanuel Lutheran Church
Dec-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	\$ 166,268	\$ 165,675	\$ 127,961	\$ (37,714)		\$ 1,223,015	\$ 1,243,697	\$ 1,228,790	\$ (14,907)	-1.2%	\$ 1,228,790	\$ 1,243,700	
Misc. Income	\$ 15,545	\$ 3,503	\$ 1,887	\$ (1,616)		\$ 87,652	\$ 76,303	\$ 50,272	\$ (26,031)		\$ 50,272	\$ 76,300	
Total Income	\$ 181,813	\$ 169,178	\$ 129,847	\$ (39,331)	-23.2%	\$ 1,310,667	\$ 1,320,000	\$ 1,279,062	\$ (40,938)	-3.1%	\$ 1,279,062	\$ 1,320,000	96.90%
Benevolence - ELCA (9%)	\$ 14,964	\$ 14,911	\$ 11,516	\$ (3,394)		\$ 110,071	\$ 111,933	\$ 110,591	\$ (1,342)		\$ 110,591	\$ 111,933	
Benevolence - Other (8%)	\$ 13,301	\$ 13,254	\$ 10,237	\$ (3,017)		\$ 97,841	\$ 99,496	\$ 98,303	\$ (1,193)		\$ 98,303	\$ 99,496	
Church Expenses	\$ 95,630	\$ 90,297	\$ 90,673	\$ 375	0.4%	\$ 983,705	\$ 1,083,570	\$ 1,098,298	\$ 14,728	1.4%	\$ 1,098,298	\$ 1,077,354	101.94%
Program Expenses	\$ 59	\$ 4,728	\$ 4,915	\$ 187	4.0%	\$ 51,866	\$ 56,732	\$ 32,574	\$ (24,158)	-42.6%	\$ 32,574	\$ 62,948	51.75%
Total Expenses	\$ 123,954	\$ 123,190	\$ 117,340	\$ (5,849)	-4.7%	\$ 1,243,483	\$ 1,351,731	\$ 1,339,767	\$ (11,964)	-0.9%	\$ 1,339,767	\$ 1,351,731	99.11%
Giving less Expenses	\$ 57,859	\$ 45,988	\$ 12,507	\$ (33,481)		\$ 67,184	\$ (31,731)	\$ (60,706)	\$ (28,975)		\$ (60,706)	\$ (31,731)	

Cash Reserves used to balance budget

	Prior Month	This Month	Inc / (Dec)
General Fund Balance	\$ 557,781	\$ 558,784	\$ 1,004
Total Unrestricted Funds	\$ 427,740	\$ 405,530	\$ (22,210)
Bremer Unrestricted Fund	\$ 223,447	\$ 186,543	\$ (36,904)
Fidelity Investment Account	\$ 204,293	\$ 218,987	\$ 14,694
Petty Cash	\$ 50	\$ 50	\$ -
Raise the Roof	\$ 11,888	\$ 28,055	\$ 16,167
Endowment	\$ 5,103	\$ 5,103	\$ -
All Other Restricted Funds	\$ 113,000	\$ 120,046	\$ 7,046

Month of Dec Results	Income \$39.3K unfavorable to budget Expenses \$5.8K favorable to budget
2024 Year End Results	Income 1.28 million for year; 40.9K unfavorable to budget Expense 1.34 million for the year; \$11.9 favorable to budget
	Income - Expenses = \$ (60,706)
	Actual vs Budget = \$ (28,975)



Immanuel Lutheran Church

General Fund Budget - 2024 Actual and 2025 Budget presented January 29, 2025

Income	2024 Budget	2024 Actual	2024 Budget Variance	2025 Budget Proposed	2025 Inc/Dec %
Weekly Envelopes*	\$ 1,210,200	\$ 1,179,164	\$ (31,036)	\$ 1,203,000	2%
Loose Offering *	\$ 13,000	\$ 20,259	\$ 7,259	\$ 21,000	4%
Special Offering *	\$ 20,500	\$ 15,430	\$ (5,070)	\$ 15,500	0%
Stock Gifts *		\$ 13,938	\$ 13,938	\$ 14,000	0%
Misc. Income	\$ 62,500	\$ 37,283	\$ (25,217)	\$ 37,000	-1%
Thrivent Choice	\$ 1,600	\$ 4,272	\$ 2,672	\$ 4,300	1%
Room Usage Fees	\$ 600	\$ 1,040	\$ 440	\$ 1,050	1%
Other	\$ 11,600	\$ 2,627	\$ (8,973)	\$ -	-100%
Interest Income	\$ -	\$ 5,049	\$ 5,049	\$ 8,000	58%
Total Income	\$ 1,320,000	\$ 1,279,062	\$ (40,938)	\$ 1,303,850	2%

*Used for Benevolence calculations

Expenses	2024 Budget	2024 Actual	2024 Budget Variance	2025 Budget Proposed	2025 Inc/Dec %
Personnel	\$ 916,404	\$ 900,239	\$ 16,165	\$ 903,466	0%
Office Supplies and Exp	\$ 51,766	\$ 53,665	\$ (1,899)	\$ 50,215	-6%
Technology	\$ 4,500	\$ 4,396	\$ 104	\$ 4,500	2%
Building Expenses	\$ 110,900	\$ 139,999	\$ (29,099)	\$ 132,920	-5%
Program Expenses	\$ 56,732	\$ 32,574	\$ 24,158	\$ 36,285	11%
Benevolence	\$ 211,429	\$ 208,894	\$ 2,535	\$ 213,095	2%
Total Expenses	\$ 1,351,731	\$ 1,339,767	\$ 11,964	\$ 1,340,481	0%

Expenses - Income	\$ (31,731)	\$ (60,706)	\$ (36,631)
	1% Benevolence =		\$ 12,535

	2024 Open	2024 Close	Inc / (Dec)
General Fund Balance	\$ 692,133	\$ 558,784	\$ (133,349)
Total Unrestricted	\$ 430,548	\$ 405,530	\$ (25,018)
Bremer Bank	\$ 430,548	\$ 186,543	\$ (244,005)
Fidelity Investment	\$ -	\$ 218,987	\$ 218,987
Petty Cash	\$ 50	\$ 50	\$ -
Raise the Roof	\$ 79,942	\$ 28,055	\$ (51,887)
Endowment	\$ 5,103	\$ 5,103	\$ -
All Other Restricted	\$ 176,490	\$ 120,046	\$ (56,444)

Endowment \$'s included in opening balance

Key 2025 Budget Assumptions

Weekly Envelope Income growth of 2%; other giving near flat to 2024 levels

Personnel - 3% cost of living adjustment for staff and reduced Admin Expenses

Dollars budgeted for interim pastor back half of year

Benevolence planned at 9% to the ELCA and at 8% to other ministry partners. (flat to 2023 budget)

The breakdown of expenses can be found on the following page.

Breakdown of Expenses

<i>PERSONNEL EXP</i>	2024 Budget	2024 Actuals	2024 Budget Variance	2025 Proposed Budget	2025 Inc/Dec %
Personnel Total	\$ 916,404	\$ 900,239	\$ 16,165	\$ 903,466	0%
SUPPLY EXP TOTAL					
<i>SUPPLY EXP TOTAL</i>	2024 Budget	2024 Actuals	2024 Budget Variance	2025 Proposed Budget	2025 Inc/Dec %
OFFICE SUPPLIES	\$ 51,766	\$ 53,665	\$ (1,899)	\$ 50,215	-6%
<i>Bank Charge</i>	\$ 850	\$ 16,925	\$ (16,075)	\$ 550	-97%
<i>Bank credit</i>	\$ -	\$ (14,296)	\$ 14,296	\$ (100)	-99%
<i>Bankcard Merchant Fee</i>	\$ 7,400	\$ 7,714	\$ (314)	\$ 4,700	-39%
<i>Bankcard fee offset</i>	\$ -	\$ (2,861)	\$ 2,861	\$ (1,500)	-48%
<i>Communications</i>	\$ 4,216	\$ 4,227	\$ (11)	\$ 9,350	121%
<i>Council Expenses</i>	\$ 1,000	\$ 2,418	\$ (1,418)	\$ 2,175	-10%
<i>Electronic Gift-Vanco Fee</i>	\$ 3,000	\$ 2,507	\$ 493	\$ 160	-94%
<i>Funeral Supply Expense</i>	\$ -	\$ 29	\$ (29)	\$ 300	943%
<i>Funeral Payments</i>	\$ -	\$ (1,100)	\$ 1,100	\$ (1,500)	36%
<i>Kitchen Supplies</i>	\$ 2,800	\$ 3,982	\$ (1,182)	\$ 3,000	-25%
<i>Office Equipment</i>	\$ 9,500	\$ 10,177	\$ (677)	\$ 9,480	-7%
<i>Office Supplies</i>	\$ 18,000	\$ 18,300	\$ (300)	\$ 18,600	2%
<i>Pastor's Expense</i>	\$ 5,000	\$ 5,643	\$ (643)	\$ 5,000	-11%
<i>Bremer Visa Card</i>	\$ -	\$ -	\$ -		
TECHNOLOGY					
<i>TECHNOLOGY</i>	2024 Budget	2024 Actuals	2024 Budget Variance	2025 Proposed Budget	2025 Inc/Dec %
Technology Total	\$ 4,500	\$ 4,396	\$ 104	\$ 4,500	2%
<i>Worship Technology</i>	\$ 1,000	\$ 477	\$ 523	\$ 1,000	110%
<i>Sound Equipment</i>	\$ 1,000	\$ 1,586	\$ (586)	\$ 1,000	-37%
<i>Technology</i>	\$ 2,500	\$ 2,333	\$ 167	\$ 2,500	7%
BUILDING EXPENSES					
<i>BUILDING EXPENSES</i>	2024 Budget	2024 Actuals	2024 Budget Variance	2025 Proposed Budget	2025 Inc/Dec %
Building Expense Total	\$ 110,900	\$ 139,999	\$ (29,099)	\$ 132,920	-5%
<i>Insurance</i>	\$ 17,700	\$ 82,746	\$ (65,046)	\$ 36,560	-56%
<i>Insurance refund payments</i>	\$ -	\$ (31,454)	\$ 31,454	\$ -	-100%
<i>Utilities</i>	\$ 44,600	\$ 34,308	\$ 10,292	\$ 36,860	7%
<i>Repair & Maintenance</i>	\$ 48,600	\$ 54,839	\$ (6,239)	\$ 55,000	0%
<i>Janitorial Supplies</i>	\$ -			\$ 5,000	
<i>Building Use Donations</i>	\$ -	\$ (440)	\$ 440	\$ (500)	14%
PROGRAM EXPENSES					
<i>PROGRAM EXPENSES</i>	2024 Budget	2024 Actuals	2024 Budget Variance	2025 Proposed Budget	2025 Inc/Dec %
PROGRAM EXPENSES	\$ 56,732	\$ 32,574	\$ 24,158	\$ 36,285	11%
WORSHIP, MUSIC & ARTS	\$ 13,750	\$ 13,520	\$ 230	\$ 13,750	2%
ADULT FAITH & FELLOWSHIP	\$ 4,950	\$ 1,184	\$ 3,766	\$ 3,500	195%
CHILDREN'S MINISTRY	\$ 14,574	\$ 1,387	\$ 13,187	\$ 5,700	311%
YOUTH MINISTRY	\$ 19,761	\$ 11,556	\$ 8,205	\$ 7,660	-34%
CAMPS				\$ 500	
EVANGELISM	\$ 1,197	\$ 1,946	\$ (749)	\$ 2,375	22%
STEWARDSHIP	\$ 2,500	\$ 2,982	\$ (482)	\$ 2,800	-6%
BENEVOLENCE					
<i>BENEVOLENCE</i>	2024 Budget	2024 Actuals	2024 Budget Variance	2025 Proposed Budget	2025 Inc/Dec %
BENEVOLENCE TOTAL	\$ 211,429	\$ 208,894	\$ 2,535	\$ 213,095	2%
ELCA	\$ 111,933	\$ 110,591	\$ 1,342	\$ 112,815	2%
OTHER BENEVOLENCE	\$ 99,496	\$ 98,303	\$ 1,193	\$ 100,280	2%
% of Income	17%	17%		17%	