

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

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

**Attendance**

Present                      Debbie Boyer, Kathy Cushman, Scott Kohrs, Kelle O'Neill, Dennis Rolfing, Anne Stewart, Dana Thomas, Josh Ward, Nick Weber  
Pastors                        Pastor Schmieding, Pastor Taylor  
Business Manager        Erik Burgdorf

**Minutes**

- Meeting Called to Order at 6:33 p.m.
- Approval of agenda
  - o Motioned/Seconded/Approved
- Devotions – Nick
- Review and Approval of November 20, 2023 Minutes – Dennis
  - o Motioned/Seconded/Approved
  
- Steward Conversation – Dennis
  - o DCE's - Jolene and Maggie
    - Youth Ministry Activities/Events
      - Confirmation - school and church
      - Junior Youth (Sunday school, The Distance, Circuit, Service, Retreats, monthly gatherings)
      - Senior Youth (Sunday school, Dine and Discuss, Youth Nights, service, connection times)
      - Mission Trips
      - Milestones for grades 6-12
      - The Week
      - Connections at schools (Immanuel, Lutheran high, public schools)
    - Youth Ministry Goals
      - Safe practices for Youth Ministry
      - Continue Fuller Institute model on Prioritizing Young People and Families
      - Confirmation for 2024-2025 for church families
      - Develop leaders for greater impact to youth and families
    - Kids' Ministry Activities/Events
      - Vacation Bible School
      - Easter Egg Hunt
      - Jingle Jam hosted with PTL
      - Religion classes with Pre-School
      - Faith Milestones
    - Kids' Ministry Goals

- 4<sup>th</sup> Grade Milestone – Service or Worship
    - Incorporate children participation in church services
  - Questions from CLT
    - Student/Family level of engagement?
    - Needs from CLT?
- Visioning Process – Pastor Taylor
  - Comments, Questions, Reactions
  - Next Steps
    - Assimilation progression
  - Update to Congregation
    - Booklet
    - Town Hall Meeting
- Master Planning – Pastor Taylor
  - Work with Mission Architect beginning on December 21
  - Meeting with stakeholders in January
  - Larger project committee
  - Financial Model
- Executive Committee – Dennis
  - Comments/Questions to/from the Executive Committee
  - Semi-annual meeting with Pastor Schmieding and Erik Burgdorf held on November 27
- Policy Review – Dennis
  - All sections have been reviewed according to policy
- Business Manager – Erik
  - Finance
    - November 30, 2023 reports – similar to projections
    - Line of Credit – no advances needed nor anticipated
    - Additional funds, \$128,000, to be received from school alumnus estate for school improvements
    - 2023-2024 school tuition increase – 3% plus increased book/technology fee
  - Facilities and Properties
    - Fellowship Hall
      - Plans for police substation under review
        - Chief of Police has declined approval of our substation plan
        - Team will reconvene to discuss/rework the plan
    - Sanctuary/Lutheran Center
      - West wall tuck-pointing
        - Estimates received
      - Exterior improvements
        - Benches and seating
    - 630 First Capitol
      - Demolition and fill complete
        - Thanks owed to Chad Schroeder for supplying fell and Jim Droste led volunteer team for raking/seeding/straw cover
    - School Building
      - Additional classrooms refresh
        - End-of-year individual fundraising “opportunities”
      - Offer from member to fund ½ and perform refresh of 3<sup>rd</sup> floor bathrooms

- 2024-2025 school classroom moves and changes under consideration (with school leadership)
  - Ministry Expansion
    - Mission Architects engagement
  - Other
    - Ministry Expansion Program
    - January start for Benefits Committee to address long term requirements and policies
- Pastor Schmieding
  - Stewardship/Fellowship Conversation
    - General offerings concerns
  - Giving Thanks for God's Blessings
    - Many well attended Christmas services – P2-Grade 3
    - Special donations
    - Strong Boar's Head Attendance
    - Year in Review mailed to member homes
    - Word was received that Pastor Schmieding was selected NLSA Outstanding Lutheran School Shepherd
  - Membership Changes – November 2023
    - Motioned/Seconded/Approved
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- Additional Staff Reports
  - These reports provide a great deal of Information for CLT and are very much appreciated
    - Pastor Schmieding
    - Pastor Taylor
    - DCE Siebarth
    - DCE Warner
    - ILS – Principal Huster
    - Lutheran High – Christine Foshage
- SLMT Coordination – Debbie/Nick
  - No meeting in December
- Old Business - Dennis
  - None
- New Business - Dennis
  - Staff Housing Allowance Approval
    - Motion to approve the 2024 Staff Housing Allowances as presented
      - Motioned/Seconded/Approved
  - January Voters' Town Hall – January 28, 2024
- CLT Education – Dennis
  - The Apology to the Augsburg Confession written by Philip Melanchthon in 1537
- Closing Prayer – Nick
- Adjournment at 8:46 p.m.