

Immanuel Lutheran Church Council Agenda December 19, 2023

Council Members present: Pastor Jamie Brieske, Becky Carter, Becky Ivey, Lang Jacobson, Sandra LaValley, Bill Schwengel, Ryan Stilp, Jennifer Dean, Dave Schaffer

Absent: Sue Waits

Meeting called to order by Jennifer Dean at 7:01pm

Gathering and Devotion by Ryan

Thank you notes - Keiran Tarpenting (Gaga ball pit),, Alyssa Engedal and Helissa Bell (Children's Christmas program)

Minutes of November meeting were approved via email

New Business

1. 2024 budget - Casper Haas presented first draft
 - Giving is up 8% this year!
 - Will be budgeting a loss again probably, not as big of one as last year
 - Overall budget calls for 6.5% more funds than last year, main reason for increase is raise in salaries for all staff.
 - Discussed potential cost-saving or revenue-generating measures such as checking on our insurance, having members assist with snow removal, asking for donation from groups that use our space, Focus on Energy evaluation for greater energy efficiency
 - Changes to benevolence: less to LSS and more to Neighbor to Neighbor
 - Capital Improvement fund may need a specific fundraiser as has been done in the past
 - Ministries that have special giving funds will be using those again next year rather than budget amounts (hopefully temporary)
2. Nominating committee for new council members: We have five vacancies to fill for next year, brainstormed possible people and discussed trying to balance recruitment to represent the entire congregation.
 - Departing members: Lang, Jennifer, Becky I., Becky C, Mia
3. Annual meeting is February 4 this year
4. RIC team - signs for the bathrooms; Becky will send to Dee to have temporary signs laminated to hang up to start with.
5. Family retreat is coming back second weekend in February 9-11 and will be held at Luther Park
6. Book Study - The Big Three - Discussion of Part V: Questions Disrupted (Ch. 10) - postponed to next month
7. Congregation Survey - modeled on Gallup's Q12.
 - Looking for questions we can use repeatedly over time to measure engagement in an organization; ranges from highly engaged to fully disengaged
 - Q12 questions will be posted in Google Doc in January folder, council members will review and add notes/ideas/questions/etc prior to our next meeting

Old Business

Staff Connection Goal - no new updates

Reports

1. Pastor: discussed recognition for staff (10 members), changes to Image, timing for January meeting
 - Lang moved to give staff members \$50 Christmas gift , Ryan seconded. Motion carried..
2. -Property: OWL system working well, work day was good, Gaga pit is in and finished, need to talk about playground again
3. Cemetery: No meeting/updates
4. Finance: covered in the budget
5. Green Team: no report
 - Lang moved to approve reports, Sandy seconded; motion carried.

Closing Prayer

Adjournment; Becky Ivey moved to adjourn the meeting and Dave seconded. Motion carried.