

## Meeting, Immanuel Church Board

Present: Greger Hjelm, Chairman  
Johan Sahlén  
Evado Arfs  
Cecilia Mjönes  
Tobias Ejeby  
Hans-Olof Hagén  
Hannah Akuffo Britton  
Peter Dobers  
Barbro Eriksson  
Karin Pettersson  
Mats Bernö

Via link: Roelof Hansman

Absent: Ingrid Östlund

In service: The Senior Pastor  
The Chief of Administration  
The Secretary

### § 1 Introduction and opening of the meeting

The Chairman Greger Hjelm opened the meeting with a prayer and then declared the meeting open.

### § 2 Opening reflection and conversation

The Senior Pastor Carin Dernulf continued the meeting with a devotional about pouring out one's heart to God.

### § 3 Adoption of the agenda

The chairman reported the following new points to the sent-out agenda:

Under item 9 (In-depth report from the Personnel Committee):

- (b) Proposal on increasing the diaconal position.
- (c) Establishment of two new positions.

Under item 7 (other matters):

- (a) Tobias Ejeby's position on the Probitas board.
- (b) The Nomination group regarding Probitas board.
- (c) Appointment of an investigation regarding the diaconal work.

With these additions, the agenda was approved.

**§ 4 Minutes of the previous meeting**

Under item 10 of the minutes, "Working with the new ministry plan and budget", the text in the first sentence was changed from "Karin Pettersson and Hans-Olof Hagén" to "The Operations Committee".

With this change, the board decided to approve the minutes and add them to the records.

**§ 5 Follow-up on the results from the congregational meeting on October 15**

The chairman gave a report from the results of the last congregational meeting, which the board then reflected on.

**§ 6 Work with the new ministry plan and budget**

Karin Pettersson reported on the meeting with the chairmen of the councils and committees.

A proposal for a ministry plan and budget for 2024 will be presented at the next congregational meeting.

*The board decided to give the Operations Committee and the Finance Committee the task of compiling the presentation of the ministry plan and budget before the congregational meeting on November 26.*

**§7 Other financial matters**

**a) Determining the guidelines for IFAB's administration**

Hans-Olov Hagen presented the Finance Committee's proposal for the guidelines for IFAB's administration.

*The board decided to adopt these guidelines.*

**b) Decision on Probitas and IFAB's dividend**

*Johan Sahlén* left the room and did not participate in the discussion regarding this point.

Hans-Olof Hagén explained the Finance Committee's proposal to stick to a 3% increase in the return requirement from IFAB and Probitas in 2024 as well compared to the previous year.

*The board decided for 2024 to have a return requirement on IFAB and Probitas of 3% compared to the previous year.*

*Johan Sahlén returned to the meeting.*

**§ 8 Report from the Senior Pastor**

The Senior Pastor completed her written report by telling the board about the strained staff situation at the moment.

The report was added to the documents.

**§ 9 In-depth report from the personnel committee**

The personnel committee presented its written status report.

The report was added to the documents.

**a) Creation of communication positions**

The board has previously decided on an increase in the number of communication services in the church. As part of this expansion, the personnel committee presented proposals for the content of two communication services.

*The board decided* to make a decision on these two communication positions at the next board meeting.

**b) Proposal for increasing of the diaconal positions**

There was a proposal to extend the part-time position held by Deacon Agneta Selander.

The personnel committee made a proposal to temporarily, for one year, expand the part-time position that Agneta Selander holds to a full-time position.

*The board decided* to permanently increase the total number of positions within the diaconal team to three full-time positions compared to the current two full-time positions and one part-time position.

**c) Establishment of two new positions**

*The board decided* on the proposal of the personnel committee and the Senior Pastor, to appoint two full-time positions, with a position focusing on children and families and a technician position.

**§ 10 Request for support from the Strömsborg Foundation to build a community centre**

The chairman informed about the request the congregation received from the Strömsborg Foundation for support to build a community centre at Strömsborg's rest home outside Norrtälje.

*The board decided* to decline this request.

*The board further decided* to address the issue of the church's possible need for its own farmhouse at the next meeting.

**§ 11 Mission statement for the Mission and Aid Committee**

The chairman presented the proposal for the mission statement for the Mission and Aid Committee.

The board decided to approve the mission statement after some minor corrections (see new appendix).

**§ 12 Appointment of a Deputy Senior Pastor**

The chairman presented a proposal for the appointment of a Deputy Senior Pastor with the task of being a deputy to the Senior Pastor in terms of his task which is to...

- Be the congregation's spiritual leader.
- Have a discussion before membership admission.
- Exercise member care.
- Lead the college of pastors and deacons.

The task does not include the regular managerial duties or operational responsibilities of the Senior Pastor and does not replace the Senior Pastor in the board's delegation of authority.

The Senior Pastor Carin Dernulf proposed to appoint our international pastor Hugh Doyle as Deputy Senior Pastor.

The board decided, based on the above description and proposal, to appoint Hugh Doyle as Deputy Senior Pastor at Immanuel Church.

**§ 13 Other reports**

**a) The Chief of Administration**

The Chief of Administration reported on the security work. A security app is now being introduced for all staff. Training in this area will take place during the coming week.

**b) The Chairman**

There was nothing to report on.

**c) The Committees**

Hans-Olof Hagén gave a report from Probitas.

**d) Probitas and IFAB**

There was nothing to report on.

**e) Other possible reports**

There was nothing to report on.

**§ 14 Proposal to make Proposal to make the minutes of board meeting available to members**

*The board decided* for the time being to make the minutes available to the congregational members via logging in to the website.

**§ 15 Proposed dates for spring 2024**

*The board decided* to approve the proposed dates for the board meetings in the spring of 2024.

**§ 16 Board Day on November 11**

The chairman informed all about the content of the board meeting on November 11 to be held from 10 am to 4 pm at Ersta Konferens. The chairman and the Senior Pastor will lead the board day.

**§ 17 Other matters**

**a) Tobias Ejeby seat on Probitas board**

Tobias Ejeby announced that he is resigning as a board member of Probitas with immediate effect due to the fact that there is now a clear ownership directive for Probitas, and that he currently does not have time to prioritize this assignment.

The board decided that no by- election needs to take place after Tobias departure from Probitas board, as the requirement for the number of representatives on Probitas board from the congregational board is still met.

**b) The Nomination group regarding the Probitas board**

*The board decided* to select the chairman as well as Barbro Eriksson and Johan Sahlén to the nomination group for Probitas board.

**c) Appointment of an investigation into the congregation's diaconal work**

The chairman highlighted the need to review the congregation's entire diaconal work for the future.

*The board decided* to give the chairman and Senior Pastor the task of coming up with proposals for such a long-term investigation regarding the future of the diaconal work.

**§ 18 Upcoming board meetings**

Upcoming board meetings for autumn 2023 are as follows:  
23 November, 14 December and the board day 11 November.

**§ 19 Conclusion**

The chairman closed the meeting and Carin Dernulf said a closing prayer.

Secretary

Adjuster

Alice Forss

Greger Hjelm