



## Council Meeting Minutes

Date: 8-13-2024	Time: 7:00P.M.	Location: Fellowship Hall and Zoom
Attendees: Rick I., Kate B., Angie K., Paul S., Connie C., Julie M., Jenny N., Pastor Paul, Jolene E., Nancy W., Kelly M. Ellie S., Winnie L., Mark A., Jim A.		
Absent: Kelly R., Jolene H., Lisa M., Emily S., Pastor Dan, Deacon Savannah, Mike K.		
Call To Order: 7:06 PM.		
Approval of June 2024 Meeting Minutes: Jim moved, Connie seconded, approved unanimously		

Action Item	Who	Status	Expected Completion date
None			

### Opening prayer Paul S.

### Devotions - Rick

#### Review Action Items:

- None to review

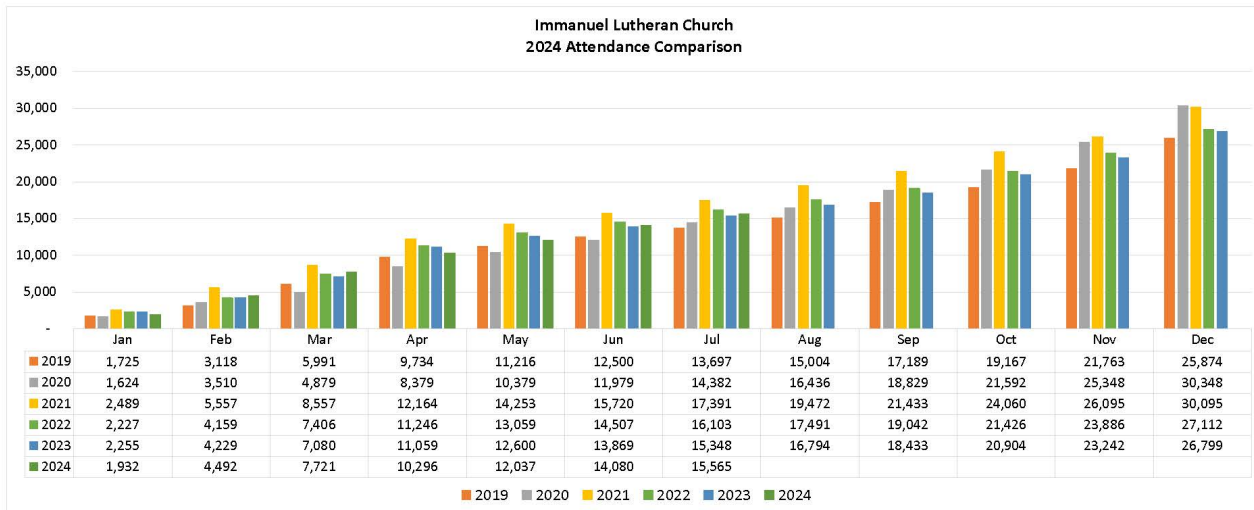
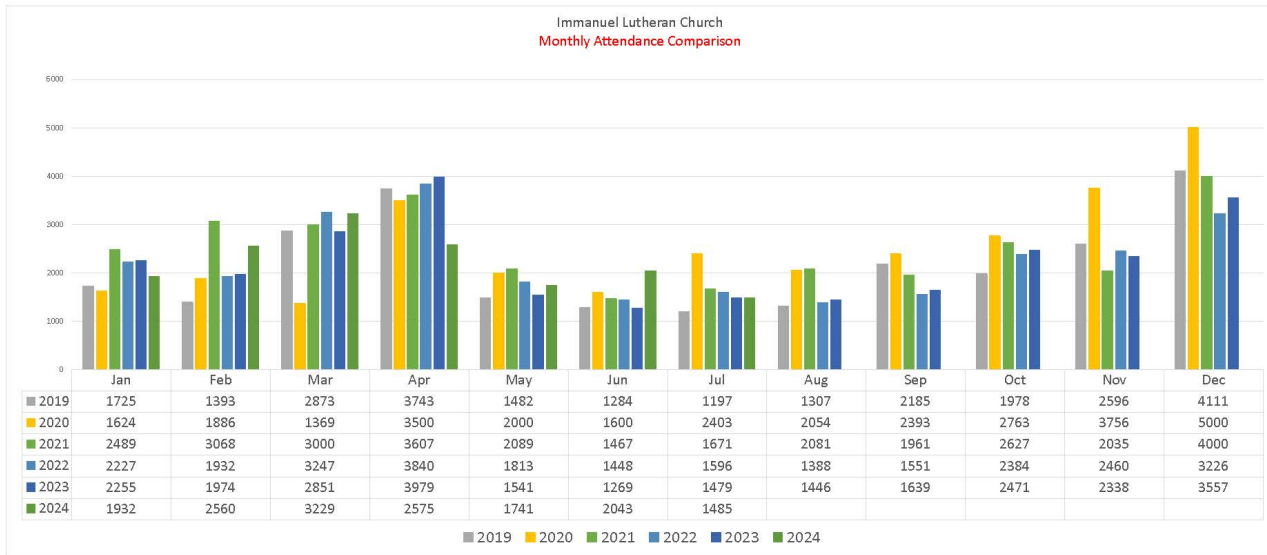
#### Attendance (Rick I.):

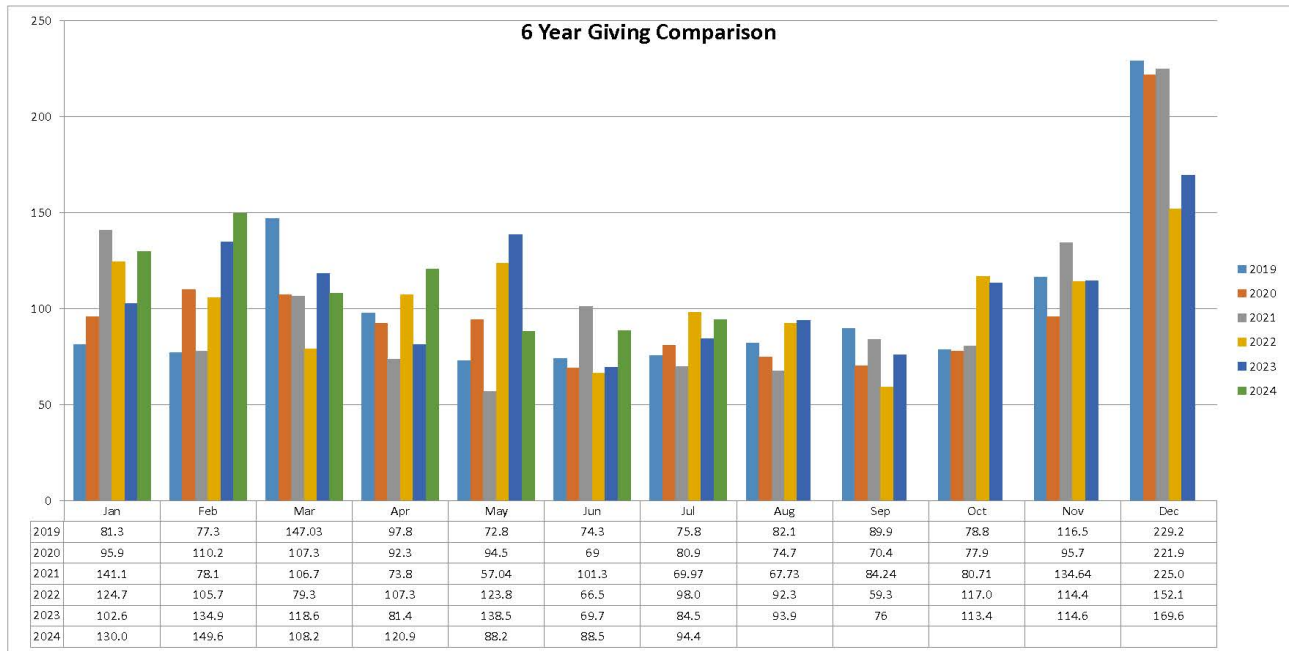
- June attendance - 2043 (52% in person)
- July attendance - 1485 (49% in person)
- 780 more than last year over June/July
- YTD attendance - 15565 (59% in person)

#### Income:

- 6 year giving
  - June income \$88,500
  - July income \$94,000
  - Both up from 2023 giving
  - YTD \$779K up from 2023
- Raise the Roof
  - YTD \$73,900

- Projections indicate reaching expected income early
- Discussed sharing with the congregation that the additional funds would allow us to complete more of the 4 remaining roof sections





### 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		\$ 378,192	90%	81%
2024	Sept		\$ 378,192	90%	83%
2024	Oct		\$ 378,192	90%	86%
2024	Nov		\$ 378,192	90%	89%
2024	Dec		\$ 378,192	90%	92%
2025	Jan		\$ 378,192	90%	94%
2025	Feb		\$ 378,192	90%	97%
2025	Mar		\$ 378,192	90%	100%

**Financials (Connie):**

- July income \$2K above budget
- Member giving up 9%
- Expenses are up about \$50,000 (mostly insurance).
- Variance is negative slightly which is normal during the summer months
- Kelly discussed the 2025 budget timeline. By end of August Council members will receive their worksheets. Preliminary budget requests will be due by October 1.

**Immanuel Lutheran Church  
Jul-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	\$ 82,121	\$ 90,282	\$ 93,871	\$ 3,589		\$ 664,868	\$ 680,223	\$ 740,017	\$ 59,794	8.8%	\$ 740,017	\$ 1,243,700	
Misc. Income	\$ 2,395	\$ 1,909	\$ 518	\$ (1,391)		\$ 2,395	\$ 64,387	\$ 42,368	\$ (22,019)		\$ 42,368	\$ 76,300	
<b>Total Income</b>	<b>\$ 84,517</b>	<b>\$ 92,191</b>	<b>\$ 94,390</b>	<b>\$ 2,199</b>	<b>2.4%</b>	<b>\$ 667,263</b>	<b>\$ 744,610</b>	<b>\$ 782,384</b>	<b>\$ 37,774</b>	<b>5.1%</b>	<b>\$ 782,384</b>	<b>\$ 1,320,000</b>	<b>59.27%</b>
Benevolence - ELCA (9%)	\$ 7,391	\$ 8,125	\$ 8,448	\$ 323		\$ 59,838	\$ 61,220	\$ 66,602	\$ 5,381		\$ 66,602	\$ 111,933	
Benevolence - Other (8%)	\$ 6,570	\$ 7,223	\$ 7,510	\$ 287		\$ 53,189	\$ 54,418	\$ 59,201	\$ 4,783		\$ 59,201	\$ 99,496	
<b>Church Expenses</b>	<b>\$ 74,916</b>	<b>\$ 90,298</b>	<b>\$ 104,529</b>	<b>\$ 14,231</b>	<b>15.8%</b>	<b>\$ 550,164</b>	<b>\$ 632,083</b>	<b>\$ 680,227</b>	<b>\$ 48,144</b>	<b>7.6%</b>	<b>\$ 680,227</b>	<b>\$ 1,077,354</b>	<b>63.14%</b>
<b>Program Expenses</b>	<b>\$ 3,500</b>	<b>\$ 4,728</b>	<b>\$ 1,566</b>	<b>\$ (3,162)</b>	<b>-66.9%</b>	<b>\$ 11,246</b>	<b>\$ 33,094</b>	<b>\$ 15,488</b>	<b>\$ (17,606)</b>	<b>-53.2%</b>	<b>\$ 15,488</b>	<b>\$ 62,948</b>	<b>24.61%</b>
<b>Total Expenses</b>	<b>\$ 92,377</b>	<b>\$ 110,373</b>	<b>\$ 122,053</b>	<b>\$ 11,680</b>	<b>10.6%</b>	<b>\$ 674,438</b>	<b>\$ 780,815</b>	<b>\$ 821,518</b>	<b>\$ 40,703</b>	<b>5.2%</b>	<b>\$ 821,518</b>	<b>\$ 1,351,731</b>	<b>60.78%</b>
<b>Giving less Expenses</b>	<b>\$ (7,860)</b>	<b>\$ (18,182)</b>	<b>\$ (27,663)</b>	<b>\$ (9,481)</b>		<b>\$ (7,175)</b>	<b>\$ (36,205)</b>	<b>\$ (39,134)</b>	<b>\$ (2,929)</b>		<b>\$ (39,134)</b>	<b>\$ (31,731)</b>	

Cash Reserves used to balance budget

	Prior Month	This Month	Inc / (Dec)
General Fund Balance	\$ 555,255	\$ 544,225	\$ (11,030)
Unrestricted Fund Balance	\$ 263,182	\$ 245,971	\$ (17,211)
Raise the Roof	\$ (33,566)	\$ (27,713)	\$ 5,853
All Other Restricted Funds	\$ 125,340	\$ 124,522	\$ (818)
Fidelity Investment Account	\$ 200,299	\$ 201,445	\$ 1,146
<b>Total Funds</b>	<b>\$ 463,481</b>	<b>\$ 447,416</b>	<b>\$ (16,065)</b>

Expect to be back in a positive position by the end of the year.

months elapsed

58%

**Highlights**  
**Income:**  
 Member Giving - YTD almost \$60K (9%) above budget! Total YTD income up \$37.8K vs. budget.  
**Expenses:**  
 We had \$27.7K more in expenses in July than income. Biggest driver was June payroll exp that hit in July.  
 YTD Unfav in Church Expense driven by insurance \$ increase. New Insurance effective Aug 1. Will see adj in future mos.  
**Income minus expenses**  
 Currently YTD expenses exceed income by \$39K.  
 Expect we will continue to run in a deficit position in Aug and Sept and then gain ground again in Q4.

**Months To Go**  
 Benevolence and Exp Ave \$100-110K / month  
 Aug 96.5K and Sept \$72.7  
 Oct - Nov \$118K  
 Dec \$169 K

**Staff Updates:**

- Kelly-
  - Reminder to use [communications@immanuel.us](mailto:communications@immanuel.us) for all information you need communicated to the congregation
  - Staff have enjoyed time off this summer and now we have jumped in with both feet getting ready for program year.

**Ministry Team Updates:**

- Pastor Paul –
  - 3 baptisms, 4 funerals, 2 weddings
  - Planning for Tent meeting
    - Several guest BINGO callers planned
    - Food trucks have been confirmed

- Tent worship
  - Will be making bead keychains to use as prayer beads
- Fall Theme “Be Still and Know that I am God”
  - Stewardship “Be Generous and Know that I am God”
  - Advent & Lent “Be Still and Wonder”
- Program Staff check-ins completed
- Program year calendars are finished for all programs
- Transition planning – 2 listening sessions scheduled for September. Important to communicate to the congregation possible timelines, and input is needed from congregation. Will begin work on new Ministry Site Profile. Will also be doing planning with Administrative support staff.
- Working on changes in Atrium to continue to encourage community & make the space welcoming to new guests - moving welcome desk, adding high top tables.
- Blessing of backpack 8/18
- Blessing of animals 9/1

## **COMMITTEE UPDATES:**

### **Adult Faith Formation**

(Nancy)

- Meeting with Pastor Dan and all of the leaders of Bible Studies & book discussion groups to plan for program year. A lot of energy and Pastor Dan has been very involved in finding resources.
- SALT meeting this week to plan for year. Several changes with group – need some rejuvenation.
  - September meeting – talking about faith and current headlines

### **Stewardship**

(Jim)

- Fall stewardship theme “Be Generous and Know That I am God”
- More planning to come.

### **Youth Ministry**

(Kate/Ellie/Jolene/Lisa)

- Service Trip to Duluth was very impactful. 5 adults and 13 students attended. Organizations very grateful for services provided. Students were awesome teamworkers.
- Recap from a few summer ministries:
  - Service Learning Trip, grades 6-12, June 9-14. Duluth/Superior. 5 adults and 13 students.
  - began the trip with whitewater rafting
  - stayed in the dorms at University of Wisconsin, Superior
  - served at several sites in Superior & Duluth. Work included neighborhood pick-ups, focus on homelessness, work at a farm.
  - landscaping at some homes sponsored by Catholic charities
  - assisted with garage sale preparation at a local church which uses the funds to support housing ministries for women & children
  - worked to move mulch on a nearby farm
  - sorted food at a local food pantry
- National Youth Gathering, July 14-20, 2 adults, 12 students. Partnered with Mt Olivet Lutheran in Plymouth (18 students, 5 adults).
- great week of exploring the city and taking part in all the gathering
- Highlights - cemetery tour, New Orleans aquarium and insectarium, scavenger hunt in the French Quarter, nightly worship and speakers in the Smoothie King Center (home to the local NBA team), worship time with Twin Cities churches during synod day, food, music, dancing, games, and meeting people from across the U.S.

- Confirmation - we are excited to be gearing up for another year of confirmation! Confirmation begins September 11th.
- Sophomores will be walking through their stepping stone in September and October as they prepare for Confirmation on October 27th.
- Would like to continue towards goal of keeping Senior high youth involved after confirmation. This includes service projects, fellowship for high school students, etc.

### **Children's Ministry**

(Emily/Jenny)

- Camp Wapo was great- Our highest attendance yet. It was a bit of a rainy week, but the kids had a ton of fun anyway.
- VBS was a great success, we had a church full of kids and fun. We had 7 kids in aftercare and we are excited to continue this ministry next year.
- Sunday School and God Squad registration is open for this year, and they are rolling in! No huge changes to programming this year, just a couple of small tweaks.

### **Fellowship**

(Mike)

- Planning on Picnic following tent worship
- We did a Temple Talk on August 11 asking for volunteers for coffee and leaders for pizza and taco Wednesday night meals.
  - If we don't get leaders for the two meals, we won't be able to have meals those nights. Fingers crossed we get volunteers.
- August 9 we did a fellowship night at the Saints game. It was a great night! Working on more ideas for activities.

### **Worship/Music/Arts**

(Winnie L.)

- Such a fun summer of music - so much talent in our congregation!
- Kyung is busily making plans for the upcoming seasons. Will be meeting with Christina to work on planning for Servant Song.
- Problems with the organ right now, but repair people are called.
- The Zimbelstern has arrived and will be installed once the organ is repaired - how exciting!
- Choir singing August 25<sup>th</sup>
- Would like to think of more Art projects for the upcoming year.

### **Properties**

(Mark A.)

- Memorial Trees/Landscaping
  - Stenoien memorial: Two new trees have been planted:
    - Japanese lilac tree in the Little Library area. The existing dying maple was earlier removed to make room for the new tree.
    - Vanilla Strawberry Hydrangea tree outside of Pastor Paul's office window. Two old shrubs were removed to make room for the new tree.
  - Maenke memorial: A new tree and shrubs have been planted:
    - Sugar maple tree on the east end of the front main sidewalk. An existing dying ash tree was earlier removed in this area.
    - Two bridle wreath spirea's outside the organ area in the front of the church. Two old lilac stumps were removed in this area.
  - Plantings were done by Ron Nemeč's landscaping company. Thanks to Darrell for keeping everything watered.
- 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 75ft tall.
  - Jon is planning to deliver the tree in the next couple of weeks, will be 3-4 ft tall. I'll work with the church staff to determine placement.
- 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.
- 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.
- New HVAC (sanctuary)
  - We've encountered a few issues with our new HVAC not running consistently. Our vendor has been good at following up, all covered by our maintenance contract. At this point, we feel all issues have been addressed so we'll continue to monitor.
- Electrical Compressor outage/issues
  - Sporadic power outages occurred throughout the church on Aug 5 & 6. Discovered it was due to an issue with the transformer which is being addressed.

The meeting was adjourned at 8:02 PM with the Council singing Be Thou My Vision.

---

*Written reports submitted in advance for absent members:*

## **Service & Justice**

(Kelly R.)

- We have 3 steward positions filled for the Service and Justice committee:
  - Mary Simonson Clark - Bulletin Board and Communications Steward
  - Cate Everett - Advocacy Steward
  - Kate Bottiger - Partner Ministry Steward
  - OPEN - Education Steward (spread the word!)
- We had our first meeting on Aug 5th and started planning for the fall. There is no doubt that this group will be amazing. We talked about a variety of "to-dos" for each role and these stewards will deliver!
- Mary will be working on updating bulletin boards and some creative communication efforts. Cate will be diving into research for advocacy opportunities and looking into a potential congregational survey regarding service and justice priorities. Kate is going to set up meetings with ministry champions and bring updates/needs to the committees.
- We are also starting to prepare for the budget proposal in November.
- We have many things/events coming up (please note: some still "under construction"! ). Here are some highlights:
  - Aug 18 Pow Wow as part of the Truth and Healing group
  - School Supply Drive
  - Service and Justice at Tent Service

- Hops and Hope
  - Advocacy/Education on election/voting
  - Mental Health Night (in partnership with Paul E and Grace)
  - Stewardship Sunday
  - Christmas partner ministries/drives
  - Preparing for Savannah's leave Jan-Mar
- As of now we will be meeting at 5:30 on the first Tuesday of each month at least through the end of 2024.

### **Evangelism**

(Jolene H.)

- Everything is on track for the Sept 7-8 Bingo benefit and Welcome weekend. Will meet again prior to the event to wrap up last minute details.
- Tables of 8 kickoff scheduled for late Sept - all menus have been determined and working on the books