



## September 2025 Executive Committee Meeting Minutes

|                                                                                                                                                                                                       |                      |                                  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------------------|
| <b>Date:</b> 09-09-2025                                                                                                                                                                               | <b>Time:</b> 8:00 PM | <b>Location:</b> Fellowship Hall |
| <b>Attendees in bold:</b> Pastor Dan, Pastor Steve, Deacon Savannah, Tom Getchius (President), Julie Maes (VP), Kirsten Stenoien (Treasurer), Rick Ites (Financial Secretary), Kim Whalen (Secretary) |                      |                                  |
| <b>Absent:</b> Kelly Meyers (Church Administrator)                                                                                                                                                    |                      |                                  |
| <b>Call To Order:</b> 8:40 PM <b>Adjourned:</b> 9:41                                                                                                                                                  |                      |                                  |
| <b>Approval of June 2025 Meeting Minutes:</b> Kirsten moved, Pastor Dan seconded – all voted to approve                                                                                               |                      |                                  |

| Action Item                                                                                            | Who                 | Status      | Expected Completion      |
|--------------------------------------------------------------------------------------------------------|---------------------|-------------|--------------------------|
| Communication(s) on Raise the Roof, including celebration of success and additional roof section needs | Kelly               | Complete    | June 8, 2025 at services |
| Raise the Roof write-up and decisions                                                                  | Kelly, Exec         | Complete    | June 8, 2025             |
| Expected Personnel expenses once we know more about interim                                            | Tom and Julie       | Complete    | June 2025                |
| Talk to Bev about W2 vs. Contract                                                                      | Julie               | Complete    | June 2025                |
| Continue to investigate adding holidays                                                                | Julie               | In Progress |                          |
| Consider gradual step-up of FICA benefit for future years (item from budget meeting)                   | Executive Committee | Future      |                          |

### Health Care Plan

- We discussed the four options for the Immanuel employee health plan for the upcoming year.

**MOTION: Tom moved that we select Select HDHP 2000 and include vision coverage.**

Rick seconded. Staff and Pastors Abstained. All others present voted to approve.

### Budget

- We discussed the approach Kirsten should use to produce preliminary personnel budget numbers for 2026.
- Rick will work on coming up with preliminary income budget numbers.
- The budget should identify \$60-70k earmarked for building replacement reserves.