

Salem Lutheran Church
Council Meeting Minutes from March 24, 2022

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, Jena Reed, Al Schiffler, Paul Tesdahl, Warren Balfany, Tracy Perpich, Renee Voller, Peter MacKay, Don Hales, Mark Boike, Pastor Amanda, Jason Kempthorne

Also Present: Cassie Hecklinger, Ruth Blum, Chuck Lubowitz

Call to Order

Opening Prayer by Pastor Amanda

Approval of Minutes

Motion: Approve minutes of the February 24, 2022 Council meeting. **MSC.**

Daycare Update

- Cassie and Ruth provided an update for the daycare. Raye Cragun will not be employed by the daycare as it is not financially viable. It will open in mid-September. Cassie is applying for Grants to help with start-up costs.
- Faith Formation team will need to weigh in on space utilization.

Motion: The cost will be \$500/month from the Daycare to Salem Lutheran Church for a period of 1 year. **MSC.**

- Note that this cost is to cover the cost of utilities for the Daycare, as calculated by Ruth.

Treasurer's Report

- Tracy presented the treasurer's report. Overall, we are doing ok.
- While we are in the red, warmer months will bring less utility costs.
- The Bank takes care of snow removal for the Church parking lot. Salem West and Mustard Seed snow removal costs are high, and we should solicit bids prior to next season to see if we can reduce costs. This will be added to the Agenda in August.

Motion: Approve the February 2022 Financial Reports. **MSC.**

Follow Up to Salem's Council Retreat

- Pastor Amanda led a discussion regarding the goals from the retreat focusing on the strategies for 2022:
 - Develop vibrant youth and family program that draws people in and helps them grow
 - Seek opportunities to connect with potential members
 - Transform Outreach to be more intentional in serving the spiritual needs of clients

- Goals for Seek Opportunities to connect with potential members:
 - Reinstitute Welcome Committee
 - Contact new residents
 - Continue to use Facebook/Instagram/website
- What are we looking for:
 - New membership
 - Having new people involved in the church
 - Not always about people, sometimes it's being the place for the community
- How will we know when we are done:
 - 10 new household units by December
 - Review progress every 90 days

Pastor Mike's Report

- There are 4 or 5 seniors this year. Laura Hahn usually makes blankets for them.
Motion: Provide a devotional to the graduating seniors that is approved and ordered by the pastoral staff. **MSC.**

Pastor Amanda's Report

- Building relationships! All help is appreciated! Setting up Meet and Greet Potlucks.
- We are overpaying for our Website. Need to look at options.
- Four applicants for Office Manager – need to look at the position description.
- SLC would like to be involved with the Deerwood Sesquicentennial. In touch with the Mayor for planning.

Outreach Report

- Mustard Seed:
 - Dropped the Fairtrade stuff and doing reorganization.
 - Facebook viewing is way up.
 - A lot of money for Honduras from the Bake Sale.
- Salem West:
 - Realized that we don't have any fire detectors! Went out and bought and installed them both at Salem West and the Mustard Seed.
 - Plans in the near future to go to Crow Wing County Social Service and talk to them about what we do and how our system works so we can help more clients.
 - Maintenance of buildings – roof issues. Trying to work this out to bring a recommendation to the Council.
 - Looking at sustainability
- Chuck discussed fundraising to assist with sustainability
 - \$80K fundraising goal
 - Looking at an Outreach tab on Simply Giving
 - Put up a fundraising thermometer in the Narthex
 - Raise the issue of sustainability to the Congregation through Temple Talks.
 - Seek grant opportunities for Salem West

Motion: Put a fundraising thermometer in the Narthex to emphasize the need for sustainability, and do quarterly Temple Talks and newsletter articles to reinforce the need for ongoing support and to increase transparency. **MSC.**

Committee Reports

- Capital Appeal: Paul noted that the mortgage started at 6% and is now at 3.625%. Giving in Jan/Feb was fantastic!
- Facilities/Kitchen: Al noted that there is a meeting on Sunday.
- Faith Formation/Youth: Renee noted that VBS will be held July 18 – 22. Doing Easter eggs with the kids for Easter.
- Day Care: Nothing additional.
- Memorial: No update.
- Outreach Board: Nothing additional.
- Stewardship: Warren noted that they are a committee of two!! Warren and Pastor Mike.
- Welcome: Need more people to get interested, introduced, informed, involved and ingrained! Have 14 Welcome Bags ready to go. Need daycare for Easter.
- Worship & Music: We will have beautiful backgrounds on our presentations at Easter.

Unfinished Business

- Masks – we will continue to have masks available to those wanting them.
- Motion:** Make masks optional starting tomorrow, March 25th, 2022. **MSC.**
- Custodian Position: Building and Grounds Maintenance interviews starting soon. Pleased with the cleaning service.
 - Operations Manager – still looking. Pastor Amanda leading the team. Need to look at the position description.
 - Salem's Music Team wages
- Motion:** Give the music team a 2% COLA to their pay to be consistent with other employees. This money will be taken from the facility coordinators line 8130. **MSC.**

New Business

- Summerfest will be August 12 & 13, 2022. We have had two people chair this previously. Al has agreed to help someone, so we need suggestions for a leader.
- Motion:** Participate in Summerfest 2022. **MSC.**
- Planning team for Pastor Mike's retirement is in place. His last day will be May 29th as he has vacation to use. Official last day is June 30th.
 - Transition from Pastor Mike to Pastor Amanda – Pastor Amanda does not automatically move into the Senior Pastor position. The Synod will meet with the Council to explain everything. A new Call Process will need to happen.
 - Point of information – Certificate of thanks from Northeastern MN Synod – for year 2021
 - Salem's contribution - \$23,406.05
 - World Hunger - \$180.00
 - Salem's Missionary - \$2,964.98

- Outreach Building Maintenance – roof maintenance issues. Randy Holmwig and Mark Boike will help Jason identify contractors.

Motion: Give Jason permission to get bids and bring to Exec Team. This includes both roof and water damage. Exec Team will have financial approval. **MSC.**

SOS

- An SOS was submitted asking if we will ever return to songs that everyone knows.
 - Need additional information.
 - Maybe survey the congregation for their favorite hymns/songs?

Action: Paul will get with the person to get more information.

- An SOS was submitted regarding the 2021 Annual Report. The financial report for Summerfest showed no expenses.

Action: Paul will get with the person to explain that all items were donated, and there were no expenses.

Announcements

- The Council appreciates and thanks Debbie for all she has done for Salem!!!
- The next regularly scheduled Exec. Team meeting will be April 19, 2022, at 3:00pm in the conference room.
- The next regularly scheduled Council meeting will be on April 28, 2022, at 5:30pm in the conference room.
- Thanks to Pastor Mike and Ruth's research regarding additional money from the CARES Act! We should have the money next month.

Meeting Adjourned

Motion: To adjourn. **MSC**

- Pastor Mike closed in prayer.

Prepared by: Jena Reed