

**Immanuel Lutheran Church**  
**CLT Meeting Minutes**  
September 18, 2023  
6:30 PM

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

### Attendance

Present                   Dennis Roling, Josh Ward, Dana Thomas, Scott Kohrs, Kelle O’Neill, Nick Weber,  
Kathy Cushman  
Pastors                   Pastor Schmieding, Pastor Taylor

### Minutes

- Called to Order at 6:30 p.m.
- Approval of agenda
  - o Motioned/Seconded/Approved
- Devotions – Group
- Review and Approval of August 21, 2023 Minutes – Dennis
  - o Motioned/Seconded/Approved
- Steward Conversation – Dennis
  - o School – Scott, Sonya and Elissa
    - 2024 Expansion
      - Current Enrollment – 556 total
    - Staffing
      - Current Need – Part-time Admissions Counselor
      - Future Needs - Second Grade Classroom and Classroom Aides
    - Missouri Safety Grant
      - A grant was received to improve safety at the school
    - Angel Fund discussion continues
    - SLMT (School Leadership Ministry Team) Bylaw Adoption
    - Added an additional “Sneak A Peak” for pre-school
    - Need to look at additional resource and counseling staffing/services for students
    - Looking at one aide per grade level (K, 1, and 2)
    - After care needs
    - PTL Auction
      - Plan to fund classroom expansion
      - School safety items – emergency kits and window shades
    - Two estate gifts
- Visioning Process – Pastor Taylor
  - o Update to Congregation – Connections
  - o Visioning Pamphlet completed
  - o Next Steps – Master Planning process

- 10:45 Service Sound System
    - Speaker system
    - Acoustic treatment
  - School Enrollment Cap Discussion
  - Executive Committee – Dennis
    - Comments/Questions to/from the Executive Committee
    - CLT Gathering – October 1, 4:00 PM Dennis’s house
  - Policy Review – Dennis
    - All sections have been reviewed according to policy
    - Reviews set for February, April, and May for 2024
  - Business Manager – Erik
    - Financial Reports
      - August 31 Reports – finances remain solid
      - Line of Credit – no advances needed nor anticipated
    - Investment Committee
      - New member needed for three-year term
    - Benefits Review Committee
      - 2024 Concordia Plan Services elections completed
      - Committee will be addressing cost sharing changes, as decided, prior to Employee Open Enrollment benefit selection
    - Facilities and Properties
      - Sanctuary/Lutheran Center
        - Exterior Improvements
          - Tuck-pointing almost completed on the steeple. A campaign will be established to pay for the rest of the sanctuary tuck-pointing.
          - Second phase (front of sanctuary) of landscaping to start following completion of tuck-pointing
      - 630 First Capital – Sheared Hair Salon
        - Waiting for 3<sup>rd</sup> estimate and then will proceed with demolition
      - School Building
        - Dining Hall renovation
          - Sound and Video installation scheduled for October 10-14
        - Boiler replacement
          - Anticipate October installation
        - Gym Lighting replacement
          - October 11-14
            - Address failing/flickering fixtures
            - Replace all fixtures
            - IAA funding 75% of cost
    - Fellowship Hall
      - Tuning Upper Level sound system has minimized issues
      - Need more trained AV system volunteers
- Pastor Schmieding
  - Stewardship/Fellowship Conversation
    - Tremendous daily costs to operate our campus
  - Giving Thanks for God’s Blessings
    - Generous gifts to our summer TLC Appeal
    - Worship Attendance is back to pre-pandemic numbers

- Ministry Fair was incredible
    - New Ministry Action Team (MAT)
      - Bless the Blue – Police Appreciation Substation
  - Report on Church Attendance of School Staff and Member Families from July, August, and September
  - Membership Changes – August 2023
    - Motioned/Seconded/Approved as amended
- Additional Staff Reports
  - These reports provide a great deal of Information for CLT and are very much appreciated
    - Pastor Taylor
    - DCE Siebarth
    - DCE Warner
    - Music Directors – Schempf/Hahn
    - ILS – Principal Huster
- SLMT Coordination – Nick
  - Information above in Steward Conversation
- Old Business - Dennis
  - Review of staffing discussion
- New Business - Dennis
  - CLT Education – What is the Book of Concord?
- Closing Prayer – Pastor Schmieding
- Adjournment at 8:40 p.m.