

Salem Lutheran Church
Council Meeting Minutes from Aug 19, 2021

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

MSC = The motion was seconded and carried.

Present: Jeff Mitchell, Jena Reed, Al Schiffler, Paul Tesdahl, Tracy Perpich, Renee Voller, Warren Balfany

Absent: Pastor Mike Briggs, Terry Tichenor, Mark Carlson

Call to Order

Opening Prayer by Jeff Mitchell

Welcome Warren Balfany to the Council

Approval of Minutes

Motion: Approve minutes of the July, 2021 Council meeting. **MSC.**

Treasurer's Report

- Treasurer Terry Tichenor was not present, but sent a review of the finances. Jeff reviewed the report with the Council.

Motion: Approve the July, 2021 Financial Reports. **MSC.**

Pastor's Report

- Pastor Mike was absent, but provided a report.

Committee Reports

- Facilities:
 - The LED lights are in the parking lot and look great!
 - The Midthun's have finished the wiring for the bell tower.
 - The bell tower has not been delivered yet. Hopefully in a week or so. We are ready for it.
 - The test lights in the sanctuary were less light than the original bulbs, so they were removed.
- OGB: The manager at Salem West has been replaced and will start on Monday.

Unfinished Business

- Capital Appeal: The team has developed a timeline for the next three years. Moving forward to get the pledge cards to the congregation in September.
- Call Committee: One candidate has visited already. Another will be later this month.
- Summerfest: **Thank you everyone for the donations!** Everything went well, especially since we had less items for the silent auction. The final report will be in mid-September.

New Business

- Strategic Plan: Jeff will email the plan to all Council members.

Action: All review the plan by 3 September

- Continuing Resolution: A resolution regarding elected positions for prior church employees was discussed.

Motion: Propose a continuing resolution that any employee with 2 years or more of employment, cannot hold an elected position for 3 years following the end of their service.

MSC

- Compensation Working Group (CWG): Discussion were held regarding the CWG that will start next month.

Motion: Paul, Terry and Jeff be members of the CWG and follow a zero based budget process on all budgets. **MSC**

Discussions

- **As a Council, we recognize and say THANK YOU to all those that donated items to the silent auction.**
- Discussion on Deerwood technologies donation of services to the church. Tracy will write a thank you to them.
- Trees are getting large. How do we get them cut back? Something to think about.

S.O.S.

- A discussion was held regarding the concern that we need to attract/keep good employees and we need to aggressively recruit more members, especially young people. Possibly adjusting the salary and benefits for employees will help.
The council (and CWG) will be looking into this.

Announcements

- The next regularly scheduled meeting will be on September 23, 2021, at 6:00 P.M. in the conference room.

Meeting Adjourned

- Prayed the Lord's Prayer.

Prepared by: Jena Reed