

IMMANUEL LUTHERAN CHURCH
MISSION & MINISTRY COUNCIL
May 27, 2008

Attendees: T. Brusseau, R. Brunow, T. Kuderer, J. Felton, P. Gnan, D. Krueger,
R. Boeck, Sr. Pastor D. Schneider, K. Kosidowski, K. Will, J. Nelson
Absent: J. Trettin
Guest: Lisa Jaeger, Cheryl Krueger

After President Brusseau opened the meeting he asked Pastor Schneider to have the opening prayer.

Pastor Schneider began the devotion with a reading from page 157 of "The Church of Irresistible Influence" "The subject of Immanuel's community block party was brought up by Pastor Schneider. Pastor indicated that Pastor Squires who was the overseer of the community block party stated that not all the guests at the community block party received a door prize. Although every person that won a door prize was a non-member. Every guest to the party did receive items/trinkets with the church/school.info on it. Also there were multiple people expressing interest in church membership and/or school enrollment. Since then, at least one family has been attending frequently to decide about whether Immanuel is the place for them.

After the short discussion Pastor went on to read the first two paragraphs of the book which included statements like "There is a widening gap between the condition of the average American city and the impact and influence of the church" Another quote states that "Pastors have given themselves to ministering only to the pain of their congregations but have failed to mobilize their congregations to the pain and problems of the city. Either we learn to do both or reaching our cities for Christ will be nothing more than a hope and dream

Biblically speaking, the 'reach' Jesus originally had in mind for his church began with nothing less than a city. "You will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth" (Acts 1:8) Clearly city reaching is a biblical concept. It is what the church, at ground level, is to be about.

So how does a church with a biblical vision of irresistible influence reach a whole city? The answer is *not alone!* 'But What If' will be discussed at the next meeting.

The minutes of the previous meeting were discussed and a motion was made and seconded to accept the minutes. Motion carried. A suggestion was made by some member that the minutes should have more detail.

Lisa Jaeger Director of Assimilation and Deployment's Report

- 1- Neighborhood Family Fest- Follow-up meeting to be held
2. PLACE Workshop has been held at each service time (4 workshops) plus an additional class for new members and one for confirmands. She held consultations with 85 members- includes follow-up with this and last year's confirmands and PLACE participants. Additionally approximately 40 from last year opted out of consultation. The remaining of Lisa's report is attached to the minutes.

Cheryl Krueger's Report Attached to the minutes

Financial Report (Jeff Nelson)

General Fund

Jeff reports for the four months ended April 30, 2008, the General Fund recorded a deficit of(\$11,300) compared to a budgeted deficit for the period \$(20,102). Total receipts from all sources were \$521,256 and expenses were \$532,556. Receipts were 95.9% of the budget while expenses were at 94.5% of budget. The following summary splits out the results of the General Fund activity from the financial impact of the Child Care Program.

| | Church/School | Child Care | Total |
|----------------------------|------------------|-----------------|------------------|
| Receipts | \$454,696 | \$66,560 | \$521,256 |
| Expenses | <u>\$469,215</u> | <u>\$63,341</u> | <u>\$532,556</u> |
| Receipts>(<)than Expenses | (\$14,519) | \$3,219 | (\$11,300) |

Debt Retirement and Rental Property Funds

| | <u>Debt Retirement</u> | <u>Rental Property</u> | <u>Total</u> |
|--------------------------------|------------------------|------------------------|-------------------|
| Receipts | \$34,652 | \$9,080 | \$43,732 |
| Cash Expenses | \$719 | \$4,341 | \$5,060 |
| Net Receipts | <u>\$33,933</u> | <u>\$4,739</u> | <u>\$38,672</u> |
| Less: Mortgage Princ. Payments | <u>\$69,595</u> | <u>\$6,351</u> | <u>\$75,946</u> |
| Cash Provided(Used) | <u>(\$35,662)</u> | <u>(\$1,612)</u> | <u>(\$37,274)</u> |

On February 29, 2008 the remaining mortgage balance of \$58,155 on the APR was paid off using funds which had been held in a segregated savings account at the LCEF. A balance of \$7,241 remains in this savings account. Additionally, the LCEF rebate of \$2,493 was received during February and is included in the receipts of the debt retirement fund..

The combined rental property mortgages had balances of \$102,766 with monthly P&I payments of \$2,038.

School Lunch Program Fund

The cash for these transactions flow through the General Fund checking account and can have an impact on cash flow. As of April 30, 2008, the school lunch program had receipts of \$13,856 and expenses of \$14,172 and the fund is federally regulated.

School Activities Fund

The school activities fund is now being accounted for within the General Fund as of April 30,2008. The school activity fund had cash held in a money market fund with Wells Fargo in the amount of \$21,677 and 2,684 in a segregated checking account..The detail of the cash inflows/outflows for school activity will now be accounted for in the General Fund on a go forward basis.

Other

For the four months ended April 30, 2008, Immanuel supported the South Wisconsin District by sending the District \$7,992 or 2.5% of envelope and plate receipts. Immanuel also supported the Lutheran High School Association of Greater Milwaukee in the amount of \$34,336. Gift/donations of \$12,295 and \$10,718 are payable to the African and Mexico mission projects as of April 30, 2008. Jeff also reported that \$7,000 was received from the auction. Motion was made and seconded to accept the financial report as presented. Motion carried.

Pastor's Report. The M&M Council has appointed Tammy Kuderer, Randy Saltzman and Kris Kosidowski on the Personnel committee and there should be 2 more appointed to this committee. Tammy said she would assist Pastor with the 2 additional appointments.

M&M Council has encouraged Pastor to work on his Sabbatical goals and bring back to Council..as soon as practible.

A Reduction In Force Committee will be formed (with Don Rohde, Ed Board Advisory and M&M(Pastor Schneider Tim Brusseau & Paul Gnan).

The M&M Council decided to move into Executive Session to discuss personnel sensitive issues.

Pastor also reported on Pastor Jacob Gillard who is the Missionary in Uganda. Pastor Gillard will be guest speaker at our church some time in July. Pastor G is asking for money to buy land for a church in Uganda. But our agreement was that the land be purchased by them and we would have the money for building a church.

New and Old Business

A suggestion was made that the month of May causes a problem to have a new member reception so Pastor Schneider will look into this to see what can be done.

Jim Radewahn and committee had made an inspection of the school class rooms and the consensus of opinion was that the boilers and roof repairs be done immediately and this was given to Council. Council voted no not in budget because all these things must be done in conjunction with the Capital Building Renovation Campaign .

A motion was made and seconded to adjourn the meeting. Motion carried. The meeting adjourned at 10:01 P.M. with prayer

Respectfully submitted

Richard J.Boeck,Sr.
Secretary

Timothy Brusseau
President

**Child Care Director's Report
For
Mission and Ministry Council
Tuesday, May 27, 2008**

Staffing

Our current staff consists of:

Carol Percell-40 hours

Nancy Hallberg-27.5 hours

Amber Dable-on bed rest/maternity leave-due June 24th.

Tim Voelzke-40 hours

Michelle Rick-30 hours

Princess Gerhardt-20 hours

Eh Ree-28 hours

Matthew Vahl-12/15 hours

This is the staffing we have been using to cover both the Infant/Toddler room and Preschool/School age room. I also have Mary Eberle who is able to come back and fill in part time during the summer months. This will really help.

Enrollment Update

Here is what I currently have enrolled:

3- children ages 6 weeks to 1 year old (of 8 possible enrollment spaces)

6-children ages 1 to 2 year old (of 8 possible enrollment spaces)

11- children ages 2 to 3 year old (of 16 possible enrollment spaces)

18-children ages 4 and 5 year old (24 possible enrollment spaces)

26-children after school (32 possible enrollment spaces per day)

Please note that these numbers reflect total number of enrollments. Most of the children have varying schedules, so they are not all here every day, full days. Overall, this shows difference +/- one or two children in each age group over reports given in January.

I have 1 infant scheduled to start in July, another 3 infants to start in August, a 1 year old in August and an unborn infant in January of next year. I also have a few information packets out to parents who are deciding on child care needs.

Our infant/toddler room is getting to its current capacity of 8 children often at least one day a week. If this continues, the only way we could add more children is to put up some sort of physical divider to make the room into two sections. I have looked into this and have found a few different options. All options would cost in the range from \$100-\$500. We would possibly need more staff.

Summer Program

There are currently 40 children ages 2 and up enrolled for our summer program. This compares to last years number of 51 (at the end of summer). I still have some current parents deciding what schedule their child will have, so I have not counted them in. Many field trips and special activities are planned.

Answers To Questions

I noted from the minutes of April's minutes that you had some questions for me. I will try my best to address them:

1. How and how often do I determine staffing needs? This is something that I really have ongoing. The times that this mainly comes into play is right before summer and right before the school year starts. However, any time I have more children add/leave, I take a look at what our staffing needs are.
2. Are the children on a weekly plan or day by day for payment? I will bring a copy of our rates/billing procedures. To sum it up, parents pay each Monday for the upcoming week of attendance. Any changes in charges are made on their statements each Monday.
3. Flexibility of staff? Some of the staff is very flexible, while others are not. Thankfully, I only have a few that fit in the latter category. I do scheduling of the staff on a weekly basis based on what the children's anticipated attendance is for the upcoming week. I do send staff home early/have them stay home if we have children who call in sick on a particular day. If I have a staff that calls in sick, I try to call other staff in to cover those hours. At times, staff will work hours that they were not originally scheduled if the need arises and they are able to.
4. Members and non-members? 36 children are members, 28 are non-members.

Respectfully Submitted,

Cheryl Krueger
Child Care Director

Director of Assimilation and Deployment's Report to the Mission and Ministry Council,
May 27, 2008

1. Neighborhood FamilyFest – a few fun facts so far:

- 900 Brats and Hotdogs
- 800 buns
- 14 super-sized ketchups
- almost 20 gallons of ice cream
- 1200 napkins and 500 hot dog liners
- 50 plus cases of soda
- 100-plus tours of the church/school
- 9 leaders re-used ministry fair displays

Follow-up meeting to be held this Thurs. – will learn more then about number who attended, etc.

2. PLACE Workshop – has been held at each service time (4 workshops) plus an additional class for new members and one for confirmands

- a. Held consultations with 85 members – includes follow-up with this and last year's confirmands and PLACE participants. Additionally, approximately 40 from last year opted out of consultation.

3. Zoo Ministry Recognition Event – being held this coming Saturday

4. Annual Assessment

5. Serve Today bulletin board

6. Opportunities to Serve Webpage

7. Ministry Spotlights – 17 so far

8. Neighborhood Outreach – 15 so far

9. Attended 1,000 Fold Workshop – learned more about multiplying members for ministry

10. New Member articles for 3 Messengers (Jan., Mar., June)

11. Saints in Service articles for 3 Messengers

12. Continuing to further my knowledge with book resources (have read at least 10) from Pastor Schneider and currently in process of networking with Deidre Christiansen at St. Paul's in Grafton
13. Catalog of Ministries – should be updated by early fall – will have more than 100 ministries
14. Leader Workshop – Oct. 19 and 21 with Gary Janetzke
15. Computer class for leaders and for congregation
16. Ministry Charge and Commission W.S. are being turned into online ministry profiles
 - a. Can search by PLACE characteristic
 - b. Leaders can add photos and other info
 - c. Catalog info plus Charge w.s. info included
17. Other upcoming projects:
 - a. Ministry photo directory
 - b. Volunteer directory
 - c. ACS individual profiles
 - d. Contemporary Songbook