

IMMANUEL LUTHERAN CHURCH & SCHOOL

BOARD OF DIRECTORS

RETREAT MINUTES

DATE: August 22, 2015

BY: Becky Pitman, Secretary 2016

PRESENT: Sharron Blalock, Board Member 2017
Anna Brandt, Treasurer 2015
Brandon Charter, Board Member 2018
Kris Schuldt, Chairman 2016
John Waddell, Vice Chairman 2017
Allison Dolak, Principal
Jason Auringer, Senior Pastor
Keith Pelster, Business Manager
Todd Liefer, Associate Pastor

ABSENT: Justin Hurayt, Board Member 2017
Kelly Colbert, Board Member 2016
Roger Huslage, Board Member 2018

CC: File - Dropbox
Website

The following minutes express my understanding of the items discussed. Please respond within five days of receipt if any changes are required.

If any action is required, the name indicates the responsible party and the date indicates the due date.

Meeting called to order at 8:15 a.m.

Pastor Auringer led the prayer and a bible study on Nehemiah.

Anna Gremminger, a new teacher, has asked that a portion of her salary be allocated to a housing allowance. It was approved by the BOD by email.

BOD did their 2015-2016 calendar review and set dates for all 2015/2016 meetings.

September Voters' Meeting agenda set for September 21, 2015 at 7:00 pm put together.

Board self-evaluation was done.

Campus security was discussed by Allison and Sharron. The weapon's policy will be reviewed again. It was discussed to have usher and worship assistant captain training on security and to get walkie talkies for the church and Sunday School. A committee of Allison, Sharron, Becky and Keith was formed to further discuss campus security.

A box will be put out at least two weeks before the next town hall voters' meeting for the congregation to submit questions that will be answered during the meeting. A microphone will also be available during the meeting for questions from the floor.

It will be brought to the voter's at the town hall meeting a discussion on letting a woman be the chairman of the board of directors. A constitution change will have to be made if the voters want to go forward with this. Pastor Auringer wants to remind the congregation that we no longer have a President of the congregation and that the chairman is the head of the board of directors.

A report is attached from the communication committee. The voter's minutes from the previous voters' meeting will be available on the BOD board a week ahead of time. The tv's that are located in the narthex will have announcements slides running on them and possibly in the future be able to stream the church service live out to the narthex.

Pastor Auringer presented the draft of his strategic plan to be presented at the September Voters' Meeting.

John Waddell made a motion that the BOD support the MLT in the plans to go forward with the exploratory plans and estimates for expanding the school. Brandon Charter seconded the motion and all approved.

John Waddell made a motion that the BOD support the MLT in pursuing the possibility of hiring Kirk Neugebauer as a 3rd pastor, pending voter approval. Sharron Blalock seconded the motion and all approved.

Becky Pitman made a motion to approve the July treasurers report. John Waddell seconded the motion and all approved.

John Waddell made a motion to approve Pastor Auringer's July report. Anna Brandt seconded the motion and all approved.



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To: BOD
From: Anna Brandt
Date: 8/22/15

Church Ministry

General contribution revenues were under budget by \$ 4,210 through the first month of this fiscal year. Unfortunately the month of July 2015 was \$ 2,783 less than July 2014. As of Sunday, August 18th we are now \$ 7,378 under budget on general contributions.

As we are seven weeks into the new fiscal year, my main concern is the decrease in general offerings.

Church Ministry and Property & Maintenance expenses were just slightly off the projected budgeted expenses.

When comparing July 2014 to July 2015, you will notice that payroll expenses are considerably higher in 2015 due to 3 payroll periods in July 2015.

School Ministry

School Revenues for July were over budget due to Tuition payments by \$48,000.

School Operation expenses were slightly higher than budgeted also but the overall position of the school as of July 31, 2015 was \$ 41,000 better than budgeted.

Immeasurably More / Capital Campaign Reserve

Our reserve fund balance to meet our mortgage obligation is \$227,400 after the August 15, 2015 payment.

In August we receive \$ 13,700 rebate from LCEF from the "Shared Blessings" program. Thank you to all members & families that are participating in that program to make this such a success.



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To: BOD
From: Keith Pelster
Date: 08/22/2015

Finances

LCEF Rebate:

In August, we achieved the highest tier of the LCEF Rebate program with 35% of our congregation having an account with LCEF. Achieving this has increased our expected rebate to .75% of the loan amount or just under \$50,000 per year. We expect the next rebate check in July 2016. We recently received \$13,703.76 for our January through June 2015 Rebate. We are holding this in savings pending a vote at the next voter's meeting about how to use it. Thank you to all who have LCEF accounts.

Contributions:

Giving to the church operations or 'General Fund' has been down. (See Anna's Report) We did budget for a summer drop off, but this trend surpasses that and goes back to April. It appears that some members re-designated a portion their regular contributions that had been getting placed in the general fund to Immeasurably More. We need both. I'm optimistic because our congregation is generous and expect we will come together to meet the need.

Facility Maintenance and Project Update

The narthex and hallway porcelain tile project was completed. The quality of the installation and the savings of \$21,599.24 on installation compared to the other install quotes obtained, alleviates my disappointment with the slower than expected pace of the project. We also painted the walls in the areas that were tiled. We have enough left over materials due to the installer's efficient use of 'scrap' pieces in the project, to also tile the church office hallway, this will be done soon. The cost of the floor was \$17,850.50 and \$10,000 for installation. This was paid for out of the 'Flooring and Chairs' dedicated account leaving a balance of \$13,615 in the account to pay for the stairs and the Preschool hallway projects (mentioned later).

The vinyl baseboards in the Chancel (behind the altar) were replaced with wood baseboards. Please join me in thanking Rich Oswald for this.

TAJ tile that is the same type and color as what is in the classrooms and upstairs hall has been ordered for the halls that have preschool classrooms adjacent.

Single piece rubber stair treads have been selected for the main stairway to replace the carpeted stairs. This should fix the recurring problem of the rubber edge piece working loose on the stairway. The treads have been ordered, but we do not have an arrival date yet.

Dennis Williams retired and Ginger Schell has been hired as the 2nd floor custodian. Ginger is a church member, has owned her own cleaning company and been a Lead Custodian for the Hazelwood School District. She will be covering the upstairs, but her hours are later than Dennis' had been, to allow greater time cleaning when the building is not occupied.

The brush along the back section of the property has been cleared, making the area available for school and church use. Thank you to Russ Demien for clearing this area and Dennis Jokerst's Lawn cutting MAT for adding it to the area to that they cut.

The Meyer memorial bench will be installed soon.

Two sections of the parking lot that had been crumbling were dug out and replaced. The repair area was expanded slightly to incorporate other areas that had cracked after the initial area was drawn up. These were areas that were not repaired last year. It is expected that other areas will require repair in future years.



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To: BOD

Date: 8/22/15

From Communication Team [Pastor Todd, Pastor Jason, Brandon & Anna]

Recommendations regarding communicating minutes of meeting to stewards –

BOD Secretary should

- Complete the BOD minutes ASAP after the monthly BOD meeting, email to BOD members to be approved via email and pursuant to current policy manual should be posted to the website within 5 days of approval.
- Approved BOD minutes will be sent to the Church Secretary (church@ilcsw.net) & Rich Wuebbels [posts to website]. Church Secretary will copy the minutes for the BOD Bulletin Board and publish in the Church Newsletter (and iNews) that the minutes are available in both locations. [BOD Secretary should double check that minutes have been posted to the website within 5 days.]

Voter's meeting minutes will not be posted to the website until after they are approved.

BOD President should

- Announce upcoming Voter's Meeting in the Church Newsletter stating any upcoming items to be voted on and/or major items to be discussed, and remind members about the ability to place an absentee vote. When possible, have the Voter's Meeting announcement begin ONE MONTH prior to the meeting.
- Immediately following a Voter's Meeting, complete 2-3 highlights from the Voter's Meeting to be published in the Church Newsletter (and iNews) for those unable to attend voter's meetings.

BOD Secretary should

- Once Voter meeting minutes are approved, forward minutes to both Church Secretary & Rich Wuebbels [posts to website]. Church Secretary will copy the minutes for pick up by members and announce in the Church Newsletter (and iNews) that the minutes are available in both locations. [BOD Secretary should double check that minutes have been posted to the website within 5 days.]

All BOD members should review the BOD webpage on the website for accuracy and to verify that it is up to date.