

SALEM LUTHERAN CHURCH COUNCIL MEETING MINUTES OF February 21, 2019

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 6:00 p.m. on February 21, 2019.

Present: Pastor Mike, Ken Stebbins, John Wojciak, Mark Carlson, Meriellen Pisarek, Di Hein, Joel Huntley, and Jeff Mitchell. Absent: Terry Tichenor and Jake Frahm

Opening Prayer was led by Pastor Mike.

Congregational Input: None.

Approval of Minutes:

- A motion to change the January 17, 2019 minutes to reflect the new line item called 2630 Support Staff Continuing Ed. instead of 2605, was seconded. Motion carried.
- A motion to approve the corrected minutes from the Council meeting on January 17, 2019, was seconded. Motion carried.

Treasurer's Report:

- Council reviewed the Treasurer's Report for January, 2019. Motion to accept the Treasurer's Report was seconded. Motion carried.

Pastor's Report:

- In spite of 4 weather cancellation days we managed to have a very full month. Teen Challenge led worship on January 20th, followed by a pancake breakfast. Thanks to Kathi and Sheri and all who made that happen! 12 people went to Honduras, and another 13 became Salem members.
- Staff transitions continue. Tammy Martin started work as Salem's office manager on February 11th. Debbi Carlson's last day is February 28th, although she has said she will be available as a resource for Tammy as questions come up. Whitney Cragun's resignation is effective the end of March. We need to move aggressively with the Faith Formation team to envision and staff the ministry going forward.
- The Worship Team is proposing single Sunday services through Palm Sunday, April 14th. Worshipers seem to favor a single worship service by about 5 to 1. The minority have raised valid concerns about worship time, style and feasibility once the snowbirds begin to return.
- I will be gone the weekend of March 2-3 as a "quarterly personal leave weekend". Thank you to you and the 2018 council for granting this wonderful benefit.

Faith Formation Coordinator's Report:

- Kid's Club: Approaching 30 kids. We are considering capping it at 30, as we can't handle much more chaos! We did a sewing day this week though, and it went SO well. It makes such a

difference when the kids get one on one help with projects. We have about 10 sessions planned (loosely) and hoping to be set for the rest of the year soon.

- Sunday school: Marlene filled in for me last Sunday and had 8 kids! Very encouraging as numbers have been down.
- Lenten Meals: The sign-up sheet to prepare meals, as well as serve and cleanup is up on the kiosk. The confirmation kids/youth and families will serve/cleanup for 3 of the 6 Wednesdays. So we are looking for groups/individuals to cook food for all 6 Wednesday services.
- Camp Sunday: We have scheduled Camp Sunday for March 10th
- VBS/VLM Day Camp: We have decided to move forward with scheduling the VLM Day camp team.
- VBS- I still think that we should consider doing a VBS in August, if we have interest and manpower to make it happen.
- Confirmation- Still looking at taking 4-5 kids to Camp Vermilion for Rejuv. Next Wednesday we will have a service night at Salem WEST.
- Youth- Plans are in the works for a bowling night, lock-in, and still possibly a ski-trip.

Committee Reports:

- Worship and Music: Proposing to have one service through Palm Sunday. Materials for the shelf for the organ speakers are in.

Unfinished Business:

- Security team update: Discussion was held regarding the bid from Midwest Security of \$3,700.00. Salem West has installed their own system. This system needs to be researched as a possibility for the church. The system at Salem West is a Lorax System. The committee is also wanting to install an intercom system. The team will be next meeting in April.
- American Funds Use: Discussion was held that the family who donated these funds approved the moving of funds from this account to the electronic sign account. Motion to move \$10,000.00 from line 1392 and transfer to line 2235 was seconded. Motion carried.
- Office manager position has been filled. Tammy Martin started on February 11th training with Debbi Carlson. Debbi's last day will be February 28th.
- Updated Guidelines Between Council and OGB (Outreach Governing Board): Ample discussion was held regarding the changes that have been proposed to the guidelines. Motion to accept the amended Guidelines For the Relationship Between The Congregation Council and The Outreach Ministries Governing Board of Salem Lutheran Church was seconded. Motion carried.
- Silent Auction/Summerfest Taskforce: Discussion was held regarding putting together a task force team for the possibility of continuing the silent auction during Summerfest. Suggested members of the task force team were people from each of the following groups: Members from Outreach board; members from Council and members from the Congregation.

New Business:

- Discussion was held that Greg Meyer and Sandy Beyer both received 2 weeks of vacation pay when leaving Salem. Motion that Debbi Carlson receive 2 weeks of vacation pay was seconded. Motion carried.

- Faith Formation Coordinator Position: Council discussed the possibility of forming an inquiry group called the Faith Formation Research Team. Suggestions for this team were possibly some of those already involved with Faith Formation, and council member, Mark Carlson and Pastor Mike.
- One worship service until Easter: Discussion was held regarding the survey information on one service vs. two services. Motion to continue one blended service until Easter was seconded. Motion carried. Council also discussed the volume and blend of music in the 9:00 a.m. service.
- Updated employment policy and cell phone usage: Proposed changes to the employment policy and cell phone usage were discussed.
- Building closure/alarm setting on Lenten Wednesdays: Discussion was held regarding the need to have someone assigned to lock the church and set the alarms on Wednesday evenings during Lent. A person will be found to lock the church and set the alarms on a week by week basis.

Suggestions, Observations, and Solutions: None

Announcements: Next council meeting – March 21st

Goodbye Lunch for Debbi Carlson – Feb. 26th at noon.

Volunteer Appreciation Breakfast – Sunday, Feb. 24th after service

Staff training in Little Falls – Wed. Feb. 27th

Nuts and Bolts in Cloquet – March 16th

Eco Summit – March 30th

Meeting was adjourned with the Lord's Prayer.

Respectfully submitted by Meriellen Pisarek, Secretary