



December 2024 Council Meeting Minutes

Date: 12-10-2024	Time: 7:00 PM	Location: Fellowship Hall and Zoom
Attendees: Angie Karpinko (Fellowship), Connie Cadden (Treasurer), Pastor Dan Nelson, Ellie Scheler (Sr. High), Emily Sienkowski (Children's Ministry), Jim Andreen (Stewardship), Jolene Engler (Middle School), Jolene Held (Evangelism), Julie Maes (VP), Kate Brooke-Beyer (Sr. High), Kelly Meyers (Church Administrator), Kelly Robert (Social Concerns), Kim Whalen (Secretary), Mike Karpinko (Fellowship), Nancy Westby (Adult Faith Formation), Pastor Paul Nelson, Paul Saveriede (President), Rick Ites (Financial Secretary), Deacon Savannah Olaphson, Winnie Lindstam (Worship)		
Absent: Mark Arvidson (Properties), Jenny Naslund (Children's Ministry), Lisa Melchior (Middle School)		
Call To Order: 7:02 PM Devotion: Jolene E. Adjourned: 8:22 PM		
Approval of November 2024 Minutes: Angie moved, Kate seconded, all approved		

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

FINANCIAL TEAM UPDATES

Attendance - Rick I.

- 2,614 was highest for November since pre-Covid, and was only 4 Sundays
- 68% in person for November, a little higher than YTD average of 62%
- within 100 of attendance from last three years
- More details in attachment

Income - Rick I.

- \$121.3k for Nov, up from last year, highest since March and higher than last year
- Raise the Roof \$12,600 in November
- Raise the Roof about 99% of goal overall by end of November (have hit 100% already in December)
- More details in attachment

Financials - Connie C.

- Insurance money received
- Program expenses high due to confirmation retreat, and special music costs were also higher
- YTD we have about \$6,000 less in income than budgeted for this point, but expenses are lower too. So net Income minus Expenses right on track.
- Insurance cost ended up being much higher than budgeted, but we have brought the price down since earlier in the year. Considering that, where we are for income minus expenses feels even better.
- If we hit the December budget for income and expenses, we would end about 30k deficit, which aligns with budget.
- Still in a healthy cash position. Raise the Roof account now positive.
- Planning for 2025 budget: 2% growth in giving, 3% growth in personnel expenses, everything else flat. Initial projection for budget being 50k deficit next year, but the Executive Committee will meet next Tuesday to dig in to the budget numbers, and one goal will be to balance the budget.
- More details in attachment

STAFF UPDATES

Kelly

- Will be focusing on communication around year-end-giving and pledges
- Focusing on getting new software integrated including initial training and communication
- Will be using new Financial modules starting in January. Data conversion date is Monday, January 6, so some of the work needs to happen after that.
- Audit is done other than looking at final books for the year.
- Annual committee reports due by January 5. The annual meeting will be January 26.

MINISTRY TEAM UPDATES

Deacon Savannah

- Thankful for baby shower and the Immanuel community
- Holiday giving is going well and we are seeing some record numbers
- Shopping for gifts service project was a great time, and we have a big bunch of gifts to give
- There will be volunteer opportunities at Redeemer and Salem stores
- Stillness retreat had a group of 15 women. Led by lay leaders Betsy Hedding and Gwen Pickering, and it was a very nice chance to think about how God is at work in our lives.
- Have done coverage planning for upcoming maternity leave. Baby is due January 5.

Pastor Dan

- Adult ed is rolling along
- Working with Christo Obero on details for tamale fundraiser
- Christmas planning

Pastor Paul

- Thankful for being able to get to Bemidji to be Pastor for Celebration of Life for friend of the family
- Church is feeling nice and full at 9:00 service, including new families
- Confirmation caroling event coming
- Looking forward to the five Christmas services, including bagpipes on Christmas Day

- Funeral service for Eric Savereide
- Paul E going on Sabbatical this summer
- Be Still and Let Go will be Lenten theme this year
- On February 4, the program staff will plan for Fall (without Pastor Paul, or Deacon Savannah)

TRANSITION TEAM UPDATE (Julie and Pastor Paul)

- Input from sources including meetings, forms, online surveys, and post-its.
- Will be meeting to identify themes in all that feedback, so it can be brought forward into our Ministry Site Profile
- Met with mayor, fire chief, and police chief. It was a great conversation about how we can support the surrounding community. Discussion included demographic changes. For example, EP's last single family development will start in January. Thousands more apartments and condos have gone up in recent years compared to earlier years. 53% of students in EP schools are students of color. 28% of community is non-white. We are most known for being community-oriented, service-oriented, and connected to different populations, including being known for being welcoming to LGBTQ people. Discussed possible future interfaith events we could sponsor.
- Will follow up to get insights from representative(s) from school district as well.
- Congregation members are expressing thanks for taking the time to do listening, though there are also people worried about taking too long. One way we can help as leaders of the congregation is explaining how Pastor Paul and Karen need to leave in order to help the congregation to move toward our future. Also as a retiree he won't be doing weddings or baptisms.
- Input process will wrap up just before Christmas
- Ministry Site Profile draft targeted by annual meeting

COMMITTEE UPDATES

Adult Faith Formation - Nancy W.

- Faith formation is doing well. At our last meeting we discussed ways to engage the younger adults. The consensus was to seek them out and listen to what they need and want. A couple of people volunteered to check in with people they knew.
- One member questioned how to facilitate when a person in the group is disruptive to the process. A suggestion was made to hold a facilitation training session.

- SALT canceled a scheduled speaker due to communication issues that are now resolved. SALT also decided to keep their name.

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

- Child-Led advent is this Sunday - many kids are involved and sharing their gifts
- The December 20 family Christmas party currently has 3 families signed up, but we might have more pop in.
- Grace is currently gathering interest for a one-day winter break day camp - we need youth help to make it happen
- Camp Wapo dates are June 15-20 and 20-22 this summer and registration will open in January.

Evangelism - Jolene H.

- Discussed next year's Welcome Weekend - we will do another tent service! Funds are available in dedicated fund
- Beach Party - Jan 31 - planning is in the works
- Fall session of SW Grief Coalition went well with good attendance each week and good feedback on facilitators

Fellowship - Mike K./Angie K.

- Catered Wednesday meals have been well received
- Fabric Arts group idea - Angie and Judy Miller working on forming this. Could maybe work it together with Prayer Shawls and Baptism Shawls.
- Chili Potluck coming up for annual meeting
- Fellowship needs to be a full committee instead of just a leader or two.
- Angie and Mike will not continue on committee but can provide some support to incoming committee leaders/members.

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

- Confirmation is Caroling next Wednesday, meeting at 5:45. All are welcome to join (not just confirmation people). It is a very special experience.
- Upcoming fundraisers include Youth Rejoice February 23 and the Garage Sale.
- Kate is stepping down before then, but Lisa will step in and we anticipate having an additional Middle school leader step in as well.
- Youth volunteered at Smorgasbord and did a great job being polite and professional.

- Care packages went out to college students. Let's always try to do the shopping for the care packages the weekend after Halloween, great deals on candy! Another option that was suggested would be to ask the congregation for donations of candy after Halloween. Packaging the boxes was great teamwork. Hope everything got delivered okay.
- Confirmation students had Mental Health night on November 20. Watched excerpts from Inside Out 2 and then talked in groups. Some students are more open to participating than others. I hope they all understand that Immanuel and Confirmation is a safe haven.

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.
- Holding Pond Maintenance Reimbursement
 - o The paperwork has been submitted to the Riley Purgatory Bluff Creek Watershed District for partial reimbursement of the 2024 Holding Pond Maintenance.
 - o We will receive our check for \$410 the week of Dec 16.

Social Concerns - Kelly R.

- Granted Justice funds to Truth and Healing that will donate funds to All Nations Indian Church in Minneapolis. It is not the Truth and Healing Committee's intent to define or set parameters of how the All Nations Indian Church should use the funds from Immanuel. We believe that the All Nations' leadership is best able to self-determine where the funds are most needed at any specific time in order to support its mission.
- Update on survey (likely to be administered after Savannah's leave is complete, and introduced at the annual meeting). A survey will allow the service and justice committee to hear directly from the church so we can best direct our efforts and benevolence to reflect the passions God has placed on the hearts of the congregation. To that end, as we better direct our efforts based on the survey, the hope is that engagement with S+J ministries will increase.
- Annual Meeting - Kelly R and Cate Everett are going to present on behalf of Savannah.
- Update on Christmas giving- we have had record breaking donations this year for all our giving opportunities! Cornerstone and Rezek gifts are already on their way to the families we sponsored, we received over \$1500 in gift cards for PROP and Savannah's office is packed with gifts for the Salem and Redeemer stores (including gifts purchased by families this weekend which was really fun!). We would still love to get a few more volunteers to help at the Salem store on the 21st but after that, Christmas giving/volunteering is all wrapped up for the year.

- Update on Savannah's leave - Kelly Robert will be listed as a contact on her out-of-office replies. Kelly Meyer and Mary will work on newsletter. Committee will continue to meet. Ministry partner coverage TBD (Sav will give a little update on this during her update as well)

Stewardship - Jim A.

- Wonderful stewardship campaign with great committee. Nice temple talks and devotions. Great volunteer group for Stewardship breakfast, with highest attendance since pre-Covid, with a diverse age group.
- Just under 200 pledges received so far, totally about \$750, which is a great place to be at this point.

Worship/Music/Arts - Winnie L.

- Wonderful Thanksgiving choir with so many participants of all ages
- Lots of music - Vivaldi Gloria this past Sunday, and much more coming up for the Advent/Christmas Season
- Church looks beautiful for the season
- Servant Song is going well
- Planning for Christmas services
- Considering possibilities for doing more with Visual Arts

Raise the Roof Campaign Tracking

April 2022 - April 2025

3 Year Pledge TOTAL: \$

421,214

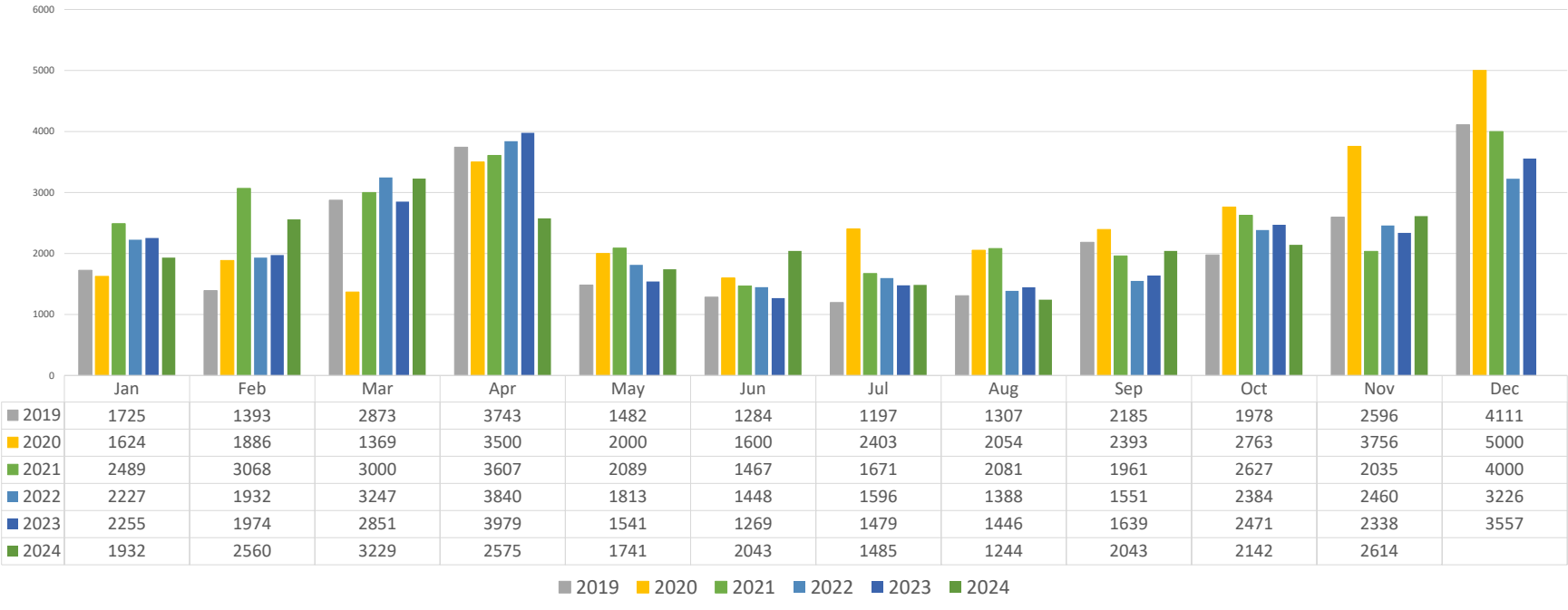
Year	Month	Received	Total	Actual %	Expected %
2022	Apr	\$ 11,998	\$ 11,998	3%	3%
2022	May	\$ 22,030	\$ 34,028	8%	6%
2022	June	\$ 50,788	\$ 84,815	20%	8%
2022	July	\$ 14,044	\$ 98,859	23%	11%
2022	Aug	\$ 8,530	\$ 107,389	25%	14%
2022	Sept	\$ 12,384	\$ 119,773	28%	17%
2022	Oct	\$ 13,013	\$ 132,786	32%	19%
2022	Nov	\$ 9,893	\$ 142,679	34%	22%
2022	Dec	\$ 17,214	\$ 159,893	38%	25%

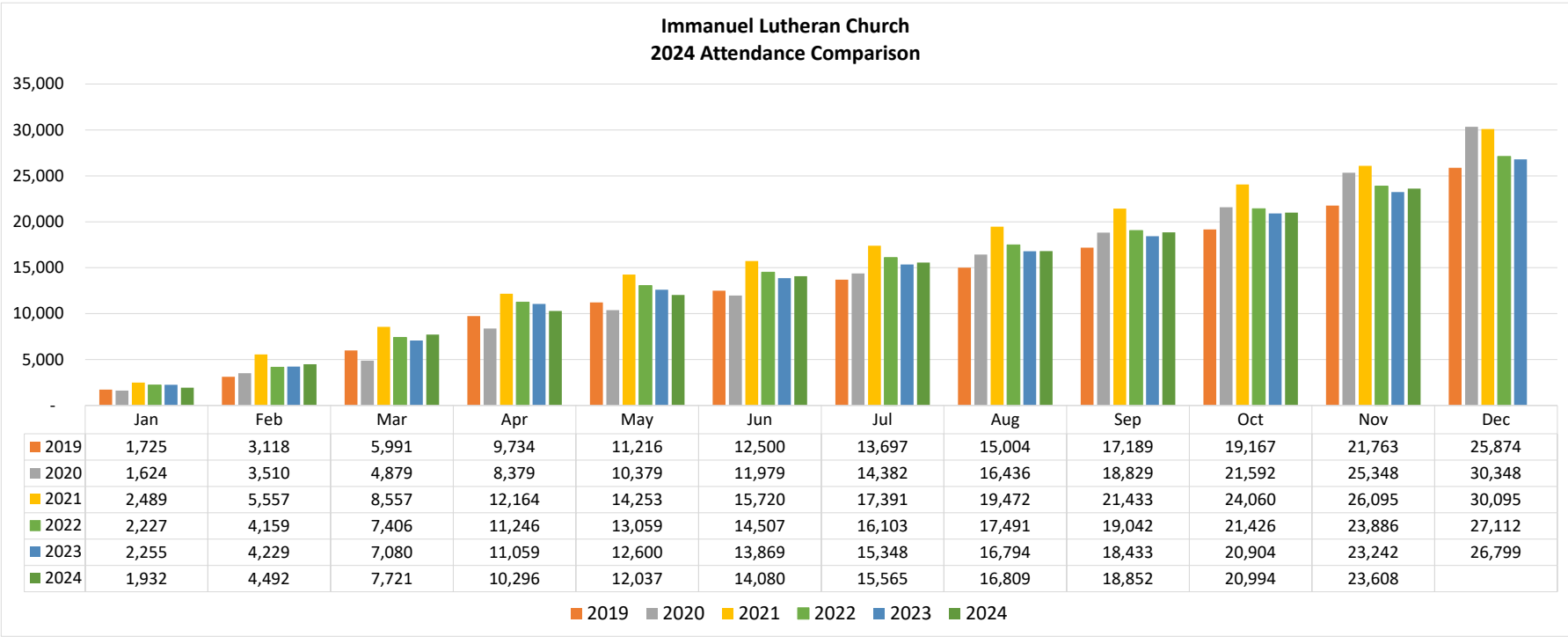
2023	Jan	\$ 12,461	\$ 172,354	41%	28%
2023	Feb	\$ 13,342	\$ 185,696	44%	31%
2023	Mar	\$ 12,876	\$ 198,572	47%	33%
2023	Apr	\$ 7,802	\$ 206,374	49%	36%
2023	May	\$ 7,825	\$ 214,199	51%	39%
2023	June	\$ 9,619	\$ 223,818	53%	42%
2023	July	\$ 6,969	\$ 230,787	55%	44%
2023	Aug	\$ 12,338	\$ 243,125	58%	47%
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%

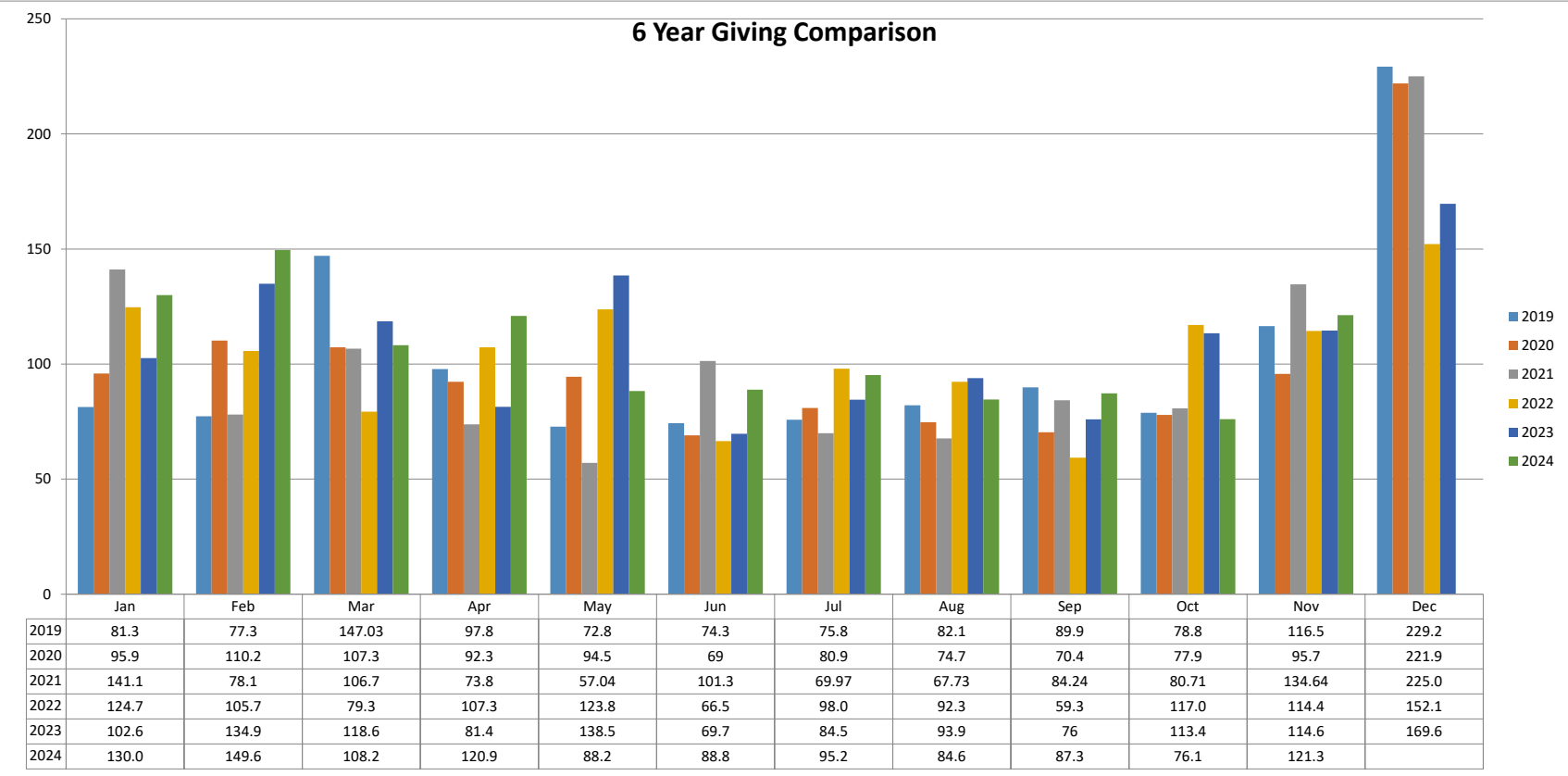
2024	Jan	\$ 10,569	\$ 314,883	75%	61%
2024	Feb	\$ 12,505	\$ 327,388	78%	64%
2024	Mar	\$ 12,119	\$ 339,507	81%	67%
2024	Apr	\$ 8,604	\$ 348,110	83%	69%
2024	May	\$ 16,542	\$ 364,652	87%	72%
2024	June	\$ 7,687	\$ 372,339	88%	73%
2024	July	\$ 5,853	\$ 378,192	90%	78%
2024	Aug	\$ 13,954	\$ 392,146	93%	81%
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		\$ 417,614	99%	92%

2025	Jan		\$ 417,614	99%	94%
2025	Feb		\$ 417,614	99%	97%
2025	Mar		\$ 417,614	99%	100%

Immanuel Lutheran Church
Monthly Attendance Comparison







2024 YTD	2023 YTD	2022 YTD	2021 YTD	2020 YTD
Actual	Actual	Actual	Actual	Actual
\$1,150	\$1,128	\$ 1,088	\$1,220	\$ 969

Immanuel Lutheran Church
Nov-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	\$ 112,333	\$ 115,995	\$ 116,204	\$ 209		\$ 1,056,747	\$ 1,078,022	\$ 1,100,829	\$ 22,807	2.1%	\$ 1,100,829	\$ 1,243,700	
Misc. Income	\$ 2,222	\$ 2,454	\$ 800	\$ (1,654)		\$ 72,107	\$ 72,800	\$ 44,092	\$ (28,708)		\$ 44,092	\$ 76,300	
Total Income	\$ 114,555	\$ 118,449	\$ 117,004	\$ (1,445)	-1.2%	\$ 1,128,854	\$ 1,150,822	\$ 1,144,922	\$ (5,900)	-0.5%	\$ 1,144,922	\$ 1,320,000	86.74%
Benevolence - ELCA (9%)	\$ 10,110	\$ 10,440	\$ 10,458	\$ 19		\$ 95,107	\$ 97,022	\$ 99,075	\$ 2,053		\$ 99,075	\$ 111,933	
Benevolence - Other (8%)	\$ 8,987	\$ 9,280	\$ 9,296	\$ 17		\$ 84,540	\$ 86,242	\$ 88,066	\$ 1,825		\$ 88,066	\$ 99,496	
Church Expenses	\$ 87,571	\$ 90,297	\$ 80,750	\$ (9,547)	-10.6%	\$ 888,075	\$ 993,273	\$ 1,007,626	\$ 14,353	1.4%	\$ 1,007,626	\$ 1,077,354	93.53%
Program Expenses	\$ 10,219	\$ 4,728	\$ 9,141	\$ 4,414	93.4%	\$ 51,807	\$ 52,004	\$ 27,660	\$ (24,345)	-46.8%	\$ 27,660	\$ 62,948	43.94%
Total Expenses	\$ 116,887	\$ 114,744	\$ 109,646	\$ (5,098)	-4.4%	\$ 1,119,528	\$ 1,228,541	\$ 1,222,427	\$ (6,114)	-0.5%	\$ 1,222,427	\$ 1,351,731	90.43%
Giving less Expenses	\$ (2,332)	\$ 3,705	\$ 7,358	\$ 3,653		\$ 9,325	\$ (77,719)	\$ (77,505)	\$ 214		\$ (77,505)	\$ (31,731)	

Cash Reserves used to balance budget

	Prior Month	This Month	Inc / (Dec)
General Fund Balance	\$ 518,113	\$ 561,319	\$ 43,206
Total Unrestricted Funds	\$ 402,125	\$ 431,278	\$ 29,153
Bremer Unrestricted Fund	\$ 198,556	\$ 223,447	\$ 24,892
Fidelity Investment Account	\$ 203,570	\$ 207,831	\$ 4,261
Raise the Roof	\$ (886)	\$ 11,888	\$ 12,774
All Other Restricted Funds	\$ 116,874	\$ 118,153	\$ 1,279

months elapsed

92%

Thrivent Endowment Fund	\$ 5,103	\$ 5,103	\$ -
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Oct Income in-line with budget
All insurance refunds have been received
Confirmation expense and special music costs are driving the program expense unfavorability in Nov

Net of YTD Income and expenses in line with budget

If trend continues, we will land near budget - which requires around \$31.7K in deficit spending
Approximately \$7900 in interest income to be added in Dec to Misc income

High level Estimate of 2024 year end and 2025 Budget for Nov Council

Income	2024 Budget	2024 Est Actual		2024 Budget Variance		2025 Budget Proposed		
Weekly Envelopes*	\$ 1,210,200	\$ 1,234,000		\$ 23,800		\$ 1,258,680		2%
Loose Offering *	\$ 13,000	\$ 20,400		\$ 7,400		\$ 20,400		0%
Special Offering *	\$ 20,500	\$ 12,400		\$ (8,100)		\$ 12,400		0%
Misc. Income	\$ 62,500	\$ 38,000		\$ (24,500)		\$ 38,000		0%
Thrivent Choice	\$ 1,600	\$ 4,400		\$ 2,800		\$ 4,000		-9%
Room Usage Fees	\$ 600	\$ 1,000		\$ 400		\$ 1,200		20%
Other	\$ 11,600	\$ 2,622		\$ (8,978)				
Interest Income		\$ 7,900		\$ 7,900		\$ 7,900		
Total	\$ 1,320,000	\$ 1,320,722				\$ 1,342,580		2%

**Used for Benevolence calculations*

Expenses	2024 Budget	2024 Est Actual		2024 Budget Variance		2025 Budget Proposed		
Personnel	\$ 916,400	\$ 901,000		\$ 15,400		\$ 939,136		4%
Office Supplies and Expenses	\$ 51,766	\$ 50,800		\$ 966		\$ 50,215		-1%
Technology	\$ 4,500	\$ 3,200		\$ 1,300		\$ 4,500		41%
Building Expenses	\$ 110,900	\$ 141,864		\$ (30,964)		\$ 135,860		-4%
Program Expenses	\$ 56,732	\$ 27,793		\$ 28,939		\$ 43,035		55%
Benevolence	\$ 211,429	\$ 215,356		\$ (3,927)		\$ 219,552		2%
Total Expenses	\$ 1,351,727	\$ 1,340,013		\$ 11,714		\$ 1,392,298		4%

Difference Expenses - Income

\$ (49,718)

Key 2025 Budget Assumptions

Member Giving Income growth of 2%; other giving flat to 2024 levels

Personnel - 3% cost of living adjustment for staff

Assumes current staffing for entire year

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

Expense reductions have been taken in multiple areas and cost savings initiatives are being reviewed to minimize expenses