Immanuel Council Minutes
Wednesday October 21, 2026 at 6:00 pm at Immanuel
Zoom ID: 832 9354 1222 Passcode: 511991
Call-In Number: 1-312-626-6799

Attendees: Pastor Connie Monson, Eve Erickson, Randy Bestul, Jeff Stark, Yvette Fleming, Al Reedy, Leanne Homa, Robert Schlack and Gordon Anderson
Call to Order: 6:00 pm by Council President Jeff Stark
Devotions: Pastor Connie opened with a prayer
Pastor's Report: by Pastor Connie—Thanks was made for all who attended the reception in celebration of her marriage to Paul Ehlers on Saturday; Pastor attended a conference at the NWELCA Synod in Eau Claire which related to the topic of our churches meeting more people where they are whether in our buildings or elsewhere. Pastor Connie is advocating for a way to meet with high school students regularly perhaps during the school day. The "Dish with the Bish" event was held at Messiah Lutheran in Washburn with Bishop Rev. Martin Halom about "changing church." Bishop Halom complimented the ELCA churches in the Bayfield Peninsula for their collaboration efforts.
Secretary's Report: by Leanne: mm by Yvette to accept the September minutes, 2nd by Al, vote unanimous
Treasurer's Report: by Randy: we reviewed the August & September treasurer's reports with a suggestion by Randy to move Certificate of Deposit interest of $7014.47 earned this year to another program fund; mm by Robert, second by Yvette, to move the money to the Long Range Property Maintenance Fund. Discussion ensued and an amended motion to equally split the interest between the Mission Fund and the Long Range Property Maintenance Fund was unanimously approved.
Randy presented the 2026 Projected Budget, mm by Robert to accept the projected budget, 2nd by Al, vote unanimous.
Old Business:

1. **Justice Seekers Report**—by Eve: The Justice Seekers October meeting focused on where congregations are going in their quest in caring for community; the November 19th meeting topic will be on what the churches can do to help with dementia care—the speaker will be social worker Colleen Brewer;
   A program called Braver Angels is a political organization focusing on getting the "red people" and the "blue people" to meet to listen thoughtfully and to learn to civilly communicate each other's political viewpoints. A new

component to that idea, called Braver Faith, is holding a nation-wide Zoom event, Praying for America, on Sunday, November 1, 6-7:15 pm. The event is free, but registration is required at braverangels.org

2. **Mission Committee Update**—by Yvette**:** Yvette visited with Lorna Gamble at the Red Cliff Health Organization to bring quilts and used medical equipment for use at the new a housing building at the Red Cliff Indian Reservation. Lorna also suggested they could used tents and sleeping bags for their community.
   Yvette also brought a "Creation Care" display to "Dish with the Bish" to share ideas.
3. **Art and Decorations Committee Update** by Leanne & Jeff: Jeff and his friend Joan finished painting the church kitchen and it looks wonderful. Leanne reported that the Arts & Decoration committee will be looking for new chairs for the Fellowship Hall. The committee has ideas for the hallway to the sanctuary which include revising the upstairs coat alcove to be a place for bulletin boards and handouts. Future plans are to paint the hallway and use the walls for more artwork and to add artwork above the kitchen sink and the Fellowship Hall storage closet—the committee will decide if the rosemaled pieces, saved from wooden benches once used in the church will be used.
4. **Church Building Repairs Update** by Gordon--Gordy has ordered new outside doors for the Fellowship Hall and parking lot entries which he will install, the basement project is still waiting for the plumber to install two sump pumps, the remodeled opening, framing and lighting of the stain glass windows in the Fellowship Hall is on his list. He has also ordered a dehumidifier.

New Business:

1. **Plans for the Advent season**—Advent officially begins November 29th; we are looking for ideas for projects and church services to celebrate this important season.
2. **Leanne's secretary replacement when she moves**—Eve volunteered to create agendas and take minutes; Yvette volunteered to take over setting up the council meetings on Zoom; Jeff & Randy will do the online annual Synod Report; Nancy Heaton, the church secretary, will be asked to compile the Annual Report at extra compensation paid by Immanuel.

3. **Presentation and approval of Pastor Connie's 2027 Compensation Package**—by Jeff and Randy: Jeff and Randy met with the Bethesda members Paul Lundberg and Darin Anderson to discuss our pastor's compensation package for 2027. Churches must follow ELCA Synod guidelines for compensation for pastors. There are two choices—one is the recommended and the other includes merit pay. A motion was made by Yvette to offer the proposed compensation to include the Merit Pay Increase and to have Immanuel Lutheran to pay the difference, 2nd was made by Eve, vote was unanimous. Jeff and Randy will now bring our proposal to Bethesda for their opinion. The package will be voted on by members of both churches.

Next Meeting: **Wednesday, November 18, 2026 at 6:00 pm at Immanuel and on Zoom**
Adjourned: 7:35 pm, mm by Al, 2nd by Robert, vote unanimous

Submitted by Leanne Homa
Council Secretary