

SALEM LUTHERAN CHURCH COUNCIL MEETING MINUTES OF JUNE 20, 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 June 20, 2019.

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

Opening Prayer was led by Pastor Mike.

Congregational Input: None.

Approval of Minutes:

- A motion to approve the minutes from the Council meeting on May 16, 2019, was seconded. Motion carried.

Treasurer's Report:

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

Pastor's Report:

- The Aitkin Area Church "Season of Creation" series for this summer will begin on June 23rd (Pastor James Muske). The other Sundays we'll hear guest preachers are July 21s (Pastor Jordan Gades) and August 25th (Pastor Rebecca Hinz). Pastor Mike will give his "season of Creation" sermon at Salem on July 28th for a total of 4 presentations. This is an experiment, so please share your thoughts and reactions with me and/or the Worship Team.

Committee Reports:

- Memorial: Scholarships for graduating seniors was \$500.00. 3 of the 9 graduating seniors have applied and filled out the paper work to receive the scholarship. Talking about a camp counselor scholarship of \$3,000 to \$4,000.00 trying to get someone to come to Salem to help in the summer months with VBS and be like a camp counselor here—this is just in the discussion and planning stages. Also did the camperships. Next meeting in September.
- Worship and Music: Received a \$500.00 Thrivent grant, so they are getting close to having enough to purchase the organ speakers; working on power-point glitches; suggestion to unlock the Columbarium area.
- Outreach: SalemWest was nominated for the Lake Region Non-profit Organization of the year. Sentence to serve, community service people and other kids have been helping organize—it's very organized thanks to their help. One challenge is that they would like to get more volunteers for driving and delivery. Mustard Seed construction is moving right along and looks to be on track.

- Faith Formation: Discussion was held regarding many ideas for the Faith Formation Coordinator position; how that position should be filled and with who it should be filled by; how will this fit the needs of Salem? It was discussed that Council should think through a plan and present the plan to the congregation.
- Facilities: Parking lot tarring and patching is being worked on. Council discussed the electronic sign and asked for confirmation that they had received DOT approval. Sign meeting will be the first part of July.

Unfinished Business:

- Employment Policy/Pet Policy:
Ample discussion was held regarding the change to the inclement weather policy, the children policy and the pet policy, and the insurance risk. This discussion led to the council discussing raising our umbrella policy. We will get bids on how much it would cost to increase the umbrella policy.

Proposed Inclement Weather Policy:

During the work week, if CI Schools close for inclement weather the Church and Outreach facilities will also close. However, where extraordinary circumstances warrant, due to weather or other unforeseen business interruption, the Pastor, Council President and Outreach Director reserve the right to close any or all facilities as they deem necessary for the safety of the paid staff and volunteers. Should this occur, affected paid staff will be contacted via phone or email. Volunteers of the Church and Outreach facilities are encouraged to listen to radio broadcasts on stations KKIN in Aitkin and WJYY in Brainerd during periods of adverse weather to find out if the facility is open or closed.

Motion to accept the inclement weather policy was seconded. Motion carried.

Proposed Children's Policy:

Children are generally not permitted at the work site as a result of daycare difficulties during normal business hours because of the legal liability on permitting such a practice, except on a rare case-by-case basis and approved by the appropriate supervisor. Children present at any of Salem's facilities performing volunteer work need to be approved by the respective supervisor of that area and should be generally supervised by appropriate personnel, paid staff or volunteers, at the respective facility.

Motion to accept the children's policy as written was seconded. Motion carried.

Proposed Pet Policy:

Pets in the workplace must be approved by the appropriate supervisor. They must have all pertinent shots and a clean bill of health from a veterinarian. The animals must not be allowed to create any undesirable stress to other staff or volunteers and must be properly controlled and cared for. Any indication that the animal presents a hygiene issue or has aggressive behavior will be grounds for immediately disallowing that animal in the workplace. The pet owner is

responsible for all damages and injuries that may be caused by their pet. It is recommended the pet owner check their home owners insurance to make sure their pet is covered.

Motion to accept the pet policy as written was seconded. Motion failed.

Further discussion was held to amend the proposed pet policy. Motion that the pet policy shall read: *There shall be no pets allowed in any of the Salem facilities. Animals that are contained in aquariums may be approved on a case by case basis by the appropriate supervisor,* was seconded. Motion carried.

- Security team: Greg Reed will be consulting with the security team and helping evaluate any security camera systems they look at. They are currently trying to meet with Midwest Security (our current security system provider) and get their input as to what they would suggest for the installation of a security camera system.

New Business:

- Summerfest Funds designation: Council discuss where the funds went last year and where they would like to see the funds go to this year. Motion that Salem's portion of the Summerfest funds go to debt reduction was seconded. Motion carried.
- Ice Cream serving schedule/Order ice cream/toppings. Council was asked to sign up for shifts for service the ice cream at Summerfest and/or provide the ice cream toppings.
- Council volunteers are needed to serve at the Mustard Seed on July 13th from 11 am to 1pm and 1pm to 3pm.

Suggestions, Observations, and Solutions: None

Announcements: Next council meeting – July 18, 2019
10th Anniversary of Mustard Seed – Sat. July 13th
Summerfest – Aug. 9 & 10th – council serves ice cream

Meeting was adjourned with the Lord's Prayer.
Respectfully submitted by Meriellen Pisarek, Secretary