

Immanuel Lutheran Church

CLT Meeting Minutes

December 19, 2022

**Immanuel Lutheran Church is a family of believers
equipped to enrich our communities for Christ.**

Attendance

Present Dennis Rohlfing, Scott Kohrs, Alex Verseman, Josh Ward, Anne Stewart,
Debbie Boyer, Kathy Cushman, Dana Thomas

Pastors Pastor Schmieding, Pastor Taylor

Business Manager Erik Burgdorf

Minutes

- Called to order at 6:33 p.m.
- Approval of Agenda
 - o Motioned/Seconded/Approved
- Devotions – Dana
- Review and Approval of Minutes - Dennis
 - o Approval of November 21, 2022 CLT Minutes
 - Motioned/Seconded/Approved
- Steward Conversation – DCE's – Jolene and Maggie
 - o Jr. High and High School
 - Many Activities – church, school, and community
 - Retreats
 - Sunday School/Bible Class activities
 - Service Activities
 - Continued connections with students and families outside of ILS
 - Faith Milestones Ministry with training sessions
 - o Programs/Activities for Preschool 2 – 5th Grade and Families
 - Family Discipleship Coach – guidance for ministry begins in the home
 - Faith Milestones Ministry with training sessions
 - Sunday School
 - Preschool Praise Time – in the classroom
 - K-5 Resources for parents – spiritual and behavioral
 - VBS for 2023

- Call Committee Report on Pastor of Engagement – Scott/Pastor Taylor
 - Names and Recommendations expected back from Pastor Hagen the end of January/beginning of February
 - Updates will be shared at Town Hall Meeting in January
- Visioning Process – Pastor Taylor
 - Preparing a status report to the congregation as part of the January Town Hall Meeting
 - 4 Main Targets
 - Assimilation, Stewardship, Outreach, and Discipleship
- Executive Committee – Dennis
 - Date for January Town Hall Meeting – Sunday, January 22, 2023 at noon
 - Format will be small group rotating sessions in the areas of Ministry, School, Call/Visioning process, and Business
- Policy Review – Dennis
 - The policy review process will continue in late spring
- Business Manager – Erik
 - Financial reports presented with comments of improving contributions
 - Line of Credit
 - Documents sent to LCEF, awaiting final approval
 - Investment Committee
 - Committee member terms will be staggered
 - Facilities Report
 - Sanctuary Entrance improvements
 - Elm tree removed
 - lighting
 - Re-scope into stages – within existing funding
 - Drain issue repaired
 - Purchased properties
 - Rent being paid monthly on both properties
 - School Building
 - Parking lot sink hole repaired
 - Summer 2023 plans
 - 7th Street ramp repair
 - 630 First Capital (Hair Salon) was vacated by previous owner/tenant - Board of Properties recommends demolition of the building
 - Ministry Clarity – Campus Planning
 - Distilling requirements from working sessions

- HR/Personnel
 - Personnel Committee Employee policy changes to be effective beginning July 1, 2023 (2023-2024 fiscal year)
 - Add 10% additional compensation for teachers with terminal degree (e.g. PhD, EdD)
 - Motion/Seconded/Approved
 - Modify personal day/sick day allocation
 - Current: 10 sick days/2 personal days
 - Proposed: 8 sick days/4 personal days
 - Motion/Seconded/Approved
 - Head Custodian/Facilities Manager
 - Kirk Thaemert hired – beginning January 3, 2023
 - Current opening for part time custodian to be filled in late February
 - Tuition increase of 5% beginning 2023-2024 school year for both members and non-members.
- Pastor Schmieding
 - Stewardship/Fellowship
 - CLT Education
 - Questions and facts related to community demographics and Immanuel membership
 - Giving Thanks for God's Blessings
- Additional Staff Reports
 - These reports provide a great deal of information for CLT and are very much appreciated
 - Business Manager
 - Clarity Process Update
 - DCE
 - ILS
 - Pastor Ryan
 - Pastor Schmieding
- CLT-SLMT Coordination – Debbie/Alex
 - SLMT did not meet in December
- 175th Anniversary Plans
 - Cookbook plans progressing
- Old Business – none
- Closing Prayer – Dana
- Adjournment at 9:16 p.m.