

# **Immanuel Lutheran Church CLT Meeting Minutes**

April 20, 2026

6:30 PM

## **Attendance**

Present: Jason Becker, Scott Kohrs, Amber Medrano, Kelle O'Neill,  
Dennis Rohlfing, Matt Ruengert, Bernie Toenjes, Nick Weber,  
Debbie Wiegmann

Pastors: Pastor Schmieding

Ex-Officio: Scott Huster

## **Opening of Meeting– Scott Kohrs**

- Meeting Called to Order at 6:29 p.m.
- Approval of agenda
  - Motioned/Seconded/Approved

## **Devotions – Scott Kohrs**

## **Steward Conversation-ILS/Early Childhood-Elissa Beaver & Scott Huster**

- Early Childhood Updates:
  - Enrollment anticipated at 193.
  - Theresa Wapplehorst is accepting a new position at ILS as our second resource teacher via LASE.
  - A Preschool 3 open position will be posted soon.
  - Apart from that, all our staff are returning next year. Likely hiring a few more aids.
- K-8 Updates:
  - Continuing steady growth. The estimated total between preschool and K-8 is 615 but could grow to 630. 12 years ago, we hovered around 470-480.
  - We are Blessed!
  - The LASE position that was added met a big need.
  - Other shifts include eliminating the Studio classroom.
  - Projecting that we have 38 in 3<sup>rd</sup> grade. Asking a 2<sup>nd</sup> grade teacher to come up and teach 3<sup>rd</sup> grade next year.
  - Discussion on growth potential and anticipating needs for the next 5-8 years. We will hit a need for 3 classrooms at each grade level by 2032 if

the trends continue with current enrollment and the campus expansion plans. We had a 99% retention rate from P4-K last year. We are filling classrooms as fast as we open them.

- Hoping to continue to tap into Mo Scholars \$ for support staff for additional revenue.

### **Review and Approval of Minutes – Scott Kohrs**

- Review and Approval March 16, 2026, CLT Minutes
  - Motioned/Seconded/Approved

### **Ministry Expansion— Bernie Toenjes, Dennis Rohlfing, Scott Huster, Scott Kohrs and Pastor Schmieding**

- Campus Expansion Update:
  - Discussion on Donut King and communication to reflect our support.
  - Building Committee is at the Landmarks Committee meeting tonight to discuss the demolition of properties on Immanuel Campus.
  - The two March Town Halls were well attended and well received. Congregation members expressed positive support but also have voiced a few concerns: 1) we need a basement. 2) Donut King will need to be moved 3) how are we budgeting for increased utilities/expenses.
  - FEMA grant is still in play for the building project. Laura Meyer is working on this grant process.
  - Pastor just signed thank you notes for \$25K, \$5K and an estate gift of over \$100K.
  - Feasibility study will be completed by June. campaign company will be training Ambassadors to follow up on asks.
  - Silent phase will happen after the study comes back favorably. Then we will start the full congregational pledges.
  - All leadership and staff will be asked to invest.
  - The idea of honorary chair people has been raised to connect the congregation together.

### **Search Committee for Business Manager-Scott Kohrs & Jason Becker (Co-Chairs)**

- The position has been offered to and accepted by Michelle Warner.
- Working through the details of transitioning from Erik Burgdorf to Michelle Warner.
- Michelle will be here in the first week of May to spend time with Erik. She

could possibly be here by mid-June but our target would be 7/1.

### **Executive Committee- Scott Kohrs**

- The CLT nomination committee is working to contact a long list of candidates. The goal is to have at least 5 on the ballot. The next voters meeting is June 28, 2026.
  - 2026-2027 Slate of Officers-  
Jason Becker-Chairperson  
Scott Kohrs-Vice President  
Secretary-volunteer needed
- Salary schedules will be reviewed for 1) teachers, administrators, pastors, 2) support staff. Additionally, we need to continue to address salary structures for: Head of School, Building Principal, Early Childhood Director, Business Manager. This will need to be resolved by the June Meeting. This will be reviewed by the Budget Committee and brought to CLT for the May meeting.

### **Policy Review, Constitution, Bylaws Committee-Dennis Rohlfing, Bernie Tonjes, Debbie Wiegmann**

- Policy manual review and simplification is on-going. The revised manual will be ready to present to the Congregation at the June Voters Meeting.

### **Hospitality Committee/Team Report-Kelle O'Neill/Pastor Bohlmann**

- Next CLT participation date: 4/26/26 @10:45 am. We will need at least 2 greeters and 3 café workers.
- Additional dates planned for CLT to serve: 6/7 @ 10:45 am, 8/16 @ 10:45 am & 10/3 @ 5:00 pm

### **Business Manager Report – Erik Burgdorf—not present (due to City Council Landmark Committee Meeting)**

- Review of Financial Statements ending March 31, 2026

### **Senior Pastor Report-Pastor Schmieding**

- Membership Changes for March 2026;
  - Motioned, seconded, approved
- Immanuel was beyond blessed with packed Holy Week services and amazing music. We had 940 at our 9:30 service on Easter Sunday. (1 of 4 services)
- Special thanks to Andrew Schempf and Dr. Rachel Hahn for planning and leading our music.

- We held our first ever dinner to thank and show appreciation for all of our music team, including those who sing, serve or play in our various choirs, brass group, orchestra, bells, organists, pianists and Praise Band. Special Thanks for Andrew's parents, Karen and Pastor Mike who were instrumental in making the dinner a reality.
- We are blessed with another big spring Starting Point class of 14 registered and attending adults.
- Pray to God to Guide our Planting Seeds of Faith Capital Campaign.
- We will be blessed to receive another Vicar for the 2026-2027 year.
- Special Thanks to Maggie for Palm Sunday Weekend outreach and planning including the Easter Egg Hunt.
- Thank you to Vicar Steven for his continued outreach and passion for law enforcement. The substation continues to have record use and the Volunteer Team hosted a thank you breakfast/brunch for all area law enforcement.
- New Immanuel Picture Directory is being planned.
- Continue to pray for those fighting illness, injury, depression, substance abuse and mental illness.
- We Thank God for our countless blessings of grace and growth upon our Immanuel Family of Faith.

### **Additional Staff Reports**

- These reports provide a great deal of Information for CLT and are very much appreciated:
  - Vicar Steingraber
  - Pastor Taylor
  - Pastor Bohlmann
  - DCE Maggie Tritten
  - DCE Naomi Vang
  - Music Directors-Andrew Schempf/Dr. Rachel Hahn
  - Head of School-Scott Huster

### **SLMT Coordination-Ambe Medrano, Nick Weber**

- No additional report

### **Pastoral Support Committee-Jason Becker**

- Review of Sabbatical leave at ILS for pastoral staff and church workers.
- More discussions are planned for the May CLT meeting.
- Pastor Schmieding considering a sabbatical for a month in July.

**Youth Ministry Committee-Matt Ruengert**

- No meeting this month from Youth Ministry Committee

**Old Business – Scott Kohrs**

- No old business

**New Business – Scott Kohrs**

- No new business.

**CLT Education– Dennis Rohlfing**

- 95 Theses by Pastor Schmieding 1-8 reviewed

**Closing Prayer- Scott Kohrs**

**Adjournment – Scott Kohrs**

- Meeting adjourned—8:41 pm