

IMMANUEL LUTHERAN CHURCH

Council Meeting Minutes

December 2, 2025, 5:30 p.m.

ATTENDEES & Church Box

X Pastor Ian Hewitson		X Brian Marquart	219
<input type="checkbox"/> Jerry DeCent	50	X Tom Nixon	7
X Char Kinzer	104	X Peter Nordell	222
X Bonnie LaPierre	119	X David Pundt	295
X Debbie Lindahl	125	<input type="checkbox"/> Paula Traylor	145

OPENING PRAYER

CALL TO ORDER 5:35 p.m.

Addition(s) to Agenda Old Business #6: New Member Procedures; New Business #4: Welcome Brian Marquart;

Agenda Acceptance: Peter Nordell moved, and Tom Nixon seconded his motion to approve acceptance of the agenda. The motion was approved by voice vote.

READING OF THE MISSION STATEMENT

Immanuel Lutheran Church is a community of faith that welcomes all people:

- to GATHER in worship
- to GROW in God's Word and grace
- to GO forward in faith to serve others in Jesus' name

CELEBRATING THE JOYS OF IMMANUEL:

Ron Mogen is reportedly doing well. Leif Gustafson has volunteered to be the Kehl House caretaker.

DISCUSSION OF COUNCIL MINUTES for October 19, 2025

FINANCIAL REPORT

Discussion

Acceptance: Peter Nordell moved the Financial Report be accepted. Tom Nixon seconded his motion, and the motion was approved by voice vote.

COMMITTEE REPORTS

1. Buildings and Grounds: Committee secured snow removal contract with Majestic Creations. The members of this committee also cleaned out the rain gardens on the north and south of the church.
2. Personnel/Budget/Finance: Pastor Ian moved we accept the Finance Committee's 2026 Employee wage proposal with recommended changes to include seeking a Music Coordinator to be paid up to \$32 per hour, rather than \$20 per hour and remove the dollar figure for the Tech Support Coordinator for 2026. Peter Nordell seconded his motion. The motion was approved by a voice vote.

3. Other recommendations: The Finance Committee recommended closing and liquidation of Account #1420 – Cetera Stock Portfolio and asked that the balance be applied to the Kehl House debt. Peter Nordell moved to accept Committee's recommendation; Debbie Lindahl seconded his motion, and it was approved by voice vote.

OLD BUSINESS

1. Audio/Visual Equipment Upgrade: David Pundt reported that equipment has been ordered and work could begin after Christmas. Training in the new equipment is part of the contract.
2. Plan-Governance Document Review: Tom Nixon reported that corrections and updates could be made at one more workshop to be held in January in time for Congregation notification for approval at the Annual Meeting.
3. Council Vacancies: There will be three vacancies on the Council to be filled at the Annual Meeting.
4. Kehl Property recommendation: Council agreed that we need more information and perhaps a prepared lease agreement for review.
5. Worship Service Schedule Changes: Consensus was to form a Worship Committee
6. New Member Procedure: Council will contact potential members to gauge membership interest. It was recommended that we prepare a new member information form for the process. Procedure in the By-Laws will be updated in January.

NEW BUSINESS

1. Interim Process: Council determined to invite outside volunteers who have experience in the development of an interim transition team for their advice at the January meeting.
2. Budget Committee Recommendation: Council agreed to not pursue a contract with Cost Reduction Consultants, LLC
3. Facility Use Policy: Tabled
4. Welcome Brian Marquart: Peter Nordell moved and Pastor Ian seconded a motion to welcome Brian Marquart to the Council to fill a vacant position. The motion was passed unanimously by voice vote.

COMMUNION ASSIGNMENTS FOR DECEMBER

December 24:

2:00 p.m. Brian Marquart

4:00 p.m. Brian Marquart

January 4: Char Kinzer

January 11: Bonnie LaPierre

January 18: Peter Nordell

January 25: Tom Nixon

THE LORD'S PRAYER

ADJOURNMENT

Pastor Ian moved for adjournment at 7:22 p.m.

NEXT COUNCIL MEETING December 16, 5:30 p.m.