



October 2025 Council Meeting Minutes

Date: 10-14-2025	Time: 6:30 PM	Location: Fellowship Hall and Zoom
Those present are indicated in bold: Pastor Steve Olson, Pastor Dan Nelson, Deacon Savannah Olaphson, Kelly Meyers (Church Administrator), 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 Robert (Social Ministry), Jim Andreen (Stewardship), Eric Lovestrand (Worship, Music & Arts)		
Call To Order: 6:34 PM Devotion: Pastor Dan Adjourned: 8:31 PM Ruth moved Julie 2nd		
Approval of Month Minutes: Jim A. motion, Eric L. 2nd, all voted to approve		

Action Item	Who	Status	Expected Completion
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	Pastor Steve	In Progress	November 2025
Gather volunteer information for your committee, including whether chair(s) will be open next year	All	Complete	Sept 2025
Propose Bingo callers, especially local celebrities	All	Complete	Sept 2025
Talk to your committees about ideas for using Memorial funds and other relevant funds	All	Complete	Sept 2025
Communications re: income concerns (will fall under Stewardship)	Rick, Jim, Kirsten	In Progress	Nov 2025
Work on 2026 committee budgets	All	Complete	Oct 2025

CALL COMMITTEE UPDATES - Kim W. and Tom G.

- The Call Committee's second interview with Pastor Dan is scheduled for September 21. The committee anticipates coming to a decision for a recommendation about Pastor Dan after that. Tom G. would prefer a decision by September 26, but the committee and Pastor Dan both have the option to ask for more time.
- A tentative Council meeting is scheduled for Nov. 2 to discuss the Call Committee's recommendation of whether or not to offer the Senior Pastor position to Pastor Dan.
- If the committee chooses to recommend offering the Senior Pastor position to Pastor Dan, and the council confirms that recommendation, we could follow up with a congregational vote on Sunday November 23 or Sunday December 7. The congregation needs to be notified 3 weeks before holding the vote.
- If the Congregation votes to offer the Senior Pastor position to Pastor Dan or any candidate,, the candidate has a 30-day period in which to decide whether to accept position.

ATTENDANCE AND FINANCIAL UPDATES

Attendance - Rick I.

- The worship attendance ratio is approximately 2 people attending in-person for every 1 person watching the service online.
- Worship attendance is holding or slightly growing over time

Giving - Rick I.

- Year-to-Date our giving is over budget; however, looking at the recent 12-month period compared to the prior 12-month period, giving is down across all categories of giving.
- **It is concerning that the 12-month rolling amount keeps getting gradually worse from month to month.**
- Looking at last year's fourth quarter, if we received that same number for 2025's fourth quarter, we would make budget.
- Looking at pledges, if we make 85% of unpaid pledges for the year, we would make budget.

Financial Statements - Kirsten S.

- .Total assets are about \$500,000 not counting the building
 - of this, \$126,000 is in dedicated funds that are restricted in how they can be spent
 - we have less than a 4-month reserve, partly because we had to dip in to pay for roof needs. **We need to replenish our reserves.**
- Year-to-date through September - Income minus Expenses:
 - Personnel - under budget due to various personnel changes
 - Building - over budget due to roof
 - Outreach - under budget now, but expected to match by end of year
 - Benevolence - expected on budget by end of year
 - Youth Ministry - a little under due to no senior high trip

TENTATIVE BUDGET NUMBERS (will be revised / this is a first pass) - Kirsten S.

- The tentative budget for 2026 is based on an assumption that income for the full year of 2025 will match budget. The tentative budget sets the same income budget for the general fund for 2026 as for 2025. However, knowing our building maintenance costs are rising, Kirsten recommends we would add an additional \$95K to income to place in a new Renovation Fund.
- Personnel is 68% of budget and is based on the following assumptions:
 - Full-time Senior Pastor
 - .6-time Associate Pastor
 - .75-time Deacon
 - no parish nurse
 - insurance increases
- Expensive building-related needs anticipated in 2026 include:
 - more roof panel replacements
 - parking lot resurfacing and restriping
 - parking lot lights
 - insurance costs
 - energy costs
- The tentative budget assumes the same percent of benevolence.
- The 2026 General Administrative (G&A) budget is a little lower than 2025 due to cost savings.
- The proposed Worship, Music, and Arts budget is higher than last year at the moment due to an increased amount requested for guest musicians.
- The Adult Faith & Fellowship part of the tentative 2026 budget is higher than 2025 partly because SALT has recently been moved into this category.
- The Evangelism & Stewardship budget is higher due to needing to pay for the tent ourselves versus it being donated in the past.
- After the first swath, it looks like bottom line expenses would exceed income by almost \$38,000 so we need to work on finding places to save money. We don't want to recommend a deficit budget for the third year in a row.

Stewardship - Jim A.

- A letter with a pledge card will be sent to members
 - We discussed whether the Renovation Fund should be a separate line item on the pledge card. Arguments were made against this, but we anticipate a follow-up building-related fundraising initiative and/or capital campaign. We need time to inform the congregation on the need for our Renovation Fund.
- November will include six Stewardship related devotions, three Temple Talks, and a Nov. 23 Stewardship Sunday breakfast.

PASTORAL AND STAFF UPDATES

Deacon Savannah

- Deacon Savannah asked us to keep our partner communities in our prayers. She recently worshiped with Salem. She reported that Redeemer and Salem may merge with an additional church.
- We need volunteers and attendees to help at the upcoming Game Night to support Christo Obrero.
- We are starting a rotation between Wilderness-based, International, and National trips. Will be bringing back Big Horn next year, from August 9-15, 2026. We will meet with a church from Montana, whose Pastor is a friend of Savannah's, and do a joint trip.
- Caring Ministry - we aren't budgeting for Parish Nurse for 2026. In the meantime, we have started a new Caring Ministry team with Savannah, Sarah, and a number of volunteer lay leaders in the congregation to work on covering needs.

Pastor Steve

- Pastor Steve is working with the synod on updates to Immanuel's constitution.
- Christo Obrero is facing a very challenging time because people are afraid to come to church.
- In light of budget discussions, Pastor Steve advised always looking at staff vacancies carefully, as it is much better to decide not to fill a position than to have to let someone go.
- We need to identify a CPA who can help with 501(c)(3) law.

Pastor Dan

- Pastor Dan reported that we recently had our first new member Sunday using a new approach for new members. Some anticipated new members that weren't available for that Sunday will join at a separate time. The goal is to have new member additions happen more frequently than in the past, and Pastor Dan wants to build up a team to help with this.
- Pastor Dan has been doing some work with the SW Grief Coalition.
- Another thing that Pastor Dan and other staff members are spending time on is answering members' questions and addressing tasks that are arising as we go through the transition process.

Kelly M.

- Kelly is working on compliance with state laws.
- She is also working on updates to the Immanuel employee guidebook.
- Our annual audit is about to begin.

COMMITTEE REPORTS

Adult Faith Formation - Jennifer J.

Ongoing Studies

- **Wednesday nights Adult Ed:** "Why are there so many Churches?" with videos from Dr. Molly Worthen
- **Wednesday mornings:** 1-2 Peter: Living Hope in a Hard World by Lydia Brownback September to Thanksgiving.
- **Prayers and Praise (Monday mornings):** Falling Upward by Richard Rohr, ending Nov 3
- **Saturday mornings:** Acts bible study

Children's Education - Emily S. / Karina N.

- **Parent's Night Out** in the fall will be November 22 from 4-7pm
- **Welcome weekend 9/14** - We had LOTS of families and kids (the 9:30 time was awesome!). They LOVED painting on the building, and we thought that project turned out so cool!
- We have had **4 weeks of Sunday School and God Squad** already, and the 3rd/4th grade stepping stone! All of which has been very successful; we are finding our groove again with over 100 kids and 5 new families!
- Grace is currently writing the **child led advent program**, taking all the experiences and notes from past years. She will share with the CM team and children's choir directors to get their input before starting practices on November 8

Parish Fellowship - Bev O. / Ruth L.

- The lunch following the worship service of the **Tent meeting** went well, better than last year. Ideas are being gathered for the future, what to continue and what to improve.
- **The Wednesday Cafe** is off to a good start. Still looking for volunteers on each of the teams. With Team 4, led last year by Karen Nelson, we hope to find someone as a new team leader.
- For **Sunday morning fellowship**, treats have been donated each week. Beverages have been served each Sunday morning, though we need more volunteers to sign up.
- Volunteers have staffed each of the **funerals**.

Middle School Youth / High School Youth - Jolene E. / Nicole S. / Ellie S.

- **Confirmation** is off to a great start!
- 8th and 9th graders had **Service Project Night** where they volunteered with Ablelight Thrift Store, Humanity for Alliance and Trouvaille Memory Care. Activities included sorting and

organizing donated goods, prepping vegetables to be used in meals at area shelters and finally craft projects and cookie decorating with memory care residents.

- The **7th grade class** will meet as one large group with 14 kids, 3 adult leaders and 3 student leaders. We're excited to build the community as one big group while still maintaining the option to split into smaller groups as needed.
- **Confirmation Retreat** is Nov 14-16. Registration is now open.

Current Registrations for Confirmation Retreat

Students (grades 7-9) = 9

Student Leaders (grades 10-12) = 3

Adult Guides = 3

Total Expected Registrations for Confirmation Retreat

Students (grades 7-9) = 36

Student Leaders (grades 10-12) = 14

Adult Guides = 10

- Six **10th grade Confirmands** shared their faith statements, made stoles and shared a potluck meal on Oct 12th in preparation for their confirmation on October 26th. There are 2 additional students in the class that are taking additional time to consider their faith and are choosing not to be confirmed at this time. They remain active with the group, helping with Sunday School and Confirmation as student leaders.
- **Mental Health night** is November 19th – plans are under way to have a combined worship and learning experience with youth and adult education that evening
- **Care Packages** will be assembled and sent to our college students in early November to let them know their Immanuel family continues to think about and pray for God's blessings on them.
- **Youth Accounts** - have been reconciled and the tracking process is new and improved! Thanks Jolene and crew!! Total dollars moved from Youth Accounts to Youth Scholarships, reflecting the balancing of the account with individual xcel student information was just under \$12,000. This gave quite a large surplus in the scholarship fund. As a result, the decision was made to offset a portion of the cost of confirmation retreats and service learning trips over the next few years while still maintaining a healthy amount in the fund for scholarships as/when needed. We are so thankful for the congregation's generous support for our youth!
- **Acolyte robes** – A suggestion was made to purchase new, longer acolyte robes with some of the funds from memorials. However, Gloria Dei Lutheran Church in St Paul was looking for a new home for several of their robes which included several larger/longer options, so the need has been met.

Property - Lou H.

- New lens for foyer **roof** in, will install next week. \$800. Saving money on install.
- Recaulking of Luther Hall **windows** at the same time.
- **Fall cleanup** around the corner, October 25th, 9-11am..

Social Ministry - Kelly R.

- We welcomed a **new member** to our committee, Jackie Getchius! Jackie is going to explore ways Service + Justice can support our community with mental health resources and accompany other organizations as well.
- We are planning **Game Night**, a fundraiser for Cristo Obrero on Nov 1 (after Trunk or Treat). It is a new event so we have no idea how it will go. We do not have enough volunteers yet, so praying for that.
- We decided on our **Justice Fund** grant recipient and that will be announced soon.
- Next month we will be discussing our **Outreach Budget** and using our new criteria tool to support our decisions

Worship, Music & Arts - Eric L.

- The purchase of a new system that will allow the music stand to integrate with **Amplify for Servant Song** has been approved and will be included in the 2026 budget.
- I am working with John to improve **microphone placement** for our soloists and musicians to enhance both sound quality and visibility. You will see me in church moving mics around
- **Volunteer Awareness:** We continue discussions about expanding awareness of volunteer opportunities for Altar Guild, Ushers, and Communion Helpers etc,. This continues to be a bit of a problem. With continued help with a sign up on Amplify it should get better.
- I have been monitoring Amplify to ensure we have adequate **volunteer coverage** in all worship areas. On a few occasions, I've stepped in to assist with the 10:30 service when coverage was short.
- **Plants** have been added to the front altar and will remain in place unless flowers are scheduled for that Sunday. Special thanks to Barb Savereide for her help selecting them and planting.
- We are tentatively planning **Music Appreciation Sunday** for February 8th and 15th.

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	1,101	534	1,635	67%	33%	
		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	13,141	6,525	19,666	67%	33%	
		OCT						
		NOV						
		DEC						
	2024					63%	37%	
(2)		SEPT	MONTH	3 MO	6 MO	12 MO	2 YR	12MO/2YR
		2020	2,393	6,850	13,950	27,514		
		2021	1,961	5,713	12,876	32,952	60,466	0.54
		2022	1,551	4,535	11,636	27,704	60,656	0.46
		2023	1,639	4,564	11,353	26,503	54,207	0.49
		2024	2,043	4,772	11,131	27,218	53,721	0.51
		2025	1,635	4,570	12,832	28,773	55,991	0.51

SEPTEMBER						
MONTH		BUDGET	ACTUAL	DIFF		
WEEKLY	4000	\$ 74,300	\$ 74,679	\$ 379		
LOOSE	4010	\$ 800	\$ 1,762	\$ 962		
SPECIAL	4020	\$ -	\$ -	\$ -		
MISC	4030	\$ 500	\$ 296	\$ (204)		
THRIV.	4050	\$ -	\$ 67	\$ 67		
FACILITY	4070	\$ 260	\$ -	\$ (260)		
FID DIV	4090	\$ 667	\$ 789	\$ 122		
FID STOCK	4091	\$ -	\$ -	\$ -		
THRIV INT	4100	\$ -	\$ -	\$ -		
		\$ 76,527	\$ 77,593	\$ 1,066		
YTD			ACTUAL	DIFF		
WEEKLY	4000	\$ 851,300	\$ 903,528	\$ 52,228	(1)	
LOOSE	4010	\$ 11,600	\$ 12,301	\$ 701		
SPECIAL	4020	\$ 6,346	\$ 6,129	\$ (217)		
MISC	4030	\$ 34,050	\$ 41,787	\$ 7,737	(1)	
THRIV.	4050	\$ 3,800	\$ 3,293	\$ (507)		
FACILITY	4070	\$ 780	\$ 150	\$ (630)		
FID DIV	4090	\$ 6,003	\$ 7,291	\$ 1,288		
FID STOCK	4091	\$ -	\$ (744)	\$ (744)		
THRIV INT	4100	\$ -	\$ -	\$ -		
		\$ 913,879	\$ 973,736	\$ 59,857		
			\$ 945,315	\$ 59,965	(1)	
			\$ 28,420	\$ (109)	OTHER	
12 MO		2023	2024	2025	25 VS 24	
WEEKLY	4000	\$ 1,191,420	\$ 1,248,154	\$ 1,199,964	\$ (48,190)	
LOOSE	4010	\$ 8,346	\$ 26,677	\$ 15,804	\$ (10,873)	
SPECIAL	4020	\$ 20,367	\$ 22,933	\$ 11,981	\$ (10,952)	
MISC	4030	\$ 53,231	\$ 53,203	\$ 42,802	\$ (10,401)	
THRIV.	4050	\$ 1,352	\$ 3,944	\$ 3,924	\$ (20)	
FACILITY	4070	\$ -	\$ -	\$ 150	\$ 150	
FID DIV	4090	\$ -	\$ 2,791	\$ 8,869	\$ 6,078	
FID STOCK	4091	\$ -	\$ -	\$ 14,618	\$ 14,618	
THRIV INT	4100	\$ -	\$ -	\$ 53	\$ 53	
		\$ 1,274,716	\$ 1,357,702	\$ 1,298,165	\$ (59,537)	
12 MO	SEPT				\$ (59,538)	
	AUG				\$ (37,893)	
	JUL				\$ (26,542)	
	JUNE				\$ (21,193)	
	MAY				\$ (3,452)	
	APL				\$ (34,348)	
	MAR				\$ (37,291)	
	FEB				\$ (49,341)	
	JAN				\$ (33,773)	

Immanuel Lutheran Church

Statement of Financial Position as of September 30, 2025

<u>Account</u>	<u>September 30, 2025</u>
Current Assets	
1000 Bremer Checking	\$273,762
1200 Petty Cash	\$30
Total Cash	<u>\$273,792</u>
Investment Accounts	
1700 Fidelity Investment	\$246,905
1799 Thrivent - Endowment	\$5,265
Total Investment Accounts	<u>\$252,170</u>
Total Current Assets	<u><u>\$525,962</u></u>
Liabilities	
22xx Accrued Payroll Items	\$0
Total Liabilities	<u>\$0</u>
Net Assets	
3000 Net Operating - UNRESTRICTED	\$399,815 This is less than a 4 month reserve
Dedicated Net Asset Funds	
3050 Raise the Roof Campaign	\$0
3060 Building Renovation Reserve	\$3,785
3075 Endowment	\$5,265
3180 PROP	\$0
3200 Columbarium	\$14,151
3300 Memorials	\$34,880
3500 Children's Ministry	\$2,409
3510 Sunday School Offering	\$41
3540 Youth Fundraising	\$18,842
3560 Youth Scholarships	\$29,447
3600 Evangelism	\$268
3610 Parish Nurse	\$1,180
3640 Worship Music & Arts	\$2,955
3660 Service & Justice	\$9,244
3800 Pastor's Contingency	\$1,689
3810 Youth Benevolence	\$996
3900 Dedicated Clearing	\$995
3920 Adult Faith Formation	\$0
Total Dedicated Funds	<u>\$126,147</u>
Total Net Assets	<u><u>\$525,962</u></u>
Total Liabilities and Net Assets	<u><u>\$525,962</u></u>

Immanuel Lutheran Church
2025 Income Statement Summary - General Fund
As of September 30, 2025

	<u>Sep Actual</u>	<u>Sep Budget</u>	<u>September Variance</u>	<u>YTD Actual</u>	<u>YTD Budget</u>	<u>YTD Variance</u>
General Fund Income	\$77,593	\$76,527	\$1,066	\$973,736	\$913,879	\$59,857
Expenses						
50 Personnel	\$68,864	\$75,034	(\$6,170)	\$631,924	\$671,103	(\$39,179)
51 G&A	5,389	3,991	1,398	41,994	38,244	3,750
52 Building	42	8,031	(7,989)	138,962	99,686	39,277
53 Technology	469	376	93	2,947	3,376	(429)
57 Outreach	571	531	40	3,967	6,879	(2,912)
58 Benevolence	36,249	46,960	(10,711)	140,485	140,928	(443)
60 Worship, Music & Arts	305	781	(476)	8,663	8,505	158
62 Adult Faith & Fellowship	(583)	478	(1,062)	517	2,077	(1,560)
64 Childrens Ministry	995	400	595	5,885	4,360	1,525
66 Youth Ministry	7	1,000	(993)	3,383	5,695	(2,312)
67 Camps	0	0	0	0	500	(500)
68 Evangelism & Stewardship	110	326	(216)	3,050	3,427	(377)
General Fund Expenses	\$112,417	\$137,908	(\$25,491)	\$981,778	\$984,780	(\$3,002)
Net Income/(Loss)	(\$34,824)	(\$61,381)	\$26,557	(\$8,042)	(\$70,901)	\$62,859