



## Council Meeting Minutes

|   |                 |                |
|---|-----------------|----------------|
| Date: 5/11/2021   | Time: 7:00 p.m. | Location: Zoom |
| Attendees: Pastor Paul, Tony, Tammy , Winnie Lindstam, Karen, Lesley, Paul S., Tami, Sara, Mark, Jenny, Erin, Kim, Laura, Kate, Gaylen, Pastor Angela, Phil |                 |                |
| Absent: Twylla, Jessica   |                 |                |
| Call To Order: 7:00   |                 |                |
| Approval of Previous Meeting Minutes: 1 <sup>st</sup> Gaylen 2 <sup>nd</sup> Winnie Motion Passed   |                 |                |

| Action Item  | Who     | Status | Expected completion date |
|--|---------|--------|--------------------------|
| Increase benevolence to ELCA when/if PPP Loan is forgiven. | Council |        | End of 2021              |
| Open Invitation to be a greeter in upcoming service        | Council |        | End of 2021              |
| Work on Strategy changes                                   | Council |        | June Meeting             |
| Paul N, Tony and Winnie to Meet                            |         |        | June Meeting             |

### Financial Review:

| Year to Date     |                   |                   |                    |              |
|------------------|-------------------|-------------------|--------------------|--------------|
| Prior Year       | Budget            | Actual            | Variance           | % Var        |
| \$405,703        | \$ 405,505        | \$ 399,707        | \$ (5,798)         |              |
| \$ 25,586        | \$ 9,500          | \$ 48,954         | \$ 39,454          |              |
| <b>\$431,290</b> | <b>\$ 415,005</b> | <b>\$ 448,661</b> | <b>\$ 33,656</b>   | <b>8.1%</b>  |
| \$ 36,513        | \$ 36,495         | \$ 35,974         | \$ (522)           |              |
| \$ 32,456        | \$ 32,440         | \$ 31,977         | \$ (464)           |              |
| \$313,152        | \$ 320,852        | \$ 298,145        | \$ (22,707)        | -7.1%        |
| \$ 17,018        | \$ 21,620         | \$ 16,087         | \$ (5,533)         | -25.6%       |
| <b>\$399,140</b> | <b>\$ 411,408</b> | <b>\$ 382,182</b> | <b>\$ (29,225)</b> | <b>-7.1%</b> |
| \$ 32,150        | \$ 3,597          | \$ 66,479         | \$ 62,882          |              |

April giving was down a bit (20%) we are still in a strong position YTD. Expenses remain below budget. Fluctuating more broadly month to month over last year making it less predictable.

Building up- receiving is strong- close to \$15K received in April. We are 83% received against total pledges. We did incur \$20K in expenses for the roof repair. Current campaign ends end of April 2022.

### Staff Reports:

**Pastor Paul:** There is a lot going on this month. Staff met. Renew 2- not repeating the same theme but something similar. This fall the theme will be made new. We will not be renting the tent for this fall tent service due to social distancing concerns. We are hoping for a beautiful weekend for worshipping outside. Pastor Paul and Pastor Angela will be communicating this and other ministries throughout the summer as plans are finalized. There will be a push for the 1<sup>st</sup> weekend in September to be in person. Summer worship will be inside at 9:00 and outside for the 10:30 service. Looking for council to be at one of the services to greet people. In the fall Evangelism will be opening more.

**Pastor Angela:** Synod assembly was this last month. It was done over zoom for 2 days. Concern about the length and zoom but due to the speakers it wasn't bad. It was a positive experience. Wrapped up Wednesday nights. Had a great pastoral care meeting with Kari today.

**Tammy V:** No word on PPP loan forgiveness yet. ERC credit 941 filed in April. We are anticipating a \$75K tax credit back from IRS. We should qualify and see the return in June. Properties has been busy. We had boy scouts, staff and Council for clean-up. New shed was put up in the Disciple gardens. Boy Scouts will be doing a renovation of the old shed in May. 3 new picnic tables have been delivered from the scouts. Property committee is meeting next week. Windows in the sanctuary are rotting and need to be replaced. Columbarium will be mirrored. Memorials committee will be meeting. Your area should submit lists to the committee with requests. Outdoor landscaping projects coming up. Planting trees and pulling out the junipers and cleaning it up. Should be completed before the 4<sup>th</sup> of July.

### Committee Reports:

**Gaylen (Evangelism):** Met in person outside. Tables of 8- reconnect (made new) excitement (new smaller groups), when it will start. We are hoping for a lot of interest. Meet and greet in June for new members. Pastor Paul's house on the patio. September Bingo event will not be under the tent, but will be in the sanctuary- open the doors. Will still have the food trucks in the parking lot and ice cream into the kitchen. Less restrictive for the participants. Help from Prop for setting up. Next meeting first week in June. Scheduling has been hard due to everyone's schedules.

**Jenny and Erin (Children's):** Met last Wednesday- transition to fall. Tried to get a feel for where people are at. More air filtration for the Sunday school rooms was a unanimous request from parents. A lot of hesitancy about fall still from families. Pause on stepping stones except for communion. People are burnt out on all the zoom meetings. Wait until after Christmas for Communion. Concerns about the space needed for stepping stones and how thin the staff is spread. These are the recommendations for Cindy for the next staff meeting for how they will proceed going forward. How to do in person Sunday school. Every other week- split alphabet to keep size down. Stepping stones- breaking into smaller sessions making them last longer to keep the sizes down. Only one parent vs two etc. Sunday at 10:30 preferred time by parents for stepping stones. Nursery- limiting number, no youth volunteers 2 adults, no siblings over the age of 3. No fabric toys. Everything has to be sanitized every week. No snacks or sippy cups. Clear signage to explain rules. Only at 9:00 service. Align with re-opening committee? No food or snacks in Sunday school.

## Council Meeting Minutes

Activities will need to be adjusted like cooking. Sanctuary Sundays in October 3<sup>rd</sup> Sundays. Parent feedback on music- concern about singing in choir room without air purifiers that clean the air every 30 minutes per state/federal/school guidelines.

**Winnie:** (Worship Music): WMA meeting a week ago via zoom. Lively discussion around kids programs this fall. Concerns about reengaging kids. Looking for ideas. Clark is anticipating the adult choir back in the fall. We will be planning a Gary and Mary Beth party. Mural- Artist Paul just sent the first sketch. Next step is to work on logistics on how it will work through the summer. Is there a place on the website to ask for help in all areas? Pastor care is taking care of those requests.

**Mark:** (Properties) - see Tammy's notes

**Karen:** (Social Ministries): no new updates

**Kate and Lisa (Youth Ministry Sr. High)-** Confirmation concluded last week. Transitioning to summer ministry. May 23<sup>rd</sup> 9:15 senior recognition Sunday gathering and 10:30 service. Mission trips still happening Monday- Thursday. 9 middle school and 6 high school students signed up. Backpacking in July.

**Laura** (development): no new updates

**Phil and Kim (Youth Ministry)-** (Middle school): No new updates. See Kates report.

**Sara (Adult Faith formation):** committee meeting- all things are on pause. Maybe a bike get together. More to come.

**Lesley and Bill (Fellowship)-** Congregation members are saying they don't want to touch a buffet or communal tray again. Fear of germs. Where are we at for Wednesdays this fall? Would like to have a conversation with the re-opening committee. Wednesday night meals are not on the table for fall just yet. Maybe 10:30 service outside. Prop Bingo night- recommendation of serving of ice cream only instead of floats etc.

### **New business:**

**Strategy:** Looking for council to approve and move to next step. (Annual mid-year meeting) Affirmed with one change. 5 themes. Review at the mid-year meeting. What specifically needs to be done in years 1, 2 & 3 and what does it look like at the end? 5 committees- one for each area. What feedback do you have on page 2? Continue to grow our outside connections with other congregations, with Redeemer, etc. Welcoming all to Immanuel. New expectation is for growth and will impact who we are and look like as we grow in diversity. Pick a more generic term for complexion. Demographics are driven by... Maintain vs broadening and growing language.

Recommendations to change some language in the second part by Pastor Angela. The Social Justice statement and what we want to look like needs to be addressed in the second part. Engage the congregation? This is the first part of multiple conversations to come. Groups should be clear that these are 5 priorities we have for ministries.

Young adults without children (20-30's) are a gap that needs to be addressed.



## Council Meeting Minutes

Transitioning staff- We have a stable staff, life happens and we want to be prepared for life cycles such as retirement and making sure we have things in place to help with the transitions.

As a whole the second strategy needs more work. Word smithing on the others. We will look at this at the next council meeting (changes).

**Adjourned in prayer: 8:45**