



## **Board meeting Immanuel Church**

Present: Greger Hjelm, chairman  
Barbro Eriksson  
Karin Pettersson, via link  
Mats Bernö  
Ingrid Östlund  
Evado Arfs  
Désirée Pethrus  
Ulrika Thunström  
Peter Dobers  
Tobias Ejeby  
Ingrid Eiken  
Johan Sahlén

In service: The Senior Pastor, Carin Dernulf  
The Chief of Administration, Marianne Eriksson  
Petra Carlsson from the Centre for Theology, Ecology and Culture (CTEC)

### **§ 1 Introduction and opening of the meeting**

The chairman, Greger Hjelm welcomed everyone and declared the meeting open.

### **§ 2 Opening reflection and discussion**

This point was deleted due to a visit by Petra Carlsson, see §5.

### **§ 3 Adoption of the agenda**

Addendum to the agenda:

§ 10 c) Gift from the board to the staff for their work during the anniversary year

§ 10 d) Disbursement of funds to Congo-Kinshasa

§ 10 e) Investigation regarding the language at Immanuel Church

§ 10 f) Petition regarding the discontinuation of the newspaper Sändaren.

The agenda was *adopted*.

### **§ 4 Minutes of previous meeting held on 24-10-2024**

The minutes of the previous meeting were approved and added to the documents after amendment in §12 e). To "Nothing further to report on".



## § 5 Visit by Petra Carlsson from the Centre for Theology, Ecology and Culture (CTEC)

Petra Carlsson informed the board about the interdisciplinary research centre CTEC within Enskilda Högskolan in Stockholm (EHS) which is financed by Immanuel Church, as well as the activities that are carried out within the centre.

The board together with Petra Carlsson discussed the CTEC and its work. The board thereafter thanked Petra for the visit, after which she left the meeting.

## § 6 Upcoming ministry plan and budget

- a) Karin Pettersson, chairman of the board's operations committee, presented the committee's proposal for a ministry plan for 2025 containing five overall priority areas for the congregational activities. When the congregational meeting has decided on this ministry plan, the respective ministry leaders, together with their councils, will design more concrete action plans based on the documents submitted to the board's operations committee.

The board *decided* at the congregational meeting on December 8, 2024 to:

1. propose that the ministry plan for 2025 focuses on the following five priority areas.
  - Diaconal work, people in vulnerable life situations.
  - Children and adolescents, young adults and family.
  - Volunteers and leadership.
  - Increased fellowship between worship groups.
  - Activities during the summer, especially aimed at children and the youth.
2. Propose the theme "Time for God's Peace" as the overall theme for 2025.

*The board further decided* to give the council leaders the task of creating concrete action plans based on the decided ministry plan, which will then be fed back to the board in February 2025.

- b) The Chief of Administration, Marianne Eriksson presented a budget for 2025 with a result of SEK -13,502,008 compared to the 2024 budget where the result was SEK -11,884,009.

The board *decided* to approve the budget, with the exception of the item for gifts/raised funds which the board wants the congregational meeting on December 8, 2024 to decide upon.

## § 7 Staff matters

- a) Report from the employee survey  
The Senior Pastor and the Chief of Administration presented the employee conducted among the staff in June 2024. The overall result was very positive. For the parts that require action, the Senior Pastor and the Chief of Administration presented various action plans.

*The board* thanked them for the report and *decided* to add it to the documents and added that the Senior Pastor and the Chief of Administration will return with a report in November 2025 regarding measures planned based on the employee survey.

- b) Update of employment policy

*The board approved* the updated policy regarding the handling of employment issues at Immanuel Church.

- c) Comprehensive report from the Personnel Committee  
Barbro Ericsson, chairperson of the board's personnel committee gave an overall report on which strategic issues were handled in the committee during the past year.

*The board* thanked them for the report and *decided* to add it to the documents.

## § 8 Recruitment to Probitas board

After Sven Mannervik, chairman of Probitas board, had resigned from his position, the nomination group has been working on the recruitment for a new chairman to Probitas board. The chairman Greger Hjelm presented the proposal that has been drafted.

*The board decided* to elect Sophia Hober as a new member and chairman of Probitas board during the Probitas annual general meeting in April 2025.

The board would also like to express a big thanks to Sven Mannervik who has served meritoriously as chairman of Probitas for many years.

*The board decided to immediately adjust the paragraph.*

*Johan Sahlén did not participate in the taking of this decision.*

## § 9 Other reports (primarily in written):

- a) **Report from the Senior Pastor**  
The Senior pastor's report was added to the documents.

- b) The Chief of Administration**  
The Chief of Administration informed that the Environmental and Health Board has been on a row of inspection of the kitchens in the church. The outcome was positive, but the report from the inspection has not yet been received by the church.
- c) The chairman**  
There was nothing to report on.
- d) The committees**  
Mats Bernö gave a report from the finance committee.
- e) Probitas & IFAB.**  
Mats Bernö gave a report on Probitas and IFAB adding that Probitas has a strong forecast for 2024.
- f) Other reports**  
Karin Pettersson gave a report on Immanuel Nursing home.

#### **§ 10 Other possible matters.**

- a) Date of meeting with the international council  
The chairman informed the board about the dates for the two occasions when the board will meet the international council which are Saturdays, February 8 and March 8, 2025 between 10-13 both times.
- b) Proposed dates for board meetings, congregational meetings and the annual meeting in the spring of 2025.

#### **Board meetings:**

- January 23
- February 20 (distribution of responsibility for answering the motions received by the board)
- March 20 (decision on responses to the motions)
- April 13 (statutory board meeting in connection with the annual meeting)
- April 24
- May 22
- June 12

#### **Congregational meetings:**

- February 2
- March 23 (with information stations before the annual meeting)
- April 13 (annual meeting)



**Annual general meetings for Immanuel church group of companies** to be held on April 8, 2025

- c) The board's gift to the staff for their work during the anniversary year.
- d) The proposal is to invite the staff on a trip to Vadstena in the spring of 2025.
- e) Disbursement of funds to N'djili, Congo-Kinshasa

*The board decided* in accordance with the Mission and Development Committee's proposal to pay SEK 80,000 to our sister church in N'djili, Congo-Kinshasa.

- f) Investigation into the language at Immanuel Church  
Ulrika Thunström asked to step down from her role as convener of the group appointed by the board to carry out the investigation regarding translations and interpretations in the congregation.

*The board decided* to appoint the Chief of Administration, Marianne Eriksson as the new convener of the investigation.

Ulrika Thunström is also stepping down from her role in the board's operations committee due to personal reasons.

- g) Correspondence regarding the discontinuation of the newspaper Sändaren  
A petition has been received by the board from signatories of newspapers and congregations regarding the discontinuation of the newspaper Sändaren at the turn of the year 2024-2025. The four petitioners are appealing to Immanuel Church to be part of a group that is planned to think creatively regarding the future of the newspaper Sändaren, and to start a dialogue with the denomination regarding this issue.

*The board decided* to initially explore the matter together with the petitioners, and then see how the issue surrounding the newspaper Sändaren evolves.

## § 11 Conclusion

The next board meeting is on December 19, 2024, where the board will, among others, receive an interim report from the diaconal investigation.

The congregational meeting on December 8, 2024 will contain decisions about the ministry plan for 2025, presentation of the budget, and report from Immanuel Production.

The chairman thanked all for the meeting and declared it closed. The Senior Pastor concluded by leading the board in prayer.



IMMANUELSKYRKAN  
EKUMENIAKYRKAN STOCKHOLM

Minutes of meeting IV  
2024/2025  
22-11-2024  
Time: 18:00

Secretary

Adjuster

Marianne Eriksson

Greger Hjelm