



November 2024 Council Meeting Minutes

| | | |
|--|----------------------|---|
| Date: 11-12-2024 | Time: 7:00 PM | Location: Fellowship Hall and Zoom |
| <p>Attendees:</p> <p>Connie Cadden (Treasurer), Pastor Dan Nelson, Ellie Scheler (Sr. High), Jenny Naslund (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), Mark Arvidson (Properties), Pastor Paul Nelson, Paul Savereide (President), Rick Ites (Financial Secretary), Deacon Savannah Olaphson, Tuna the Parakeet, Winnie Lindstam (Worship),</p> <p>Bev Lohs (Nominating Committee), Judy Miller (Nominating Committee) - for first discussion item</p> | | |
| <p>Absent: Angie Karpinko (Fellowship), Emily Sienkowski (Children's Ministry), Jolene Engler (Middle School), Jolene Held (Evangelism), Mike Karpinko (Fellowship), Nancy Westby (Adult Faith Formation),</p> | | |
| <p>Call To Order: 7:05 PM Devotion: Ellie S. Adjourned: 8:35 PM</p> | | |
| <p>Approval of October 2024 Minutes: Jim moved, Winne seconded, all approved</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 | In Progress | November 2024 |
| Baby Shower Budget | Kelly R. | In Progress | November 2024 |

DISCUSSION WITH NOMINATING COMMITTEE REPRESENTATIVES

● Open Positions for 2025 Church Council

- President - Tom Getchius will run
- Treasurer - Kersten Stenoien will run
- Senior High Ministry - Lisa Melchior will run (opening up Middle School position)
- Worship and Arts - Eric Lovestrand will run
- Children's Ministry - Grace is talking to someone
- Evangelism - Pastor Paul is talking to someone
- Fellowship -
- Middle School Ministry -
- Properties -
- Audit Committee -
- Nominating Committee -

● Next Steps

- Some members have been referred to the committee or self-nominated. The committee will be reaching out to determine interest and match up skill sets.
- It is also a possibility within the bylaws for council members who have served two years to extend to a third year.
- People exiting the council after 2024 could consider being on the 2025 Nominating Committee.
- For people new to their position in 2025, there is support from past and existing council members and staff. There will also be a council retreat in January to help kick the year off with the new team.

FINANCIAL TEAM UPDATES

Attendance - Rick I.

- In October about 2,100 attendance - highest since April and trending higher.
- Year-to-date (YTD) about 21,000 - comparable to last year
- In October, 66% of people in person (YTD 62%)
- Averaging 500 people per week, with about 300 of those in person
- More detail attached at the end of this document

Income - Rick I.

- \$75k offerings for October (4 Sundays compared to 5 Sundays in October last year)
- YTD about \$1000 more per month
- Raise the Roof at 96% of goal
- Anticipating end of year giving
- More detail attached at the end of this document

Financials - Connie C.

- As of Nov 1, have finished paying our loan back to ourselves from General Fund related to Raise the Roof
- Working toward benevolence.
- October income was \$75k lower than budget but expenses were lower too, partly due to receiving an insurance refund.
- YTD negative \$84.8k. If we land on Nov/Dec forecast, we would have \$17,863 revenue shortfall at end of year. If we meet this expectation, it is ok for now, though it could be a challenge for next year. Hoping this is a conservative estimate and giving will be higher.
- 2025 Preliminary Budget Numbers
 - \$68k shortfall Income/Expenses - could save some by cutting \$10k audit budget, assuming we continue to be very happy with current audit results
 - Assumed 2% growth which is conservative
 - Personnel, Building, and Benevolence are the big items
- More detail attached at the end of this document

STAFF UPDATES

Kelly

- Church management software purchase just signed - new Amplify platform. Staff has seen demos and discussed ways to help support the transition.
 - Goal is to go live for financial modules including counting on January 1
 - There will be a change for electronic giving (35-40% of \$ gifts are given electronically)
 - Fellowship One giving is already being used for one-time giving
 - Other modules will be transitioned to over several months.
 - Will eventually replace Sign up Genius, Membership, Worship Planning
 - Registration process will be better
 - Eventually can pull up your own giving statement
 - Eventually can move website to the platform
- Audit going very well

MINISTRY TEAM UPDATES

Deacon Savannah

- Enjoyed getting to know various groups of members through events including:
 - Confirmation Retreat
 - SALT
 - Events at Independent Living buildings housing multiple Immanuel members
- Christmas giving opportunities announced, and giving already off to a strong start

Pastor Dan

- Planning Dec 11 fundraiser meal for Cristo Obrero to be hosted at Immanuel.
- Enjoyed getting a chance to spend time with students and the Confirmation Retreat.
- Still working on Newspaper Prayers. The next time will be on Stewardship Sunday with discussion topics provided at tables during breakfast.
- Had discussions with SALT about ministry goals, target demographic, and ideas for the future

Pastor Paul

- 4 baptisms and 2 funerals, plus over 20 visits at homes, hospitals, etc.
- 10th graders were confirmed at Reformation Sunday afternoon service.
- New Member Open House for 30 people has been postponed due to a funeral
- Transition Committee (Pastor Paul + Julie M. + 6 more people) will be meeting with the EP Mayor and Chief of Police
- Wednesday night Bible studies
- Gave a talk to the EP Rotary entitled "The Sweet Life of being a Pastor and Working One Hour a Week", including the topic of chaplain work and being present for people during difficult times
- Working with the staff to plan ministry themes for the spring season
- Dec 1 is the Deck the Halls event between services where the congregation and staff works together to decorate the sanctuary for Advent and Christmas.

COMMITTEE UPDATES

Adult Faith Formation - Pastor Dan

- SALT
- Bible Studies
- Newspaper Prayers
- Family Camp at Outlaw Ranch - Nov 17 last day for registration

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

- **Children's Ministry Team Members**
 - Looking for New Children's Ministry Team members- Meet seasonally, help to plan and execute children's events.
 - If interested contact Grace Porter
- **Parent's Night Out**
 - November 16th, 5-8pm
 - 22 kids signed up, 7 youth helpers
- **Hops and Hope**
 - Next two months reading "[The Sandbox Revolution: Raising Kids for a Just World](#)"
 - November 25th offer childcare at Immanuel
- **Child Led Worship**
 - Preparing for Child Led Advent Worship service
 - 12/15: Child Led Advent Worship! (9am only)
- **Discussion at Council Meeting**
 - Julie suggested post-it type collection to get transition-related input from younger members and their families. Input via text was also discussed. Will work with Children's Ministry, Middle School Youth, and Senior High Youth teams on putting something in place.

Evangelism - Jolene H.

- Will cover next month

Fellowship - Mike K./Angie K. (via email)

- Starting to plan for the annual meeting

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

- Confirmation Retreat was great.
 - Great teamwork while raking (our service project). Small group Bible studies talked about being still, being sad, being happy, being busy and knowing that God is God. For sadness, they made pictures of somebody said then wrote down what made them sad. Then they shared ideas with partners about how they can combat somebody's sadness. Another great activity was taping paper on everyone's back and then writing compliments. Great singing during whole group time. Silent time alone with God before closing.
 - Retreat was first year at Camp Englewood in EP and that worked really well.
 - Great leadership from students.
- Packaged care packages for Class of 2024 graduates
- Information meetings coming up for summer service learning trips
- November 20 Mental health night will be a joint effort with Adult Faith Formation, including both youth and adults

Properties - Mark A.

- **Fall Cleanup Day**
 - Fall Cleanup Day was completed Sat, Oct 26.
 - We had a beautiful day and a great group of 16 volunteers; the grounds look great!
 - Thanks also to Darryl for helping out with hauling leaves that were cleared from the gardens.
- **Parking Lot Lights**
 - The light pole near Disciples Garden is working again, bulb replaced.
 - 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.
 - I've contacted Excel Energy for a second estimate. An alternative may be to get two street lights installed.
- **HVAC Training**
 - The Web Interface issues have been resolved, access to the new HVAC unit from a computer is now available.
- **Holding Pond Maintenance Reimbursement**
 - The paperwork has been submitted to the Riley Purgatory Bluff Creek Watershed District for partial reimbursement of the 2024 Holding Pond Maintenance. We will receive a portion of the \$1150 of the 2024 expenses.

Social Concerns - Kelly R.

- Service & Justice (S&J) team met - went over benevolence budget and new Justice Fund. Piloting with the Truth and Healing group.
- Have a spreadsheet of all the congregational activities involving efforts from S&J
- Discussed surveying the congregation to help direct where to spend time. May introduce this idea at the annual meeting. Will work with Deacon Savannah on developing the survey idea.
- A baby shower is coming up for Deacon Savannah and Eric - communication going out, Kelly R. will submit a budget estimate to Kelly M.

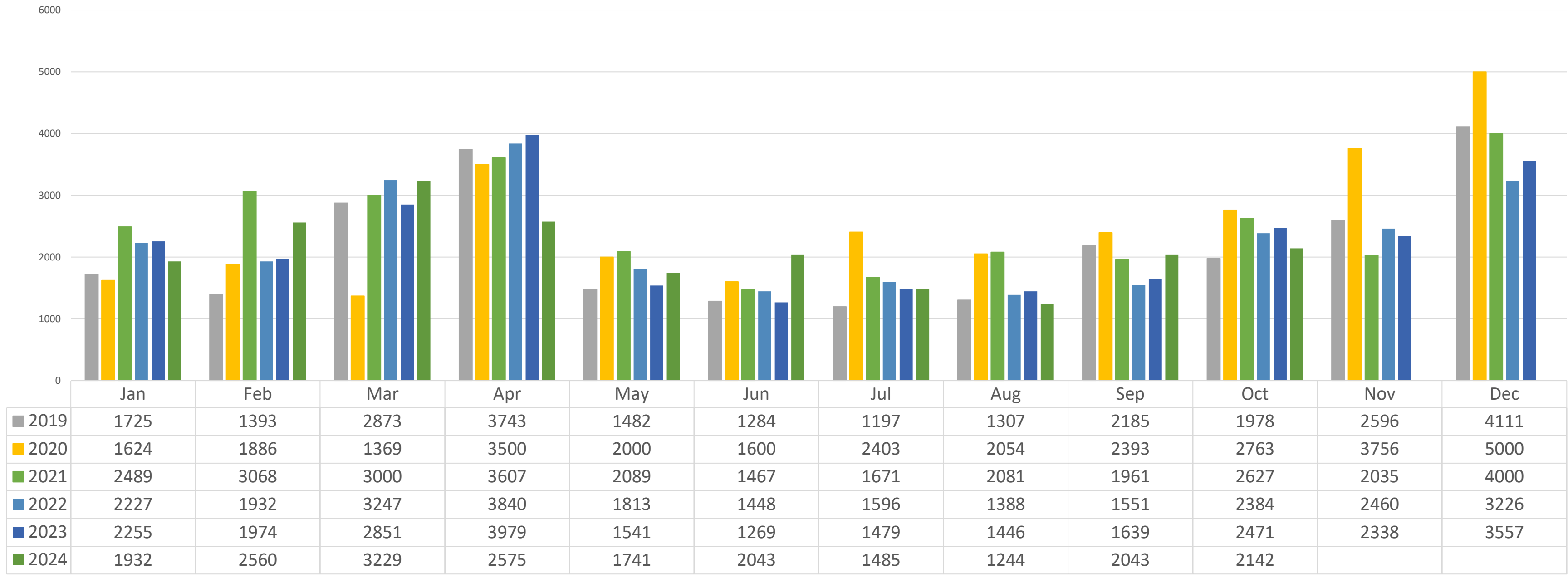
Stewardship - Jim A.

- Nov 24th is Stewardship Sunday
- Devotions will be emailed to the congregation daily through the 24th
- Temple Talks have been going well
- Kelly will send out pledge cards on Wednesday, including letter/invite
- Stewardship Sunday breakfast plans. Contact Kelly or Mary Kay if wanting to help with breakfast. Will look into possibility of youth helpers

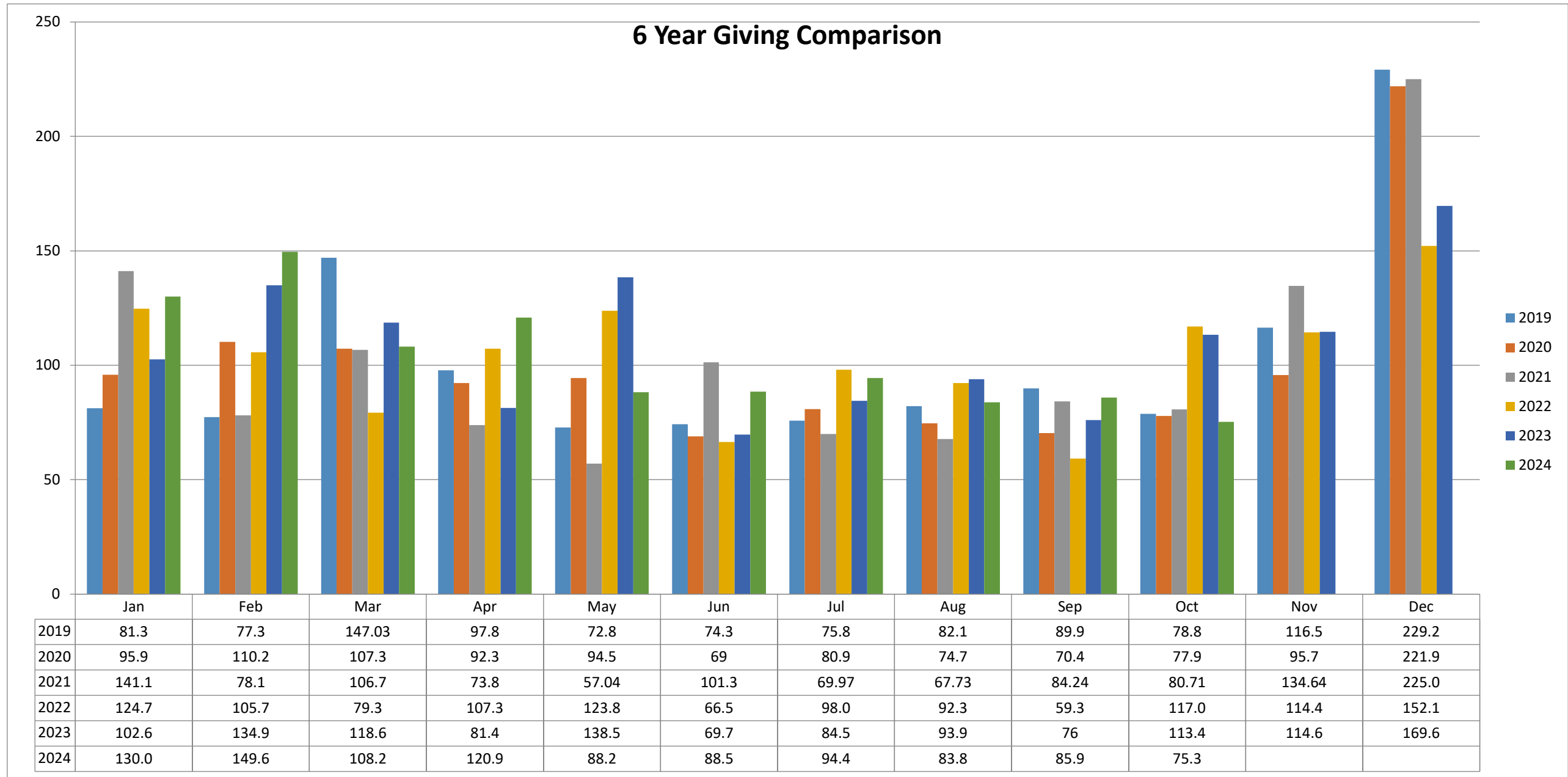
Worship/Music/Arts - Winnie L.

- Choirs in full force with adults practicing for Christmas Cantata (Vivaldi Gloria), and lots of Children Choir activities
- Looking forward to Thanksgiving joint choirs
- Bell choir still in need of members. Reach out to Kyung or any member of the bell choir if interested.
- Zimbelstern is being used and enjoyed!

Immanuel Lutheran Church
 Monthly Attendance Comparison

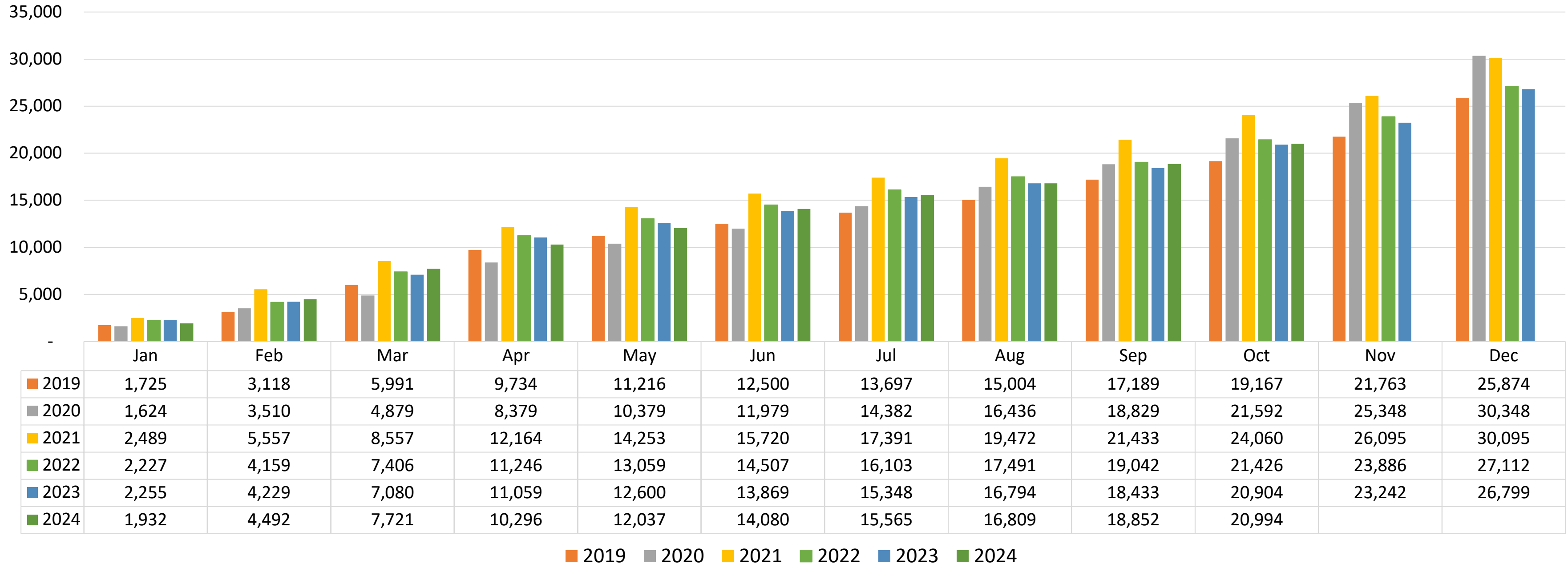


■ 2019 ■ 2020 ■ 2021 ■ 2022 ■ 2023 ■ 2024



| | | | | |
|-----------------|-----------------|-----------------|-----------------|-----------------|
| 2024 YTD | 2023 YTD | 2022 YTD | 2021 YTD | 2020 YTD |
| Actual | Actual | Actual | Actual | Actual |
| \$1,025 | \$1,014 | \$ 974 | \$861 | \$ 873 |

Immanuel Lutheran Church 2024 Attendance Comparison



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 | | \$ 405,020 | 96% | 89% |
| 2024 | Dec | | \$ 405,020 | 96% | 92% |
| | | | | | |
| 2025 | Jan | | \$ 405,020 | 96% | 94% |
| 2025 | Feb | | \$ 405,020 | 96% | 97% |
| 2025 | Mar | | \$ 405,020 | 96% | 100% |

**Immanuel Lutheran Church
Oct-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 | \$ 110,102 | \$ 116,105 | \$ 75,564 | \$ (40,541) | | \$ 944,414 | \$ 962,027 | \$ 984,625 | \$ 22,598 | 2.3% | \$ 984,625 | \$ 1,243,700 | |
| Misc. Income | \$ 3,287 | \$ 2,454 | \$ (285) | \$ (2,739) | | \$ 69,885 | \$ 70,346 | \$ 43,292 | \$ (27,054) | | \$ 43,292 | \$ 76,300 | |
| Total Income | \$ 113,389 | \$ 118,559 | \$ 75,279 | \$ (43,280) | -36.5% | \$ 1,014,299 | \$ 1,032,373 | \$ 1,027,917 | \$ (4,456) | -0.4% | \$ 1,027,917 | \$ 1,320,000 | 77.87% |
| Benevolence - ELCA (9%) | \$ 9,909 | \$ 10,449 | \$ 6,801 | \$ (3,649) | | \$ 84,997 | \$ 86,582 | \$ 88,616 | \$ 2,034 | | \$ 88,616 | \$ 111,933 | |
| Benevolence - Other (8%) | \$ 8,808 | \$ 9,288 | \$ 6,045 | \$ (3,243) | | \$ 75,553 | \$ 76,962 | \$ 78,770 | \$ 1,808 | | \$ 78,770 | \$ 99,496 | |
| Church Expenses | \$ 81,396 | \$ 90,297 | \$ 65,666 | \$ (24,631) | -27.3% | \$ 800,504 | \$ 902,975 | \$ 926,876 | \$ 23,900 | 2.6% | \$ 926,876 | \$ 1,077,354 | 86.03% |
| Program Expenses | \$ 3,623 | \$ 4,728 | \$ 1,303 | \$ (3,425) | -72.4% | \$ 41,587 | \$ 47,277 | \$ 18,519 | \$ (28,758) | -60.8% | \$ 18,519 | \$ 62,948 | 29.42% |
| Total Expenses | \$ 103,737 | \$ 114,763 | \$ 79,815 | \$ (34,948) | -30.5% | \$ 1,002,642 | \$ 1,113,797 | \$ 1,112,781 | \$ (1,016) | -0.1% | \$ 1,112,781 | \$ 1,351,731 | 82.32% |
| Giving less Expenses | \$ 9,653 | \$ 3,796 | \$ (4,536) | \$ (8,332) | | \$ 11,657 | \$ (81,424) | \$ (84,863) | \$ (3,440) | | \$ (84,863) | \$ (31,731) | |

Cash Reserves used to balance budget

| | Prior Month | This Month | Inc / (Dec) |
|------------------------------------|-------------|------------|-------------|
| General Fund Balance | \$ 499,597 | \$ 518,113 | \$ 18,516 |
| Unrestricted Fund Balance | \$ 190,749 | \$ 198,556 | \$ 7,807 |
| Fidelity Investment Account | \$ 202,791 | \$ 203,570 | \$ 779 |
| Raise the Roof | \$ (6,763) | \$ (886) | \$ 5,877 |
| All Other Restricted Funds | \$ 112,820 | \$ 116,874 | \$ 4,054 |
| Total Unrestricted Funds | \$ 393,540 | \$ 402,125 | \$ 8,586 |

As of early Nov, this acct is positive

| Thrivent Endowment Fund | \$ 5,103 | \$ 5,103 | \$ - |
|--------------------------------|----------|----------|------|
|--------------------------------|----------|----------|------|

Oct Giving \$75.2 vs. budget of \$118.6 - variance of (\$43.3)
Oct Expense of \$79.8 vs. budget of \$114.7- variance of (\$34.9) - driven by \$26.7 insurance refund

| | |
|--------------|--|
| YTD Income | \$ 1,027.9 |
| YTD Expenses | \$ 1,112.8 |
| | \$ (84.9) YTD Income vs. Expense Shortfall |

Still expecting approximately \$3K in additional insurance refunds

| Months To Go | | | |
|---|--------|--------|--------------|
| Benevolence and Exp Ave \$110K / month | | | |
| | Months | Income | Extra Income |
| INCOME | Nov | \$118K | 8,000 |
| FORECAST | Dec | \$169K | 59,000 |
| Projected Q4 Income greater than budget | | | 67,000 |
| Actual Jan - Oct Income vs. Exp gap | | | \$ (84,863) |
| Revenue Shortfall | | | \$ (17,863) |

months elapsed

83%