



Executive Committee Meeting Minutes

Date: 3/10/2020	Time: 6:00	Location: Immanuel Lutheran Church
Attendees: Tony, Paul S., Pastor Paul, Tami, Jessica		
Absent: Twylla		
Call To Order: 6:02		
Approval of Agenda: 1 st 2 nd		
Approval of Previous Meeting Minutes: 1 st Tami E. 2 nd Paul S approved with Edits		

Action Item	Who	Status	Expected Completion date
Youth Delegate	Pastor Paul	Nora Fairbanks has stepped up and Paul E is working with another student	4/15/2020
Determine cause for increase in budgeted Insurance costs	Tami	Error in calculations due to complicated factoring	Completed
Look into CD's	Tami E	Potential for \$100K in CD's	Completed
Capital Campaign Information to congregation	Pastor Paul	Will be communicating progress	3/13/2020
Work on COVID-19 Policy	Pastor Paul and Tammy V		3/20/2020
Operational considerations	Pastor Paul and Tammy V		3/20/2020
CD's into place	Tami E		4/15/2020

Paul S Opened with Devotions.

Old Business:

Nora Fairbanks has stepped up as the youth delegate for Synod. Paul E is working with another student so there will be two going. Nora will hold the vote with the second student as the alternate.

Tami-

We have reviewed the insurance plans and the impact to the budget and we will make adjustments if necessary. We anticipate a variance, but it will be small.

CD's:

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The recommendation is to buy \$25K increments in CD's with a staggered maturity date. It is currently at a 1.6% rate. If we chose to take it at the beginning of the maturity, there could be a hefty penalty, if we take it out at the end, we would most likely forfeit the interest and there may not be a penalty. Calculations were based on \$26.6K in giving for Amextra and \$12K for bathroom upgrades. Ending cash balance at the end of the campaign should be around \$310K- leaving the potential for \$100K in CD's if we chose not to pay down the mortgage. This was keeping in mind the roof repairs that will need to happen in the next couple of years and the Heat & A/C.

Motion for 4 Cd's in the amount of \$25K each with maturity staggered 3 months apart (3,6,9,12). 1st by Jessica and 2nd by Paul S. Motion passed.

Capital Campaign information will be communicated by 3/13 from Pastor Paul.

The filter for Mature websites is now in place. Any staff has to click that they were trying to access the site. There is a block in place for guests.

Memo on continuing education credits was sent to all staff 2/6/2020 and Tammy filed in the employee handbook.

New Business:

Pastor Paul:

We have held a funeral and a couple of baptisms. No weddings.

Kelly Meyers has taken the 8 hours that Terri dropped. She is now working 24 hours a week as the office and communications assistant.

Gary Thrasher and Mary Beth Berg have announced they are resigning. We currently have 6 applications for the organist position and 2 for servant song.

An announcement will be sent out 3/11/2020 regarding the COVID-19.

We are getting ready for Holy Week.

Maundy Thursday will have a recreation of dinner.

There will be a half hour Good Friday Service from 5:30-6:00 for families with a regular service at 7:00.

Conversation is happening regarding quarantine vs work from home and who it applies to.

Jessica will open with Devotions in April.

Adjourned in Prayer