



## February 2025 Council Meeting Minutes **DRAFT**

<b>Date:</b> 02-17-2025	<b>Time:</b> 7:00 PM	<b>Location:</b> Fellowship Hall
<p><b>Those present are indicated in bold:</b></p> <p>Staff: Pastor Paul Nelson, <b>Pastor Dan Nelson</b>, Deacon Savannah Olaphson (maternity leave), <b>Kelly Meyers</b> (Administrator)</p> <p>Council: <b>Tom Getchius</b> (President), <b>Julie Maes</b> (Vice-President), <b>Kirsten Stenoien</b> (Treasurer), <b>Rick Ites</b> (Financial Secretary), <b>Kim Whalen</b> (Secretary), <b>Jen Johnson</b> (Adult Faith Formation), <b>Emily Sienkowski / Karina Nelson</b> (Children's Ministry), <b>Amanda Ropchak</b> (Evangelism), <b>Bev Osekowsky / Ruth Lunde</b> (Fellowship), Jolene Engler / Nicole Seieroe (Middle School), Lisa Melchior / <b>Ellie Scheler</b> (Senior High), <b>Lou Hernandez</b> (Properties), <b>Kelly Roberts</b> (Social Concerns), <b>Jim Andreen</b> (Stewardship), <b>Eric Lovestrand</b> (Worship/Music/Arts)</p>		
<p><b>Call To Order:</b> 7:05 PM      <b>Devotion:</b> Tom G.      <b>Adjourned:</b> 8:33 PM motion Bev 2nd Eric</p>		
<p><b>Approval of January 2025 Minutes:</b> will approve via email</p>		

Action Item	Who	Status	Target Completion
<b>Mark your Calendar</b> <b>Sat Apr 12 8am - 2pm council retreat</b> <b>Lifetime EP</b> also: Tue Apr 8 and Tue Jul 8 - no meetings	All	In Progress	Apr 2025
Read January minutes and approve via email that will be sent out	All	In Progress	Feb 2025
Read Annual Meeting minutes and send any edits to Kim Whalen	All	In Progress	Feb 2025
Volunteer for the Welcome Center	All	Ongoing	Ongoing
Submit written committee reports online each month in advance of meeting	All	Ongoing	Ongoing
Post Annual Minutes draft online and notify congregation	Kim W. / Kelly M.	In Progress	Feb 2025

## INTRODUCTIONS / Name a goal for the year and an upcoming event

**Tom Getchius, President** - lots of listening, learning, leading through many transitions

**Kim Whalen, Secretary** - minutes

**Rick Ites, Financial Secretary** - numbers

**Jen Johnson, Adult Faith Formation** - listening and connecting

**Pastor Dan** - transition and support during maternity leave

**Eric Lovestrand, Worship, Music, and Arts** - identifying needs of musical groups and also congregational needs, and getting more people involved. Music appreciation event at the beginning of March.

**Bev Osekowsky, Fellowship** - getting more people involved in coffee service

**Ruth Lunde, Fellowship** - planning Lenten fellowship

**Amanda Ropchak, Evangelism** - keeping good things rolling and learning

**Kelly Roberts, Social Concerns** - a lot going on, including helping cover for Savannah during leave

**Karina Nelson, Children's Ministry** - has been Sunday School teacher for a while

**Emily Sienkowski, Children's Ministry** - will rotate with Karina when coming to meetings. Top goal more intergenerational opportunities. Parents Night Out coming soon.

**Jim Andreeen, Stewardship** - Working on letter to suggest people increase giving

**Lou Hernandez, Properties** - Goal to spend as little money as possible, and get things done as punctually as possible. Working on getting a few more hands on deck for Properties committee.

**Ellie Scheler, Senior High** - Youth rejoice coming up. Care packages in fall.

**Julie Maes, Vice President** - Continuing to facilitate Senior Pastor transition process

**Kirsten Stenoien, Treasurer** - New to Treasurer position. Transitioning to new financial system; signing checks.

**Kelly Meyers, Church Administrator** - Not a voting member of council, but attends meetings as a communications liaison. Keeping the office running.

## ATTENDANCE AND FINANCIAL UPDATES

### Attendance - Rick I.

- January attendance 1,865 - 61% in house 39% online, comparable to last year
- typical ratio of in-person to remote

### Giving - Rick I.

- Raise the Roof \$10.4k for January, over 100% of pledged. (Kelly M) Four smallest sections of roof are left, so hoping to address with excess funds received from Raise the Roof

- No January report for general fund giving yet due to ongoing transition to new software system

#### **Financial Statements - Kirsten S.**

- ILC implemented a new financial software in January of 2025. Kirsten Stenoien, Treasurer, and Kelly Meyers are in process of reconciling the bank statement as well as verifying account activity and balances to ensure the new system is functioning as expected. Financial statements will not be presented to council this month as January financials are not yet finalized.

#### **Stewardship - Jim A.**

- Reported progress on email encouragement to congregation for increased general fund giving
- Also want to get more pledge cards in (20-30 to go)

### **TRANSITION TEAM UPDATES - Julie M.**

#### **Ministry Site Profile (MSP) Document**

- Updated document to say 7-8% instead of 8% for non-ELCA benevolence
- Weekly attendance - adjusted range
- Ron Case, EP Mayor and Pastor Stephanie Espanoza (Cross of Peace) are both willing to be references
- Want to focus on being welcoming to all, including listening to and respecting all perspectives. Our text on this is pretty general partly due to lack of space in the MSP form, but being welcoming of LGBTQ community members is specifically called out because city leaders mentioned that they send people Immanuel's way when they are looking for a welcoming church community. Pastor Dan noted that Immanuel has not gone through the Reconciling in Christ process, which is a formal process that indicates that the congregation is a safe space for LGBTQIA members. It is free but somewhat involved, so it would take staff time and congregational interest and attention if we wanted to do this. Council members noted that this is already a very busy year of transitions, but that it is something Immanuel may want to consider at a future date. Pastor Dan provided us a link with more information: <https://www.reconcilingworks.org/ric/becomeric/>. Kelly R. noted that we will be getting a feel of the different passions within the congregation as part of the upcoming Service and Justice committee survey.

#### **Motion to approve MSP document, pending references**

- Jim A. moved, Ruth L. seconded, all voted to approve

#### **Other Transition Team Activities**

- Transition team is meeting with representative of the synod tomorrow to discuss next steps.

- Working on celebration for Pastor Paul. Sue Johnson, along with the Urbanskis, Eberts, Whitakers, and Maes' are planning a celebration. Send gift or celebration ideas to Julie Maes, who is the touchpoint between the Transition Team and Celebration Committee.
- When we are ready to form the Call Committee, the team will reach out to find people with interest, and will also work to both cover the demographics of the congregation and keep the call committee a manageable size.

## **PASTORAL UPDATES - Pastor Dan**

### **Church Activities**

- Pastoral Care - onboarding Heidi and will have her help with scheduling visits. Need to get caught up with shut-ins. Had Jerry Steelman's funeral, and Pat Middeke's funeral will be on the 19th. An email will go out to the congregation soon.
- A staff retreat was held to do long-range planning without Pastor Paul, including themes and focuses for fall.
- With Deacon Savannah on leave, there are some things to pick up including Service & Justice.
- Immanuel will be hosting a Synod event Thursday night. It will be a full house, since many other groups also use the church spaces on Thursdays.
- Seeking volunteers for the tech booth, especially to advance slides.
- Looking at process for ordering foods for Wednesday nights.

### **Discernment Process**

- Has a reading list and document for the discernment process about the Senior Pastor role. Both he and the congregation need to spend time discerning, including thinking about pathways and having an interim pastor. There are two main perspectives he is looking at it from:

(#1) intellectual perspective - look at structure and process, and making sure he has confidence that having an associate pastor going to senior pastor would be healthy and good for this congregation. If not, then (#2) does not really come into play.

(#2) spiritual perspective - does he feel called to the senior pastor role at this time?

## **STAFF UPDATES - Kelly M.**

- Thanks for the recognition the congregation gave to MaryKay and Terrie.
- Heidi has a lot of experience and was able to start right away.
- Staff and volunteers have been great at pulling together to meet the various needs for the staffing transition.

- Between staffing changes and software changes, there are a lot of things to figure out, but also some opportunities to consider processes and make improvements.
- Software transition is going well. Focusing on financial side first. Challenge in getting everyone transferred off Vanco.
- (Julie M.) Looking for help from council in the welcome center on Sunday mornings.

### **COMMITTEE REPORTS AND MEETING FORMAT**

- For now, please submit committee reports online prior to future meetings. A link to a Google document will be provided, and you can type in your report there. It just needs to be a few bullet points. This allows us to include committee updates in the monthly minutes without needing to spend time doing committee updates verbally during the meeting.
- If you would like a topic added to the meeting agenda, please contact Tom Getchius.
- If you anticipate needing a motion approved by council, there is a new form to fill out in advance of raising the motion at the meeting. This allows the council to read the background information in advance of the meeting.

### **JANUARY 2025 WRITTEN COMMITTEE REPORTS**

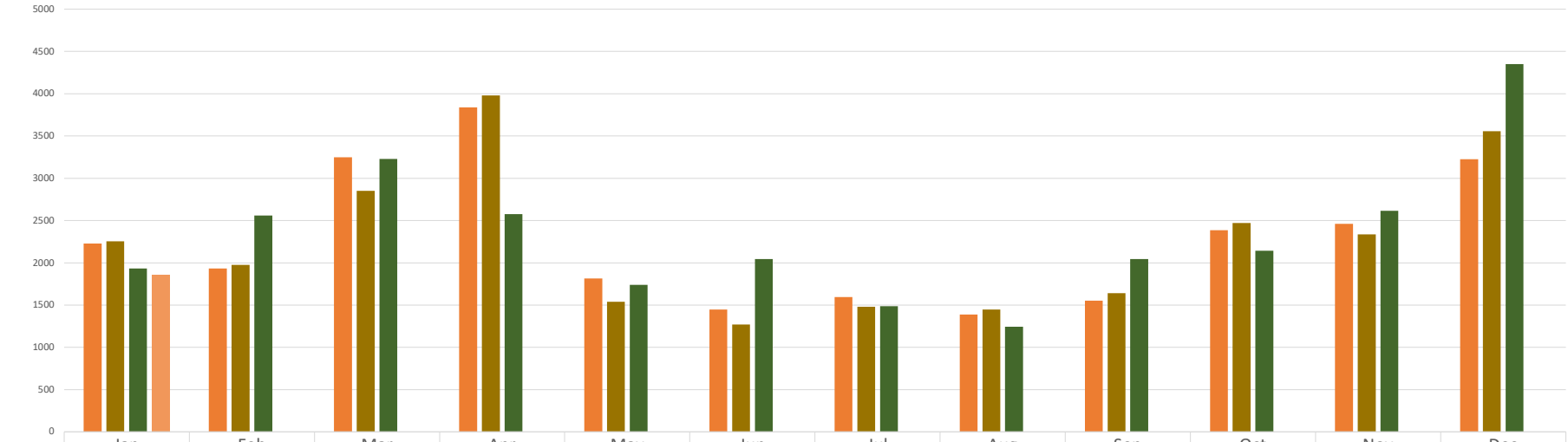
#### **Children's Ministry - Emily S. / Karina N.**

- #1 Goal for this coming year is to have more intergenerational opportunities so that no matter when and where the kids are at church, they might know or recognize someone
- Next Event (besides Sunday School) is a Parent's Night Out in the Spring. Parent's Night Out has been a wonderful ministry for families, children, and youth! We usually have at least 20 kids and 8-9 great helpers.
- Other Updates:
  - VBS registration is open! We are very excited to have a live band again for music this year, and will be looking for lots of volunteers. We are hoping to introduce some of the music early in Sunday school and 10:30 worship!
  - We are using the Amplify site for the second part of the registration (payment portion) in hopes that people will create an account for themselves. This program should add to the capabilities from the back end, and what families will be able to see and do from their end!
  - Camp Wapo registration opened in January and we currently have 16 kids registered to attend.
  - There will be some slight shifts due to the staffing changes in terms of Stepping Stones and VBS where MaryKay was heavily involved. Any questions about this can be directed to Grace.

**Fellowship - Bev O. / Ruth L.**

- Goals for 2025 include increasing the number of volunteers for Sunday morning fellowship and other parts of Fellowship, and having a Kitchen Clean-up.
- Next event/initiatives include planning/recruiting for the Lenten noon Fellowship and Sunday morning Fellowship.

Immanuel Lutheran Church  
Monthly Attendance Comparison



2022	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2023	2255	1974	2851	3979	1541	1269	1479	1446	1639	2471	2338	3557
2024	1932	2560	3229	2575	1741	2043	1485	1244	2043	2142	2614	4351
2025	1861											

2022 2023 2024 2025

## 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	\$ 18,667	\$ 436,281	104%	92%
2025	Jan	\$ 10,413	\$ 446,694	106%	94%
2025	Feb		\$ 446,694	106%	97%
2025	Mar		\$ 446,694	106%	100%