



August 2025 Council Meeting Minutes

Date: 08-12-2025	Time: 6:30 PM	Location: Fellowship Hall and Zoom
Those present are indicated in bold: Pastor Dan Nelson, Deacon Savannah Olaphson, Tom Getchius (President), Julie Maes (Vice-President), Kirsten Stenoien (Treasurer), Rick Ites (Financial Secretary), Kim Whalen (Secretary), Jennifer Johnson (Adult Faith Formation), Emily Sienkowski / Karina Nelson (Children's Education), Amanda Ropchak (Evangelism), Bev Osekowsky / Ruth Lunde (Parish Fellowship), Jolene Engler / Nicole Seieroe (Middle School Youth), Ellie Scheler (High School Youth), Lou Hernandez (Property), Kelly Rober (Social Ministry), Jim Andreen (Stewardship), Eric Lovestrand (Worship, Music & Arts), Kate Everett (guest from Service & Justice team)		
Call To Order: 6:36 PM	Devotion:	Adjourned: 8:35 PM
Approval of June Minutes: Rick I. motion, Ruth L. second, all voted to approve		

Action Item	Who	Status	Expected Completion
Talking points about what an Interim Pastor is	Pastor Dan	Complete	June 2025
Research how to appropriately compensate a full-time custodian if over 40 hours per week	Julie	Complete	June 2025
Update the proposed motion not to allow non-member use of space (that is not non-profit or for-profit)	Kelly M.	In Progress	September 2025
Write a proposal for an updated slate of bylaws, including a change to the Service & Justice name. Pastor Steve is helping look at the constitution	Kim W.	In Progress	November 2025
Reach out to Lou and Mark to get information that could be useful in covering the custodial gap	Pastor Dan	Complete	July 2025
Reach out to the altar guild to ask if cleaning stoles, pastoral robes, and acolyte robes at the same time as cleaning paraments would be easy	Eric L.	Complete	July 2025
Gather volunteer information for your committee, including whether chair(s) will be open next year	All	In Progress	Sept 2025

Propose Bingo callers, especially local celebrities	All	In Progress	Sept 2025
Talk to your committees about ideas for using Memorial funds and other relevant funds	All	In Progress	Sept 2025

SERVICE & JUSTICE (S&J) SURVEY RESULTS (Kate Everett)

- The purpose of the S&J survey was to dig deeper into why/how we are giving, and make sure we are aligned with the congregation and being good stewards
- Results were gathered over six weeks. We received 115 responses in either paper or digital form.
- The survey results will be shared with the congregation in September's Service & Justice newsletter, and also in other settings such as a future Temple Talk.
- The S&J committee would like to collaborate with Stewardship to raise up how giving helps fund these initiatives.
- This slideset was shared with the Council prior to the meeting and contains additional details.

CALL COMMITTEE UPDATES (Kim W)

- The call committee has been meeting and preparing to interview Pastor Dan for the Senior Pastor position. Updates have been shared in the service and posted to the church website on the <https://www.immanuel.us/about/transition> page.
- The council discussed ideas for improving the process, which Kim will bring back to the call committee.

ATTENDANCE AND FINANCIAL UPDATES

Giving - Rick I.

- June giving exceeded the budget by \$10K
- Year-to-date, we are \$72K ahead, but looking at a 12-month rolling period, we are \$26K lower, so Rick will investigate this in more detail.
- Pastor Steve and Kelly M have been good resources.
- Rick is planning communications to the congregation on giving ideas, like Required Minimum Distribution (RMD) donations.

Attendance - Rick I.

- Attendance through June was about 16,400, including in-person and online attendees. This is the highest for Immanuel since 2021.
- Looking at a 12-month rolling period, attendance has gone up for four consecutive years.
- See attached for more details on giving and attendance.

Financial Statements - Kirsten S.

- As of July, Immanuel's overall income and expenses are looking good compared to the budget.
- The budget allocation is based on 36 months of historical data.
- Personnel is under budget due to staffing changes.
- Building expenses are over budget due to necessary roof repairs.
- Benevolence is over budget due to income being high and benevolence amounts being determined by taking a percentage of income.
- Youth Ministry is under budget due to the delayed payment of High School and Middle School trip expenses.
- A team is working on documentation on how to make Memorials spending requests. We have Memorial fund money saved up that needs to be spent. About half of Memorial funds have restrictions on them, and half do not. For now, contact Jennifer Urbanski, Kelly Meyers, and Rick Ites with requests.
- The Youth Fundraising account has also grown too large. Jolene E. is going through and working on changes.
- Youth Scholarships account - Paul E. and Grace P. are working on policies for spending this.

Building Contingency Fund - Kirsten S and Lou H.

- This is a new fund that we added, so we have money set aside to maintain the building.
- We have a list of what needs to be fixed, and we are getting estimates.
- This is a different type of capital campaign, so we can just keep up with needs.
- The Stewardship campaign this year should address building-related needs.
- Budgeting will also be impacted.

VOLUNTEER ENGAGEMENT - Tom G.

- In September, Tom G. will email committees their job descriptions. Each committee should make corrections to its job description if needed, and also provide a detailed list of volunteer opportunities and time commitments.
- In October, we are planning to have an Immanuel "Volunteer Career Fair".
- In November, the synod volunteer workshop will be hosted at Immanuel.
- In December, Tom will engage with the nominating committee. It was noted that the nominating committee will start its work sooner than that. The goal is to have a full slate of nominees for next year's council positions by December/January.

PASTORAL and STAFF UPDATES

Pastor Dan

- No funerals or baptisms.
- The office has been quiet.
- Grace just returned from the Middle School Duluth service learning trip.
- The staff is working on signups for fall ministries and announcements related to the Tent Meeting weekend.
- Pastor Steve has been a valuable presence and offers insightful perspectives.
- Pastor Dan has a book recommendation for church council members. It is based on the Church in the Secular Age book series, distilled into a short book written for councils called [When Church Stops Working](#). It discusses topics including shifts in what drives the vitality of congregations. It could help us to identify central vs. peripheral topics. Andy Root and Blaire Bertrand.

Deacon Savannah

- Worshipping with partner ministries has been special, and Savannah will keep doing this throughout the year, the first Sunday of every month. Church members are encouraged to join her.
- The artwork of a feather on the wall outside the sanctuary is a gift from All Nations Indian Church.

OTHER TOPICS

- We need Bingo callers.
- The church has a new drum set.

ATTENDANCE								
(1)	2025		IN PERSON	LIVE-STREAM	TOTAL	IN PERSON	LIVE-STREAM	
		JAN	1,126	735	1,861	61%	39%	
		FEB	1,137	629	1,766	64%	36%	
		MAR	2,204	1,003	3,207	69%	31%	
		APL	2,688	1,125	3,813	70%	30%	
		MAY	1,145	549	1,694	68%	32%	
		JUNE	1,687	1,068	2,755	61%	39%	
		JUL	910	468	1,378	66%	34%	
		AUG	1,143	414	1,557	73%	27%	
		SEPT						
		OCT						
		NOV						
		DEC						
	YTD	JAN	1,126	735	1,861	61%	39%	
		FEB	2,263	1,364	3,627	62%	38%	
		MAR	4,467	2,367	6,834	65%	35%	
		APL	7,155	3,492	10,647	67%	33%	
		MAY	8,300	4,041	12,341	67%	33%	
		JUNE	9,987	5,109	15,096	66%	34%	
		JUL	10,897	5,577	16,474	66%	34%	
		AUG	12,040	5,991	18,031	67%	33%	
		SEPT						
		OCT						
		NOV						
		DEC						
	2024					63%	37%	
(2)		AUG	MONTH	3 MO	6 MO	12 MO	2 YR	12MO/2YR
		2020	2,054	6,057	12,926	27,306		
		2021	2,081	5,219	13,915	33,384	60,690	0.55
		2022	1,388	4,432	13,332	28,114	61,498	0.46
		2023	1,446	4,194	12,565	26,415	54,529	0.48
		2024	1,244	4,772	12,317	26,814	53,229	0.50
		2025	1,557	5,690	14,404	29,181	55,995	0.52

AUGUST		AUG					
MONTH		BUDGET	ACTUAL	DIFF			
WEEKLY	4000	\$ 90,800	\$ 63,708	\$ (27,092)			
LOOSE	4010	\$ 1,600	\$ 552	\$ (1,048)			
SPECIAL	4020	\$ -	\$ -	\$ -			
MISC	4030	\$ -	\$ 957	\$ 957			
THRIV.	4050	\$ 150	\$ 55	\$ (95)			
FACILITY	4070		\$ -	\$ -			
FID DIV	4090	\$ 667	\$ 826	\$ 159			
FID STOCK	4091		\$ -	\$ -			
THRIV INT	4100		\$ -	\$ -			
		\$ 93,217	\$ 66,098	\$ (27,119)			
YTD		BUDGET	ACTUAL	DIFF			
WEEKLY	4000	\$ 777,000	\$ 828,849	\$ 51,849	(1)		
LOOSE	4010	\$ 10,800	\$ 10,539	\$ (261)			
SPECIAL	4020	\$ 6,346	\$ 6,129	\$ (217)			
MISC	4030	\$ 33,550	\$ 41,491	\$ 7,941	(1)		
THRIV.	4050	\$ 3,800	\$ 3,226	\$ (574)			
FACILITY	4070	\$ 520	\$ 150	\$ (370)			
FID DIV	4090	\$ 5,336	\$ 6,502	\$ 1,166			
FID STOCK	4091	\$ -	\$ (744)	\$ (744)			
THRIV INT	4100		\$ -	\$ -			
		\$ 837,352	\$ 896,143	\$ 58,791			
			\$ 870,340	\$ 59,790	(1)		
			\$ 25,803	\$ (999)	OTHER		
12 MO		2025	2024	2023	25 VS 24		
WEEKLY	4000	\$ 1,209,781	\$ 1,238,283	\$ 1,175,163	\$ (28,502)		
LOOSE	4010	\$ 15,331	\$ 25,515	\$ 8,335	\$ (10,184)		
SPECIAL	4020	\$ 11,981	\$ 22,933	\$ 20,367	\$ (10,952)		
MISC	4030	\$ 43,180	\$ 53,053	\$ 53,527	\$ (9,873)		
THRIV.	4050	\$ 3,869	\$ 3,957	\$ 1,327	\$ (88)		
FACILITY	4070	\$ 150	\$ -	\$ -	\$ 150		
FID DIV	4090	\$ 8,878	\$ 1,993	\$ -	\$ 6,885		
FID STOCK	4091	\$ 14,618	\$ -	\$ -	\$ 14,618		
THRIV INT	4100	\$ 53	\$ -	\$ -	\$ 53		
		\$ 1,307,841	\$ 1,345,734	\$ 1,258,719	\$ (37,893)		
12 MO	AUG				\$ (37,893)		
	JUL				\$ (26,542)		
	JUNE				\$ (21,193)		
	MAY				\$ (3,452)		
	APL				\$ (34,348)		
	MAR				\$ (37,291)		
	FEB				\$ (49,341)		
	JAN				\$ (33,773)		