



## December 10, 2024 Executive Committee Meeting Minutes

<b>Date:</b> 12-10-2024	<b>Time:</b> 6:00 PM	<b>Location:</b> Fellowship Hall and Zoom
<b>Attendees:</b> Pastor Paul, Pastor Dan, Kelly Meyers (Church Administrator), Paul Savereide (President), Julie Maes (VP), Connie Cadden (Treasurer), Rick Ites (Financial Secretary), Kim Whalen (Secretary)		
<b>Absent:</b>		
<b>Call To Order:</b> 6:05 PM <b>Devotion:</b> Pastor Paul <b>Adjourned:</b> 6:59 PM		
<b>Approval of November 2024 Meeting Minutes:</b> Rick moved, Connie seconded – all voted to approve		

Action Item	Who	Status	Expected Completion date
Communication on Raise the Roof including celebration of success and additional roof section needs	Kelly & Pastor Paul	In Progress	January 2024
Review Continuing Ed policy and form with Program staff at next meeting	Pastor Paul	In Progress	December 2024
Get updated quotes from Tom	Kelly	In Progress	December 2024
Initial Plan for timeline for migration to Amplify software platform (for each module)	Kelly	In Progress	December 2024
Reminders to congregation about end-of-year giving	Kelly & Pastor Paul	In Progress	December 2024
Have separate budget meeting	Executive Committee	In Progress	December 17, 2024
Consider gradual step up of FICA benefit for future years (moved here from budget meeting)			

### **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 year
- More details in attachment

### **Income - Rick I.**

- \$121.3k for Nov, up from last year (different than Connie's financials due to Fidelity interest change - will reconcile by next month)
- below budget but still a little ahead of last year
- Raise the Roof \$12,600 in Nov
- Raise the Roof about 99% of goal overall by end of Nov (have hit 100% already in December)
- For Raise the Roof money received in excess of the 100%, we may have additional roof expenses that it can go toward
- More details in attachment.

### **Financials - Connie C.**

- November income in line with budget
- Program expenses high due to confirmation retreat, and special music costs were also higher
- YTD we have \$6,000 less than budgeted for this point, but expenses are below too.
- If we hit Dec budget for income and expense, we would end about 30k below budget, but this is actually decent given a couple factors including having received lower than expected gift from Cargill and insurance change.
- So far received 200 pledges for roughly \$750k in 2025 giving, which feels good for this point in the process .
- In budgeting for next year, want to avoid deficit spending. There may be changes to FICA rules that will increase expenses, but there are some possible areas we could realistically reduce budget.
- More details in attachment.

### **Pastoral Updates - Pastor Dan**

- Program staff is working on long range planning, especially in regards to things Pastor Paul has previously done.

### **Pastoral Updates - Pastor Paul**

- Talked about Lenten theme: Be Still and Let Go.
- Transition team met with the Mayor, Police Chief, and Fire Chief, and it was a great conversation. We have a great reputation for community engagement and being welcoming and embracing diversity.
- Paul E. has submitted a reading list for his sabbatical. He has also worked with other staff to make sure there is a good coverage plan.
  - **Motion** to approve Paul E's sabbatical proposal with the addition of the reading list and faith growth statement: Rick moved, Pastor Paul seconded. All approved.
- Excited for Christmas services

### **Staff Update - Kelly M.**

- Starting Amplify implementation,
  - have been adding settings and users, and doing some preliminary training.
  - Kirsten and Kelly did some training on the Financial module to ensure they are ready to use it by January 2. It will simplify processes.
  - Actual data conversion will be Monday, January 6.
  - Transition from Vanco giving will take a few weeks and will have to happen after January 6.
  - Plan is to keep Vanco through the end of January, but transition during the month of January. There are currently 146 households that give electronically. An initial email will go out soon as a heads up to those households.
- Audit is almost done.
- Expecting to have the year closed by January 3.

## Raise the Roof Campaign Tracking

April 2022 - April 2025

3 Year Pledge TOTAL: \$

421,214

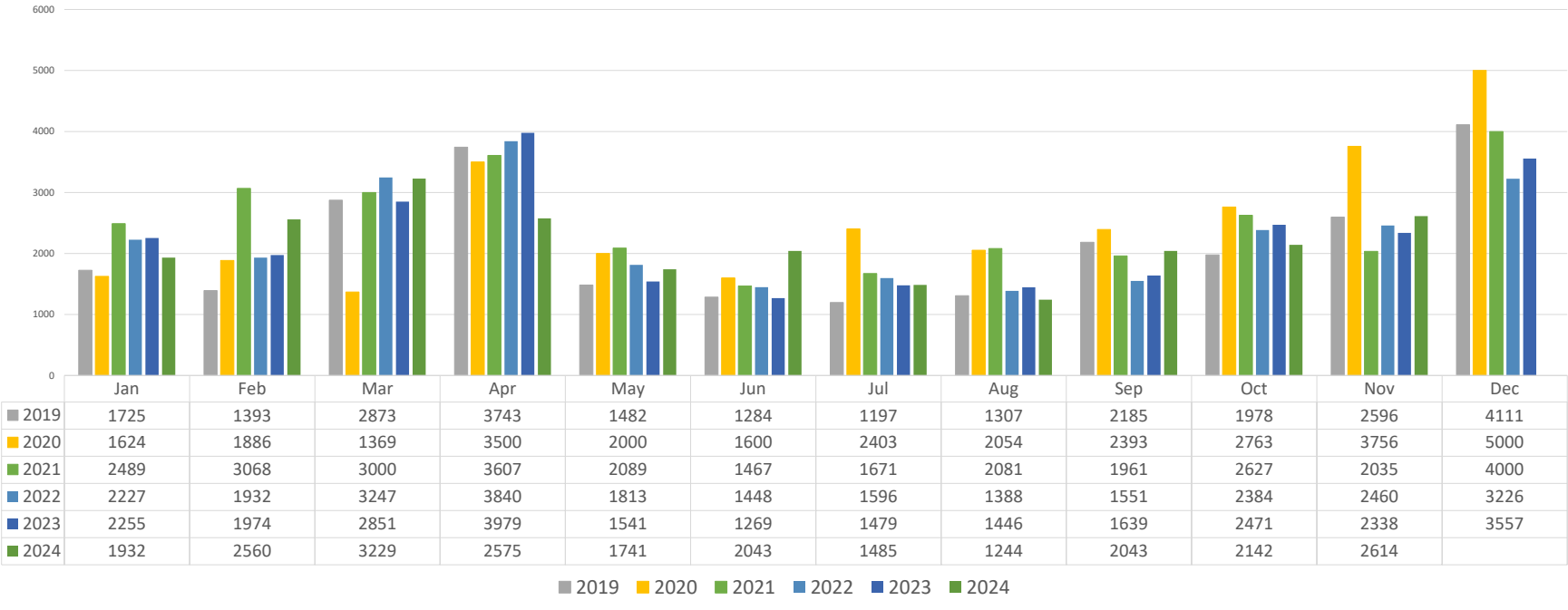
Year	Month	Received	Total	Actual %	Expected %
2022	Apr	\$ 11,998	\$ 11,998	3%	3%
2022	May	\$ 22,030	\$ 34,028	8%	6%
2022	June	\$ 50,788	\$ 84,815	20%	8%
2022	July	\$ 14,044	\$ 98,859	23%	11%
2022	Aug	\$ 8,530	\$ 107,389	25%	14%
2022	Sept	\$ 12,384	\$ 119,773	28%	17%
2022	Oct	\$ 13,013	\$ 132,786	32%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

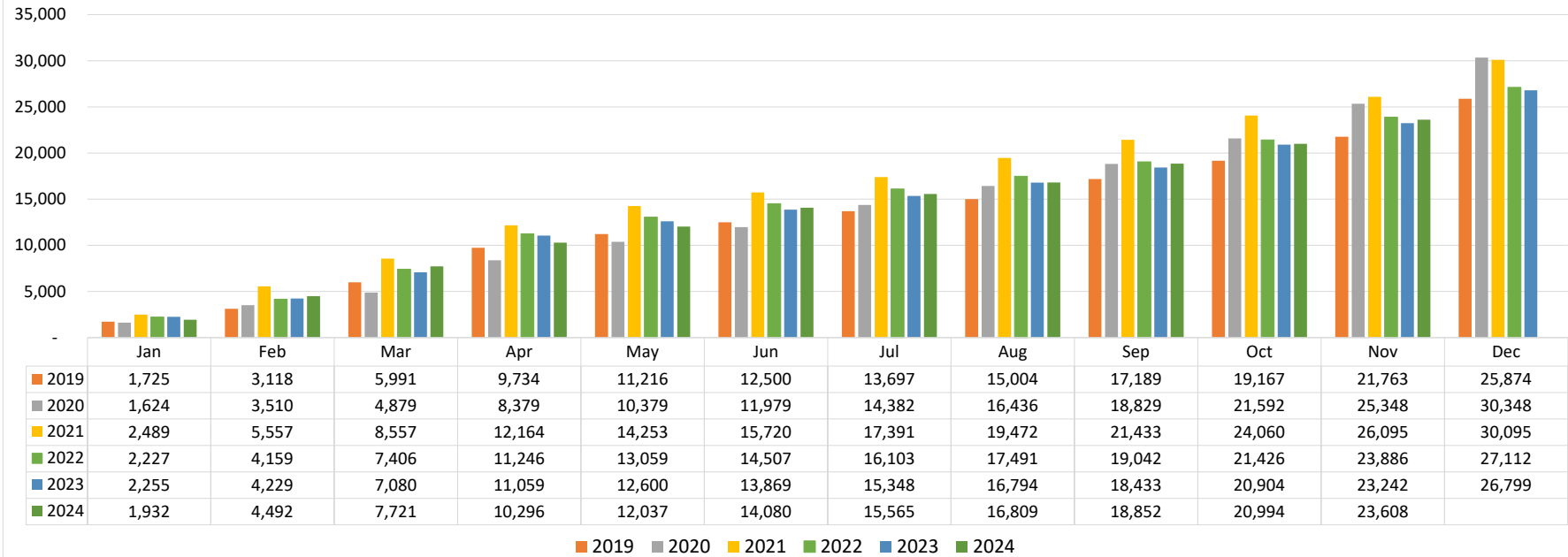
2024	Jan	\$ 10,569	\$ 314,883	75%	61%
2024	Feb	\$ 12,505	\$ 327,388	78%	64%
2024	Mar	\$ 12,119	\$ 339,507	81%	67%
2024	Apr	\$ 8,604	\$ 348,110	83%	69%
2024	May	\$ 16,542	\$ 364,652	87%	72%
2024	June	\$ 7,687	\$ 372,339	88%	73%
2024	July	\$ 5,853	\$ 378,192	90%	78%
2024	Aug	\$ 13,954	\$ 392,146	93%	81%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

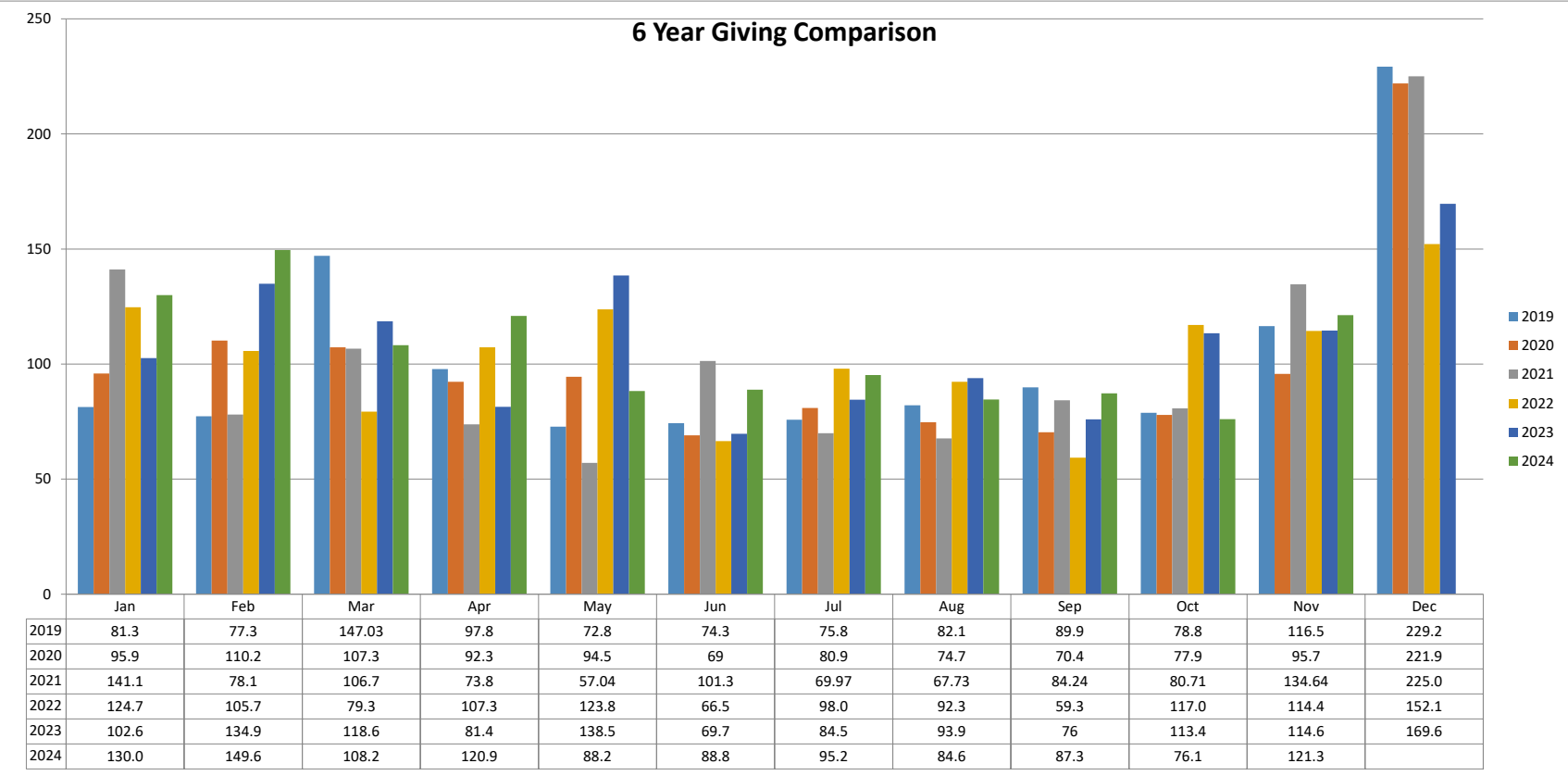
2025	Jan		\$ 417,614	99%	94%
2025	Feb		\$ 417,614	99%	97%
2025	Mar		\$ 417,614	99%	100%

Immanuel Lutheran Church  
Monthly Attendance Comparison



Immanuel Lutheran Church  
2024 Attendance Comparison





<b>2024 YTD</b>	<b>2023 YTD</b>	<b>2022 YTD</b>	<b>2021 YTD</b>	<b>2020 YTD</b>
<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>
\$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



ILC Historical Q4 Giving (000)

	2019		2020		2021		2022		2023		2024	
Oct	\$ 78.8		\$ 77.9		\$ 80.7		\$ 117.0		\$ 113.4		\$ 75.3	
Nov	\$ 116.5		\$ 95.7		\$ 134.6		\$ 114.6		\$ 114.6		\$ 117.0	
Dec	\$ 229.2		\$ 221.9		\$ 225.0		\$ 152.1		\$ 169.6		\$ 169.0	budget
Q4	\$ 424.5		\$ 395.5		\$ 440.3		\$ 383.7		\$ 397.6		\$ 361.3	

2024	Projected Annual Income	\$ 1,313.9	plus \$ 7K in interest income
2024	Annual Budget	\$ 1,320.0	

2023	Annual Income	\$ 1,298.0	4%
2022		\$1,240	2%
2021		\$1,220	2%
2020		\$1,191	-3%
2019		\$1,223	

Last year's income contains \$12,500 that members intended to give in 2024, but \$'s hit the bank in 2023.  
As a result, we needed to record the \$'s in 2023.