

Immanuel Lutheran Church

CLT Meeting Minutes

November 21, 2022

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

Attendance

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

Pastor Pastor Taylor

Business Manager Erik Burgdorf

Minutes

- Erik Burgdorf led a tour of the cafeteria/gymnasium area and preschool buildings from 5:30-6:30 p.m.
 - o A great deal of creativity has gone into use of space as the Church and School continue to expand
- Called to order at 6:40 p.m.
- Devotions – Debbie
- Review and Approval of Minutes
 - o October 17, 2022 M/S/A
- Steward Conversation – Athletics – Bob Dubberke
 - o Report on Athletic Teams
 - o Revamping some teams to meet needs of athletes and involve parents
 - o Adding programs to introduce athletics at an earlier age
 - o Expressed appreciation for the resurfaced gym floor
 - o Discussion on consideration of hosting C&R basketball games (feeder program)
- Call Committee Report – Scott/Pastor Taylor
 - o Seven names submitted through congregation were shared with Pastor Hagen
 - o The Call process will continue with a hope to issue a call in early 2023
- Visioning Process – Pastor Taylor
 - o Ministry Pillars for Immanuel - Worship, Fellowship, Christian Education, Generosity, and Service/Outreach
 - o Developing targets
 - o Goals for Planning
 - o Working towards congregation voting on the targets
 - o Imagine Events went well

- Meetings were held with ministry leaders
- Assumptions
 - Original assumption – strategic plan for 3-5 years
 - With enrollment growth, ministry planning will need to conclude after two years.
 - We need to be planning for a capital campaign in the future
- 2023-2025 Plan
 - Facilitate a maintenance list of priorities to fix today
 - Continue with ministry clarity to develop targets
 - Begin working with architects, capital campaign companies, and campus planners
- Discussion on 4 topics listed on Pastor Taylor’s report – to be continued
 - What do you desire to see ministry, financially, and building-wise in the next two years?
 - Look at the campus and think about the priorities of fixing what we have (stewardship).
 - Look at our ministries to see if they are fulfilling what we want.
 - Look at the staffing and think through if what we have is sustainable and what changes we need for the future.
- Executive Committee – Dennis
 - Nothing new to report
- Policy Review – Dennis
 - The policy review process will continue in late spring
- Business Manager – Erik
 - Financial reports look good
 - Line of credit
 - Documents sent to LCEF
 - 2022-2023 School Tuition
 - Discussion on tuition rate increases and adjustments to additional child discounts
 - Further discussion at the next meeting
 - Designated gift dedicated to school improvements
 - Leased properties leases signed by tenants
 - Parking lot sink hole repaired
 - Head Custodian interviews are being scheduled
 - Constitution change approved (Business Manager)
- Pastor Schmieding - Dennis
 - Stewardship emphasis has begun
 - Many blessings at Immanuel
 - Inactive school families will be moved to community rates
- Membership Report

- M/S/A
- Additional Staff Reports were presented
 - These reports provide a great deal of information for CLT and are very much appreciated
- CLT-SLMT Coordination - Debbie
 - Anniversary Recognition discussion
 - Recognition for years of service discussion
 - Doctorate Pay Scale
 - Proposed changes to sick/personal days
 - Staffing for aftercare
- Old Business - none
- Closing Prayer – Debbie
- Adjournment at 9:20 p.m.