

Salem Lutheran Church Council Meeting Minutes of May 17, 2018

Council Mission Statement: "We exist, with God's help, to provide leadership for the Salem Lutheran Church congregation."

The regular meeting of the Salem Lutheran Church Council was called to order at 5:58 p.m. on May 17, 2018 at Salem Lutheran Church by President Ken Stebbins.

Present: Randy Holmwig, Mark Carlson, Meriellen Pisarek, Pastor Mike Briggs, Kris Schmidt, Terry Tichenor, Ken Stebbins, and Di Hein. Also present was Renae Shields. **Absent:** Sherri Godfrey, John Wojciak

Opening Prayer was led by Pastor Mike.

Council met with Renae Shields of Core Value Consulting, LLC. Motion to engage Renae Shields within 4 months for the purpose of facilitating a process and communication improvement meeting was seconded. Motion carried. Discussion held that Greg Meyer has applied for a grant to pay for Renae Shields.

Congregational Input: None

Additions to Agenda: None

President Ken Stebbins requested that all Committee's present their minutes this month to shorten the length of the Council meeting due to the presentation by Renae Shields.

Approval of Minutes:

- Motion to approve Council minutes from April 19, 2018 was seconded. Motion carried.

Treasurer's Report:

- Discussion was held regarding Whitney Cragun obtaining a church credit card.
- A motion to accept the April 2018 financial report was seconded. Motion carried.

Pastor's Report:

- See Report attached.

Staff Reports:

Greg Meyer - Deacon:

- See Report attached.

Whitney Cragun - Children & Youth Faith Formation Coordinator:

- See Report attached

Committee Reports:

- **Memorial:**
 - See Minutes attached.
 - Since meeting, the Memorial Committee had two additional campers who were approved.
- **Worship & Music:**
 - See Minutes attached.
 - Council supports the recommendation of the Worship and Music Committee to have one service on Sunday, July 29th at 9:00 a.m. when Barbary Coast will be present.
- **Columbarium:**
 - First meeting should be next week.

- Flowers will be purchased and will be planted by Memorial Day.
- **Outreach:**
 - See Minutes attached.
- **Faith Formation:**
 - See Minutes attached
- **Technology:**
 - Researching the privacy issues of a request by Whitney Cragun regarding a closed group on Facebook.
- **Facilities:**
 - See Minutes attached
 - Motion to approve Facilities Committee to move forward with a campaign for an electronic sign was seconded. Motion carried.
- **Security Policy Subcommittee:**
 - Meeting scheduled for May 30th.

Unfinished Business:

- Council held a lengthy discussion regarding the Guidelines for the Salem Lutheran Employee Compensation Working Group. Motion to establish a Salem Employee Compensation Working Group as outlined in the forthcoming Guidelines For the Salem Lutheran Employee Compensation Working Group was seconded. Motion carried.

New Business:

- Discussion was held regarding the Report by Grinnell and the requirement to develop a policy/procedure for supervising a registered sex offender within the congregation. A small working group consisting of Di, Kris and Pastor Mike will develop this policy/procedure and present to Council for approval.

Suggestions, Observations, and Solutions: None.

Announcements:

- Thank you coffee hour between services for Kathy Schultz – June 3, 2018
- Vacation Bible School – June 11-15, 2018
- Salem 101 Class – June 10, 2018
- New Member Sunday – June 17, 2018
- ELCA National Youth Gathering, Houston, Texas – June 27-July 1, 2018.
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Adjournment:

- Motion to adjourn was seconded. Motion carried.
- The next regular meeting will be one week early, June 14th, 2018 at 6:00 p.m. at Salem Lutheran Church.
- Closed with the Lord's Prayer.

Respectfully submitted by Meriellen Pisarek, Secretary

Pastor's Report, May 2018

Deacon Greg, Jerry & Polly PflEPSen, Chuck Lubowitz & Karla Peterson, and I attended the NE MN Synod Assembly May 4-6 at Cragun's. The weekend was full of worship opportunities, workshops, information and creative mission experiments and projects. For example, in response to the diminishing numbers of people going into full time Christian ministry (due to the high cost of education), Luther Seminary announced the Jubilee Scholarship, granting free tuition to all 2018-19 students! The Women of the ELCA shared their newest project – "Current for Curran," providing solar panels for a remote hospital in Liberia. Synod pastors shared about the accompaniment work they and their congregations are doing with our sister synods in Russia, Honduras, and India. The center for homeless teens in Duluth has been up and running for a year now, thanks to LSS and 67 congregations in our synod (including Salem). Called the Center for Changing Lives, it gives homeless teens a chance for a restart. Be sure to visit if you're in Duluth.

It is a privilege to be a part of the NE MN Synod – 132 congregations working together to do things they could never do alone, and the ELCA – 9,000+ congregations in 65 synods sharing Christ's love in this country and around the world. Thanks to Jerry, Polly, Chuck, Karla, and Deacon Greg for being a part of the Assembly.

FINK classes have ended for the summer. All six 9th grade students prepared a Faith Statement and completed their interviews with me. The year ended with a service night at Salem West on April 25th and the softball/pot-luck picnic on May 9th that moved into the Auditorium due to rain. Thanks to all the parents, mentors and small group guides who prepared food and risked life and limb in a hard fought game of whiffle ball!

5 seniors from Salem are graduating this month: Jake Kewatt, Brehndan Knox, Jakob McGuire, Hannah Schmidt, and Michael Serfling. There was a community worship for graduating seniors and their families on Sun. May 7th at Immanuel. On May 13th Salem's graduating seniors will be honored, gifted, wrapped in a blanket, and blessed. Thank you to Laura Hann for making the blankets and to Whitney Cragun for creating the gifts!

Several local pastors have announced their retirement. Pr. Michael Towers at Crosby Assemblies of God is retiring this month. Pr. Brian Hazard at Cascade UMC is retiring at the end of June. Pr. Sandy Berg-Holte from St. John's Cedarbrook & Bethesda Aitkin is retiring at the end of July. Please keep these for leaders and congregations in your prayers in this time of transition.

Pastoral Notes: 0 Baptisms, 0 Funerals, 47 pastoral visits. Thanks for all you do to serve our Lord at Salem and for the opportunity to serve with you!

Your Co-worker in Christ,
Pastor Mike

Deacon Report May 2018

Another very busy month. Donations are picking up dramatically

We have a new MS Assistant Manager. Once she is fully trained, it will ease up on our schedule. Since Deb and Sandy's medical issues Dee Dee, Dennis and I have been covering the store. It has been a significant addition to our work schedule. I appreciate the extra efforts that Dee Dee and Dennis have been giving to the ministry. We thank Tom for his time with us, his last day will be May 25th.

Social Outreach assisted in a family night of bowling and a meal.

SW will start being open on Saturdays Memorial Weekend. This will involve some creative scheduling to keep things going during the week. We get numerous requests for Saturday drop offs and feel that we need to be open on the weekend.

The plea for beds has been answered full force! Right now we only are taking twin beds since have filled all our storage are for full and queens.

SW cleaned out building three to prepare for the increase in furniture donations. The extra rummage items were sold at the first MS/SW parking lot sale at MS parking lot. Many items were sold and the extra sales brought MS sales goal ahead of the budget. There were a couple of months that were slower this winter due to bad weather on our key sales days. We are back in good shape.

The first 2018 Summerfest Meeting will take place soon. Plans are underway, items are being put into storage and it looks like we have leaders in all areas of the event. The first meeting with Deerwood Civic and Commerce was last week. We will stay connected with the community and Salem as we meet and prepare for August.

In a miraculous act of technology, the "fix" from QuickBooks for the point of sale system at MS seems to work! We have been struggling with the new "update" for 3 months and it has put incredible stress on the staff, volunteers and our guests. We look forward to a smooth Thursday and believe that this might really be the fix. We have had so many attempts, it is hard to believe we are really fixed! Time will tell.

I attended Synod Assembly

I did pastoral acts as asked to by Pastor Mike

Prepare and lead Men's Bible Study

Coordinate Soup Kitchen

Working on Lunch Bunch for this summer

Grants/reporting as needed

Pick up/delivery/sorting to help keep up with donations

Moving, arranging and working at MS

Community meetings and financial training at I Found

Council Report - May 2018

Faith Formation Coordinator, Whitney Cragun

Children's activities:

Lego Club- We had our end of the year party this week, with pizza and stomp rockets! What a blessing Karla Peterson, Carol Malek, and Jill Erickson have been at Lego Club. They are so supportive and encouraging as I have been learning what works with the kids, and how to best wrangle them. I have been thoroughly enjoying Lego club, it is one of my favorite age groups.

VBS update- Supplies are starting to come in! Mariellen also got registration and payment set up online with ShareFaith, which is wonderful to be able to offer! We got the banner yesterday, which I brought over to K&M signs in Ironton for them to print the VBS information on. They are charging \$50 for single color text printing, which I think will be very worth the expense. Dee Dee is continuing to work on decorations, she blows me away with her creativity! Marlene is on the mend from her hip surgery, so I'm looking forward to meeting with the other directors/leaders to get started on details and more practical preparations when she feeling up to it-hopefully next week. Laura Newton is planning to get sign ups ready soon for snack donations. I am incredibly thankful for all of the volunteers who are SO on top of preparations. It's wonderful that I get to report about all the work our amazing volunteers have been doing!

Kids Sunday Craft- I am enjoying, as are the kids, this Sunday activity we have been doing. Last Sunday for mother's day we decided to pot little flowers for the kiddos to give to their moms! Which I thought was fun for some of the kids who were guests on Sunday. My mom, Raye, has been a great help for this but I am hoping to get a few more people who would be dedicated to helping out to facilitate this on Sundays.

Confirmation/Youth:

Confirmation end of the year picnic/softball game- This ended up being a ton of fun! Unfortunately it was raining, so we ended up heading over to Deerwood Auditorium after eating a delicious potluck meal, to play wiffleball! Which was possibly more fun than softball and more family friendly might have been. We had a few parents and faith mentors participate as well, which really made it different and fun. Next year it would be great to do this again and try to promote it more as an intergenerational event.

Lock-In- The second lock-in was a success! We had 9 youth total, 6 Salem Kids & 3 friends of our kids. We believe the lower number were mostly due to spring sports being in full swing, and general end of the school year busyness. The kids enjoyed the delicious pasta bar Dee Dee put together for dinner, snacks & pop of course, playing gaga ball over at the Deerwood Auditorium,

Salem Lutheran Church
Memorial Committee Meeting Minutes
April 22, 2018

Present: Cathy Aykens, Helen Ryan, Mary Erickson, Myrna Nelson, Lisa Slepica, Meriellen Pisarek (Council representative)
Absent: Nancy Anderson

Business Items:

1. Cathy shared information on our 2018 budget, calendar, Memorials Wish List, and the Committee's policy lists.
2. Camperships – We have received 2 applications so far.
 - MOTION CARRIED to approve \$105.00 for each – John Frahm and Charlie Frahm.
 - MOTION CARRIED to approve others as they come in. Cathy will email the group.
3. Shared a copy of the senior scholarship letters sent out.
4. MOTION CARRIED to approve scholarships for the following people going on the Honduras mission trip this summer:
 - Anna Coughlin \$250.00
 - Sam Coughlin \$500.00
 - Kim Coughlin \$250.00
 - Jasmine Siliznoff \$250.00

Submitted by,
Cathy Aykens

**Salem Lutheran Church
Worship & Music Committee Meeting
May 1, 2018**

Present: Kevin Edstrom, Noreen Steinbrecher, Mark Carlson, Becky Klingelhofer, Pastor Mike, Cathy Aykens

1. Opening devotion and prayer was led by Kevin on the hymn, "This is My Father's World."
2. Reflection on Worship
 - a. Positives – Compliments for the Praise Team, Becky's piano music, children's sermons, Pastor Mike's sermons, choir music
 - b. Negatives – none
3. Subcommittee Updates
 - a. Hymn Planners – planned for May
 - b. Ushers – OK
 - c. Readers and Communion Assistants – signup sheets working well
 - d. Control Booth – OK
 - e. Altar Team – Barb Schiffler now in charge
4. Discussion Topics
 - a. May 6th – Pastor Mike will be at Synod Assembly. Gary Guida will do the sermon; Lynn Hansen and Ken Stebbins will serve as worship leaders.
 - b. VBS – kids will do some of the music at 10am worship on June 17th.
5. Pastor Mike's Items
 - a. SOS about youth helping with communion. Committee decided that they could help with this with adult supervision.
 - b. Concern about people talking in sanctuary before worship. Maybe do children's sermon about it. We want to encourage fellowship and be welcoming to others but also allow time for purposeful reflection before worship.
 - c. Barbary Coast – The committee recommends ONE service at 9am on Sunday, July 29. They will be presenting their concert on Saturday, July 28th.
6. Closed with the Lord's Prayer. Next Meeting: Tuesday, June 5th. Noreen will lead devotions.

Submitted by,
Cathy Aykens

Unapproved minutes :Salem Outreach Committee Meeting May 9, 2018

Present were: Noreen Steinbrecker, Joyce Kohlen, Pastor Mike, Don Hales, Greg Meyer, Bev Kunz, Terry Tichenor, Dennis Petersen and Sandy Kretlow

Special guests from Brainerd Lakes Community Foundation, were Karl Samp Steve Joul, and Tim Bergin .

Greg opened with prayer.

Salem West Report: Donations are great. We had 64 referrals for April. March we had 58 referrals completed 53. We had 210 loads of laundry and 1600 volunteer hours. We have a big donation coming in with a household full from Minnetonka. A semi-truck will bring it up here. We will need extra help to unload when it comes next Monday.

The guest speakers gave their input on their service thru community giving program. Last month we met with Initiative Foundation. Terry, Greg, Don, and Cecil met with Fidelity for another investment option.

Motion was made to give Terry T. to research funds with fidelity. MSC

Next month we will make a decision from the 3 options on how to invest the large house sale donation coming later this summer or fall.

Secretary report was read. MSC

Financial Report was reviewed. MSC

Mustard Seed:

Julie Fritz was hired for Assistant Manager. She started the week of May 7, 2018. Tom's last day will be May 25th.

Facility Committee:

We were recently asked if we need them on a regular basis. We decided we would only occasionally need them for big projects and SOC would do their best to maintain the buildings on our own.

Mustard Seed: Don Hales is still working on bids for addition. Plans for design and size are being evaluated.

Compensation Working Group:

A working group is to look at the wages for the church and Social Outreach. A unanimous decision would have to be made on any decisions. A motion was made: We approve the compensation working group draft that Terry T. and Pastor Mike have developed, with 3 members from Social Outreach to participate in the process. MSC

Summerfest Funds still stays as last year; 1/3, 1/3, 1/3.

Next meeting will be moved to Friday, June 8 at 1:00 pm. Due to Vacation Bible School going on the week of our regular meeting.

Close in prayer with Pastor Mike.

Submitted by Sandy Kretlow, Secretary

Faith Formation Team Meeting 5/8/2018

Present: Whitney Cragun, Lynn Hansen, Di Hein, Kris Schmidt, Raye Cragun, Dee Dee Frahm

Absent: Pastor Mike, Marlene Prill

Devotion – Led by Whitney

Faith Formation Survey Results –

6 families responded for Children's Ministry, 12 for Youth. Was hoping for a better response on Children's survey, but the responses came from the main families that attend regularly. The complete survey results can be requested from Whitney. Question on Nursery coverage was answered for our families (not currently a need), but for guests/visitors this may be a need. Discussed posting a notice in the nursery for families to let us know if there is a need for coverage.

Current Programs:

Lego Club – End of the Year party May 16. There has been interest from Karla Peterson to continue during the summer. Will plan on starting up after July 4, not sure on exact start date yet.

Craft/activity during Sermon – Good attendance, varies week by week. Plan is to continue during the summer. Looking for volunteers to either help with the craft or to lead Children's Sermon.

Confirmation –

End of the year softball game/picnic May 9. (Update: *Ended up rained out, whiffle ball in the auditorium*).

Summer Stretch – Salem has been invited to participate with 1st Lutheran Aitkin. Thursdays in June and July where service work is done in the morning, fun activity in the afternoon (including service work in the Cities and a Twins game!) June 14th is scheduled for the group to work at Salem West.

Lock In – Scheduled for May 11-12 6 p.m. to 9 a.m. (Update: *9 youth, 4 adults, and breakfast prepared by an actual chef! Whitney led a Bible study at 10:30 p.m. The youth enjoyed it.*) Deerwood Auditorium is reserved. Tech problems have been solved since the last lock in. The youth chose pasta bar for supper and we celebrated Nathan's 16th birthday at midnight!

Youth Gathering – One final fundraiser is scheduled for June 10. Sign Painting at C-I Pub, which will be used for meals for the group. (Gary Guida has also built a pie safe, which is being auctioned off in the narthex with all proceeds also going to the Youth Gathering)

Grad Blessing May 13 – Blankets made by Laura Hann.

Up Coming Calendar Events:

Plan-It Event: Whitney attended, and worked on the calendar for 1 year. Great for networking.

Lunch Bunch: First meeting scheduled for May 16.

Creative Kids (Music in the Park) – This has been well attended in past years. Will need volunteers/craft ideas. This is a good way to get Salem out and visible in the community.

Toddler Dance – Whitney is very interested in starting this again. Discussed the possibility of having this at the same time as Lego Club for those who have kids of different ages.

Preschool – Discussed this topic at length as a future possibility, not an immediate need. More research will need to be done for need in the community and logistics of the building.

VBS Update:

Order has been placed, just waiting for everything to arrive. Banner will be printed 5/18.

Advertising out in the community within the next week.

Director's meeting coming up next week (May 14-18)

Dates are on the calendar – workshops: 5/31 @ 2pm, 6/5 @ 9am

*Possibly
different date*

Volunteer Orientation/Training 6/6 @ 6:30pm

Registration and payment options will be up online soon thanks to Meriellen!

Closed with prayer

Next meeting Jun 3 @ 6pm

Salem Lutheran Church
FACILITIES TEAM MEETING
April 16, 2018

Present: Pat Guimont, Glen Helm, Ernie Erickson, Lois Hicks, Randy Holmwig, Louis Smilich, Ken Schultz, Ed Godfrey, Mike Shermock, Roger Prill, Carol Malek and Terry Fields

1. Minutes from last meeting reviewed, no changes or additions. Mike motioned to accept, seconded by Lois, all in favor.
2. Glen gave his report. Reviewed maintenance issues that he had in December—now: roof top units, fire protection system, emergency lights, shelves in nursery anchored, dishwasher fixed, snow blower needs repairs, problems with roof drains.
3. Painting of sanctuary was discussed. Decided to put up a transition strip and then paint up to that height. Pat Guimont and Lois Hicks will decide on materials and what is needed. They will get an estimate and bring it to the next meeting.
4. Columbarium
 - a. New plants will be needed. There is money in the Columbarium fund.
 - b. Planters need to be removed and some type of wall decorations put up. Mike Shermock and Lois Hicks will work on that.
 - c. Encouraged to involve families of deceased people that are in the Columbarium.
 - d. During spring cleaning and after the wall planters are removed, the walls can be patched and painted.
5. Report on 52-250 watt fixtures that need to be converted to LED.
6. Parking lot needs cracks patched. Louie will look into finding someone to do that.
7. Loose stone fascia near Debbi's office needs to be fixed, will do that during spring cleanup. Ernie will look into replacing bad exit light.
8. Spring Clean-up will be on 5/5/18 at 8:00 a.m. Will touch up mulch where needed.
9. New Business: Randy talked about goals that committee needs to decide on related to the church's Five Year Plan. One goal would be electronic signage for outside the church. Carol and Ernie will check out cost and designs and bring to next meeting. Other committee members are encouraged to check out possibilities too and bring ideas to next meeting.
10. Also discussed security concerns with building being open when people are inside.

Next meeting: 5/21/18, 6:00 p.m.

Lois made a motion to adjourn meeting, seconded and all in favor.