

Salem Lutheran Church
Council Meeting Minutes from December 16, 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: Pastor Mike Briggs, Jena Reed, Al Schiffler, Paul Tesdahl, Warren Balfany, Tracy Perpich, Renee Voller, Peter MacKay, Don Hales

Absent: Mark Boike

Call to Order

Opening Prayer by Pastor Mike

Welcome & Introductions

Approval of Minutes

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

Daycare Update

- Goal is to open in February. Cassie and Raye will give monthly updates to the Council.
- Now that the new Council members are seated, a negotiation team needs to be formed so that Cassie and Raye have a focal point. Ruth would like to be part of this. Don also volunteered to be part of this. Need to see if someone from the congregation would like to be part of the team. This will be put in the newsletter.

Treasurer's Report

- As Terry, outgoing treasurer, was unable to attend, Paul discussed Terry's write up on the budget.

Motion: Split the moving expenses for Pastor Amanda and Jason between OGB and the Church and take this from line 2370. **MSC.**

Motion: Approve the Nov. 2021 Financial Reports. **MSC.**

Pastor's Report

- Pastor Amanda will start Jan. 1, 2022. Installation will be on Jan. 30, 2022.

Election of Officers

- After discussion of requirements, the following motions were made for officers.

Motion: Elect Paul Tesdahl to be president. **MSC**

Motion: Elect Don Hales to be vice president. **MSC**

Motion: Elect Jena Reed to be secretary. **MSC**

Motion: Elect Tracy Perpich to be treasurer. **MSC**

- These officers will replace Jeff Mitchell as president, Paul Tesdahl as vice president, Terry Tichenor as treasurer, and Jena Reed will remain as secretary.

Committee Reports & Team Assignments

- We currently do not have a Stewardship Team. We need to create the team to consist of 3 – 5 people to address money, time and talents.
- The team representatives from the council will be:
 - Executive/Personnel Committee – Officers of the Council
 - Capital Appeal – Paul Tesdahl
 - Columbarium – Al Schiffler (or Mark Boike)
 - Facilities/Kitchen – Al Schiffler
 - Faith Formation/Youth/Day Care – Renee Voller
 - Memorial Committee – Peter MacKay
 - Outreach Governing Board – Paul Tesdahl
 - Stewardship – Warren Balfany
 - Technology – Jena Reed
 - Welcome – Don Hales
 - Worship & Music – Tracy Perpich

Unfinished Business

- Capital Appeal: We are in the last quarter of the year. We will get quarterly reports.
- Bell Tower: Ernie Erickson is looking at getting a booster so that we can increase the volume of the bells. At the base of the tower is a granite slab that says that it is dedicated as Timothy Tower.

New Business

- The Pastors' housing allowance was discussed. This doesn't change the compensation, but is required for tax purposes. The wording will be placed as an addendum to the minutes.

Motion: Approve Pastor Mike's housing allowance and Pastor Amanda's housing allowance as stated. **MSC.**

- Designation of Pastoral duties – goals for Pastor Amanda.
 - One such goal would be for her to verbally make contact with every member of the congregation.

Action: Prior to next meeting, come up with additional goals for Pastor Amanda.

Action: Exec Team to look at duties between Pastor Mike and Pastor Amanda.

- Jason, Director of Outreach, will report to Pastor Mike for the immediate future. Once Pastor Mike retires, a new supervisor will need to be identified, as there would be a conflict of interest with Pastor Amanda.
- Council Retreat/Training: We will discuss with Pastor Amanda on what her thoughts are.
- Summer Worship Schedule: We need to get a recommendation from the Worship Team.

Action: Tracy will get bring this up at the next Worship & Music Team meeting and report back to the Council.

- Lenten Offering Designation. We need to designate this.

Action: Paul will ask Ruth what we have done in the last 5 years.

Action: ALL: Think about this and come to the next meeting with ideas!

- Council Goals: What are our goals for the next year?

Action: ALL: Think about this and come to the next meeting with ideas!

- Audit: Both the Church and Outreach need to be audited this year.
- Bad Weather Policy: The current policy was handed out. Due to e-learning, CI Schools may cancel more readily. Do we need to edit the Policy? Need to think about this.
- COVID Policy was discussed.

Motion: A mask is required during worship. Communion will be at the altar, wearing a mask until partaking of the bread/wine. In the fellowship hall, a mask is required unless you are seated and consuming food/drink. This will remain in effect until this is addressed at the next council meeting. **MSC**

- Christmas services will be at 3:00pm and 5:00pm. Reservations are not required. An effort will be made to have places to sit in the Narthex and/or Fellowship hall in the event that it is crowded and people want to spread out.
- Council meetings were discussed. They will be held at 5:30pm on the 4th Thursday of the month. Exec Team meetings will be at 3:00pm on the 3rd Tuesday of the month.

Announcements

- Ruth will not be going on her vacation.
- The next regularly scheduled Council meeting will be on Jan. 16, 2022, at 5:30pm in the conference room.

Meeting Adjourned

Motion: To adjourn. **MSC**

- Prayed the Lord's Prayer.

Prepared by: Jena Reed

Addendum: Housing Allowance

Addendum to the December 16, 2021 Council Meeting Minutes

Upon motion duly made and seconded, it was voted to designate \$20,000.00 of the cash salary for 2022 to be paid to the Rev. Michael Briggs as a housing/furnishings allowance in response to the pastor's request and acknowledgement that the allowance so designated does not exceed the fair rental value of his home, furnished, plus the cost of utilities.

Therefore, cash salary shall be \$20,856.32 and the housing allowance shall be \$20,000.00.

Signed by an officer of the congregation

Date

Signed by the Pastor

Date

Upon motion duly made and seconded, it was voted to designate \$45,000.00 of the cash salary for 2022 to be paid to the Rev. Amanda Kempthorne as a housing/furnishings allowance in response to the pastor's request and acknowledgement that the allowance so designated does not exceed the fair rental value of her home, furnished, plus the cost of utilities.

Therefore, cash salary shall be \$30,000.00 and the housing allowance shall be \$45,000.00.

Signed by an officer of the congregation

Date

Signed by the Pastor

Date