

DRAFT 2025 Annual Meeting Minutes

Date: 1/26/2025	Time: 12:00	Location: Luther Hall
Attendees: Doug Meyers, Kelly Meyers, Karen Nelson, Paul Nelson, Barb Savereide, Paul Savereide, John Clark, Jackie Getchius, Tom Getchius, Jim Andreen, Ilene McCluskey, Evie Larson, Jerry Larson, Bryan Wurscher, Wendy Wurscher, Beth Mikulay, Mike Mikulay, Cate Everett, Kelly Robert, Rafael Robert, Paul Kautz, Kelly Kautz, Jon Ebert, Keith Lindstam, Winnie Lindstam, Julie Hoff, Judy Berglund, Steve Berglund, Linda Toso, Bob Toso, Diane Chapa, Karen Atkins, Meredith Holm, David Holm, Emily Sienkowski, Greg Hedding, Betsy Hedding, Maureen Henderson, Jim Henderson, Gwen Pickering, Jen Johnson, Monte Johnson, Sandra Davis, Antonio Hernandez, Lou Hernandez, Jim Davis, Brad Welberg, Joanna Takes, John Weum, Janell Weum, John Urbanski, Jennifer Urbanski, Kaye Christopher, Bruce Christopher, MaryKay Copp, Julie Summer, Kyung Ko, Deb Preece, Ly Preece, Dan Nelson, Gary Hammer, Pat Hammer, Frona Ites, Rick Ites, Mike Cadden, Connie Cadden, Craig Eckberg, Lisa Eckberg, Paul Erdmann, Karina Nelson, Nicole Seieroe, Jolene Engler, Lisa Melchior, Ellie Scheler, Kate Brooke-Beyer, Sharon Peterson, Sharon Papanek Stork, Paul Papanek Stork, Terrie Falkenstein, Gary Simenson, Lori Wannebo, Jeannie DeRemer, Tom Kvale, Barbara Kvale, Mike Karpinko, Angie Karpinko, Randy Stengel, Ruth Lunde, Jan Lacy, Bev Osekowsky, Tom Zimmermann, Karen Zimmermann, Kari Totall, Tom Totall, Bev Ottum, Betty Anderson, Diane Johnson, Peggy Muller, Barb Link, Ann Harris, Miriam Eisele, Judy Miller, Michelle McKenzie, Melanie Leite-Carroll, Paul Carroll, Kirsten Stenoien, Chris Carlson, Deb Carlson, Chip Carlson, Janet Steichen, Curt Steichen, Stephen Bright, Nancy Bright, Julie Yoemans, Tom Yoemans, Bill Middeke, Bev Lohs, Lorraine Maenke, Gary Gilbertson, Florence Gilbertson, Mary Ellen Anderson, Dennis Anderson, Clare Kooiman, Harley Franken, Mike Whalen, Kim Whalen, Erik Lovestrand, Julie Maes, William Maes, Phil Weber, Jeong Lee		
Call To Order: 12:11 P.M. A quorum was met (131 attendees counted through sign-in sheets)		
Approval of Previous Meeting Minutes: motion Gary Simenson, second Mike Karpinko - passed with minor edits		
Adjourned at 1:33PM. Jim Andreen moved to adjourn and Karen Nelson seconded		

Opening

Opening Music (Reformation Choir)

Opening Devotion & Prayer (Pastor Dan)

Call to Order (Paul Savereide)

Approval of 2024 annual meeting minutes (Paul Savereide)

President's Report (Paul Savereide, outgoing President)

Paul expressed thankfulness for the great work being done by the Immanuel council, congregation, and staff, as well as our support for each other including his family.

Senior Pastor's Report (Pastor Paul)

- Pastor Paul is thankful for how the congregation continues to be the presence of God for each other and within the larger community.
- The numbers of baptisms and confirmations at Immanuel are rising.
- Worship attendance is also rising - up 1,500 in 2024, even though we are now counting online worshipers in a less generous way.
- Pastor Paul encouraged us to introduce ourselves to people we see in church and don't know yet.
- He is proud of Immanuel for the many charitable fundraisers and other generous benevolence.
- He encouraged people to consider future participation in the Immanuel Church Council, as it is a joyful group gathering to help do the church's work

Associate Pastor's Report (Pastor Dan)

- Pastor Dan requested prayers for the staff, which are deeply appreciated during these times of transition.
- He encouraged people to read the written annual report.
- He urged people to continue to be curious, ask questions, and feel comfortable reaching out to staff with questions and concerns.
- Pastor Dan thanked the congregation for a great first year; he has appreciated the chances to get to know people from a variety of groups at Immanuel.
- Planning is underway for increased small group ministry opportunities like faith groups.

New Church Software and Giving Platform (Kelly Meyers, Church Administrator)

- Immanuel is starting to implement new church management software, which offers some great improvements.
- The first module being implemented is the giving platform. Vanco recurring donations will stop processing after January 31st. People who are currently giving regular donations through Vanco need to transition to Amplify before the end of January. Instructions were included in a handout at the meeting and also included in the January 24 weekly church email message.
- Even if you don't give recurring donations, having an account in Amplify will help you sign up for things like Sunday School and retreats, and it will automatically help fill in your information for future registrations.

Raise the Roof Campaign (Kelly Meyers)

- The primary purpose of the Raise the Roof capital campaign was to raise money to help cover costs associated with maintaining our Immanuel building and spaces. Kelly reminded us that our building not only provides space for the congregation, but also for community groups. For example, we provide space for a large Alcoholics Anonymous group to meet on Thursdays. We do not charge non-profit groups for using our space. We do accept donations.
- The Raise the Roof capital campaign began in April 2022, with the following project list:

Capital Campaign Project List	Capital Campaign Benevolence (10% of Pledged Dollars)
Replace 6 roofing sections (4,7,8,9,10,11)	Simpson Housing
Replace the HVAC unit that serves the sanctuary	Habitat for Humanity
IT upgrades	
Restroom upgrades	
Add projection screen to Living Room area	

- \$421,214 was pledged.
- \$436,201 was raised as of 12/31/2024, plus more has been received in 2025.

	Spent-to-Date	Remaining Balance	Total Cost	Total Pledged
				\$ 421,214
Restroom Project	\$ 66,152	\$ 0	\$ 66,152	
Roofing Project (4 & 7)	\$ 100,000	\$ 0	\$ 100,000	
HVAC	\$ 182,500	\$ 0	\$ 182,500	
IT Upgrades	\$ 28,816	\$ 0	\$ 29,013	
Simpson House	\$ 13,334	\$ 6,667	\$ 20,000	
Habitat for Humanity	\$ 13,334	\$ 6,667	\$ 20,000	

- We have replaced two of the six roof sections that need replacement. One reason we were not able to address more sections yet is because HVAC expenses and bathroom upgrades took more of the funds than expected. With some additional Raise the Roof money still coming in, we hope to have enough to replace one or two more.
- The Raise the Roof capital campaign draws to a close in April, and there is no new capital campaign planned. Kelly encouraged people to shift giving from Raise the Roof to the general fund giving going forward.

Transition Team Update (Julie Maes, Vice President)

- The Transition Team has completed the process of gathering and processing a wide variety of input from congregation members and other community members.
- A [draft of the Ministry Site Profile \(MSP\)](#) is available online, and the team is working to finalize that document.
- Whether or not Pastor Dan is interested in the role, there will be a formal call committee process for the Senior Pastor position, including approval by the council and the congregation.
- If you have comments or questions on the MSP, please reach out to Julie Maes or other members of the Transition Team (listed on the [transition web page](#)).

Transition - Questions and Answers (Julie Maes and Pastor Paul)

Could the budgeting shortfall be solved by Senior Pastor transition timing?

We are still working through the process. Whether we go directly to a Senior Pastor or hire an Interim Pastor first, at this point it is best practice to budget for that as equivalent to Pastor Paul's current compensation.

What is the timing on forming a Call Committee for the Senior Pastor Position?

March or April. Once the Ministry Site Profile is finalized, Pastor Dan will have the opportunity to consider if he is interested in the Senior Pastor position. Whether he decides to apply or not, it is possible the team and council will decide that Immanuel should engage an Interim Pastor before calling a Senior Pastor. In any case, **we expect to be forming a Call Committee for the Senior Pastor Position??** in March or April.

Do you have a sense of the availability of possible Senior Pastor candidates?

Giving that Immanuel is such a vibrant congregation, Pastor Paul expects there will be a lot of pastors interested in the position.

Benevolence Report (Kelly Robert & Cate Everett, Service & Justice Committee)

Deacon Savannah's outreach efforts in 2024 included better understanding of our local Indigenous community and forming a Service & Justice committee, which now consists of:

- Deacon Savannah Olaphson (Lead), currently on maternity leave
- Kelly Robert (Social Concerns Chair)
- Kate Bottiger (Partner Ministry Steward)
- Cate Everett (Advocacy Steward)
- Kelly Kautz (Events Steward)
- Mary Simonson Clark (Communication Steward)
- Nancy Westby (Education Steward)

Benevolence Giving by Immanuel

Giving that is included in the budget

- **ELCA** - Minneapolis area synod
- **Partner Ministries** - strategic local or global partners; we give them lump sums that they spend however they decide
- **Outreach** - funds given to a specific cause

Giving that is not part of the budget

- **Purpose Driven** giving isn't part of any budget, but there are a variety of opportunities for Immanuel members to contribute throughout the year

ELCA	Partner Ministries	Outreach	Purpose Driven
Minneapolis Synod ELCA Churchwide	Cristo Obrero Onward AMEXTRA Missionaries Redeemer Habitat PROP Simpson Humanity Alliance Lutheran Social Services Loaves and Fishes Lutheran World Relief Cornerstone WAPO Lutheran Campus Ministry ELCA World Hunger Justice Fund	Circle of Welcome Piecemakers Christmas Giving Prairie View School Supplies Service and Justice Fund Salem Meals Redeemer Meals Simpson Meals	Little Dresses Ongoing Target Registry Disciples Garden Memorial Blood Drive World Bicycle Relief Lutheran Disaster Relief Anna's Craft Sale Youth Fundraising Events VBS Supplies Diaper Drive

Upcoming Survey

A survey will be coming out, after Savannah's leave, to help identify the passions of our congregation members to better align our benevolence, service, and justice efforts.

Audit Report (Paul Savereide)

- Paul Savereide thanked the audit committee and others involved with the audit for their excellent and detailed work.
- The committee provided an extensive Excel spreadsheet with things needing attention.
- The committee worked with both the outgoing and incoming Treasurer.
- The books were approved as materially accurate, so we were able to close the books on 2024.
- In today's election, we will vote in one new Audit committee member, as one position is opening up this year.

Council and Other Position Elections (Bev Lohs, Nominating Committee)

- Bev Lohs thanked everyone who worked on the nominating committee, and everyone else who helped get names onto the ballot. She thanked both outgoing council members and people on the 2025 ballot.
- She encouraged people to consider serving on the nominating committee.
- Four members volunteered for Nominating Committee and one member volunteered to be an alternate Synod Assembly Delegate, and they were all handwritten onto the ballots
- 128 ballots were received and counted, of which 121 were filled out completely.
- See Election Results later in the document.

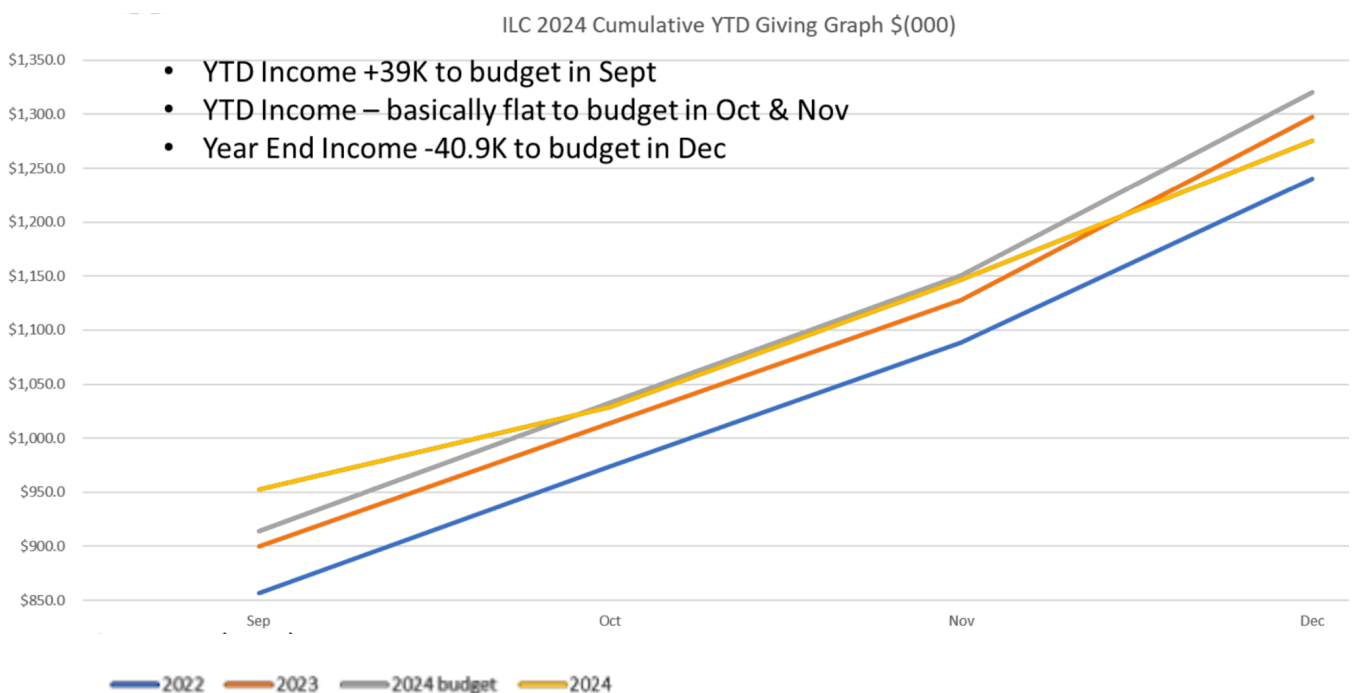
Financial Update (Connie Cadden, outgoing Treasurer)

Update on 2023 financials and 2024 audit findings

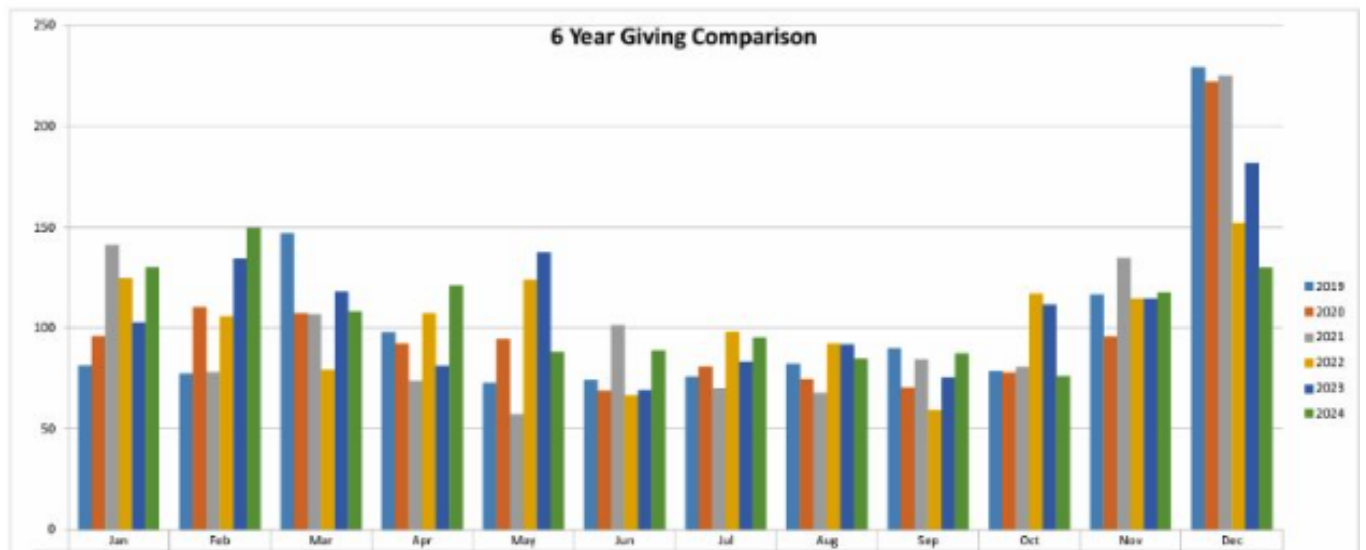
- A deep dive was done to understand the \$9.6k unexplained favorability in 2023.
- A \$9.5k net positive adjustment was made.
- The 2023 books have been corrected and processes have been improved.
- The 2023 and 2024 books are now both officially closed and deemed materially accurate.

Connie explained why the congregation did we not hear about 2024 deficit sooner

- We felt good late in the year, because we were in line with our budget based on previous giving patterns. However the bump in giving that we expected in December did not happen this year.



- This was the first year in Immanuel's history that December wasn't the month with the highest giving.



- Having giving level out throughout the year is not a bad thing, but we need to start expecting that when tracking giving progress in future years.

2024 Final Numbers

- Immanuel went into 2024 by voting in a budget deficit, with the hope that actual giving would be over budget and help balance the budget by year end. This approach had worked in the two previous years.
- Our giving was higher than last year, but still lower than our budgeted giving. One item of note affecting our actual vs budgeted giving numbers is that a generous foundation gift of 30k in 2024 was lower than our budgeted number of 50k, which was based on donations we received from the foundation in previous years.
- An accounting change affected the way we budget registration money, so for example money paid for Sunday School is now offsetting Sunday School expenses instead of listed as income.

2025 Budget Assumptions

- Member giving growth of 2%, supported by pledge insights
- Misc income equal to 2024 levels
- 4% interest income from Fidelity account
- 2% cost of living adjustment for staff
- reduced admin staffing, Pastor Paul Jan-June, Interim pastor Jul-Dec
- locked in insurance through the end of 2025
- benevolence 9% ELCA and 7% to ministry partners (down 1%)



Immanuel
Lutheran
2025
Proposed
Budget

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	\$ 14,250	2%
Misc. Income	\$ 62,500	\$ 37,283	\$ (25,217)	\$ 37,300	0%
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)	\$ 1,304,400	2%

*Member Giving - 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	\$ 896,204	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	\$ 200,600	-4%
Total Expenses	\$ 1,351,731	\$ 1,339,767	\$ 11,964	\$ 1,320,724	-1%
Expenses - Income	\$ (31,731)	\$ (60,706)	\$ (28,975)	\$ (16,324)	
		<i>1% Benevolence =</i>		\$ 12,538	

2025 Budget - Questions and Answers (Connie Cadden and Pastor Paul)

Can we count on the large 30k foundation gift next year, and what foundation is it?

Yes. Pastor Paul has confirmed with the donor, who prefers to remain anonymous, so we feel confident with this item in the budget.

Could we more equally spread benevolence between ELCA and ministry partners?

The council discussed this, but decided our donation to the ELCA synod is important to keep. One consideration is that our 7% given out of the general fund is supplemented substantially by other special fundraising we do throughout the year such as the tamale dinner, collection for little houses, and Bingo benefit, to mention just a few. We don't have any other opportunities in the year to give to the synod other than through the general budget.

By netting in the expense offsets (like Sunday school fees) do we lose the sense of what the expenses actually are?

We have a lower level report where this detail can be seen. It is called out on p.37 of the Annual Report and titled "Breakdown of expenses".

If giving increased more than pledged, is there the intention to bump the general fund benevolence to ministry partners back up to 8%? What about balancing the budget?

We all value getting our benevolence back up to 8%. Balancing the budget is also a priority. If giving exceeds budget, the executive committee would consider increasing benevolence and would hope to be able to do that.

Pastor Paul pointed out that our church expenses increase each year, and encouraged people to also increase their giving from year to year.

Note from the secretary: *As mentioned by Kelly earlier in the meeting, the Raise the Roof capital campaign ends in April and there are no plans in the works for a new capital campaign. Please prayerfully consider shifting giving from the capital campaign to the general fund starting in May. This would help Immanuel be a better position to:*

- *continue the high level of benevolence we value as a congregation*
- *offer our staff fair raises in future years to better keep up with the cost of living*
- *cover our increasing expenses due to the higher "cost of churching"*

2024 Budget Vote (Paul Savereide)

- Paul Savereide and the assembled church community thanked people who served in 2024, and took a moment to recognize those present who were just finishing their term.
- Pastor Paul and the assembled church community recognized and thanked Paul Savereide, who was also finishing his term as President.
- 121 ballots were collected and counted.

Election Results (Paul Savereide)

- All people with names printed or handwritten on the Leadership ballot were elected. The final ballot is attached at the end of this document.
- The proposed 2025 Immanuel Budget was approved by a vote of 120 Yes to 1 No.

Closing

Paul Saveride asked for new business, but no one had any.

Pastor Paul gave a closing prayer and blessing.

We joined together in singing a hymn.

Immanuel Lutheran Church

2025 Leadership Ballot

Congregation Council

Two Year Terms

Vote for 1 each *(except as otherwise noted)*

President

- Tom Getchius
- _____

Secretary

- Kim Whalen
- _____

Treasurer

- Kirsten Stenoien
- _____

Properties

- Lou Hernandez
- _____

Evangelism

- Amanda Ropchak
- _____

Fellowship

- Bev Osekowsky
- Ruth Lunde

Adult Faith Formation

- Jennifer Johnson
- _____

Children's Ministry

- Karina Nelson
- _____

Middle School Youth

- Nicole Seieroe
- _____

Senior High Youth

- Lisa Melchoir
- _____

Worship, Music & Arts

- Eric Lovestrand
- _____

Audit Committee

Three Year Term

- Mike Lindahl
- _____

Nominating Committee

One Year Terms

- Paul Savereide
- Gwen Pickering
- Paul Carroll
- Paul Kautz
- Monte Johnson
- _____

Synod Assembly Delegates

Friday, May 2: Worship at Bethlehem Lutheran
– Twin Cities

Saturday, May 3: Business at Lord of Life
Lutheran, Ramsey

Vote for 6 Delegates
(3 male & 3 female)

- Diane Johnson
- Judy Miller
- Barb Link
- Bill Middeke
- Mike Karpinko
- Eric Lovestrand

Alternate Delegates
(1 male & 1 female)

- Gwen Pickering
- John Clark