

Salem Lutheran Church
Council Meeting Minutes from October 27, 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: Al Schiffler, Paul Tesdahl, Warren Balfany, Don Hales, Mark Boike, Pastor Amanda, Jason Kempthorne, Jena Reed, Peter MacKay

Absent: Terry Tichenor, Renee Voller

Call to Order

Opening Prayer by Pastor Amanda

Approval of Minutes

Motion: Approve minutes of the September 22, 2022 Council meeting. **MSC.**

Treasurer's Report

- As Terry Tichenor was absent, Paul Tesdahl presented basics of the treasurer's report.
- There is a downward trend in giving.

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

Pastor Amanda's Report

- Good Synod Theological Conference!
- Attended the Women's retreat.
- Was involved in the Stewardship and time and Talent processes. Compilation was completed and handed out.

Outreach Report - Jason

- Two bids were received for electrical. The contract was awarded to Up North Electric for \$2500.
- The consultant that we are working with came here and offered suggestions. We now have a book nook at the Mustard Seed, and doing twice the sales.
- Working on Taste of Christmas – November 14th.
- Volunteer Appreciation Dinner was well attended with 126 people, and went well.
- Impact report has been posted.
- Paul thanked all those who helped with the Volunteer Appreciation Dinner. Set-up and clean-up went quickly!

Committee Reports

- Columbarium: No update.
- Technology: No update.
- Capital Appeal: Paul gave an update at the service on Sunday. Served brownie Sundays after the service as a thank you! The Capital Appeal team will meet on Dec. 5th to decide on a recommendation for mortgage payments for next year.
- Facilities/Kitchen: Al noted that the clean-up day was well attended. New custodian is doing well, and glad to be here.
- Faith Formation/Youth: Pastor Amanda noted that Trunks for Treats is on Monday. Kids Club will start in January. They are trying to figure out the Christmas Program!
- Memorial: No update.
- Stewardship: Pastor Amanda noted that the Time and Talent forms have been compiled.
- Welcome: Pastor Amanda noted that the committee is meeting less, and focused more on once a person is through the door.
- Worship & Music: Pastor Amanda noted that they are preparing for advent. Should we have a Thanksgiving service? After much discussion, it was decided to do a digital worship service that will be prerecorded, and an email link will be sent out. Next year we will start discussions in June to see if a Thanksgiving service is something we want to have in the sanctuary or continue with a digital service.

Unfinished Business

- Reducing the cost of mattress disposal: Don filled out and submitted the appropriate forms. We hope to hear back in November.
- Update on Salem's Insurance review: Three companies were approached, and we have two proposals, and meet with the third company on Wednesday.
 - There is currently no medical insurance for volunteers that get injured on our property.
 - Our goal is to have an apples to apples comparison and make a recommendation to Council soon.
 - Need to make a decision at the next Council meeting as our insurance will expire in December.
 - There should be a cost savings of around \$5K, with more coverage.
- Update on identifying qualifications for a contract pastor and financial considerations
 - Deacon Brenda from Synod gave us one option of someone looking to move to this area. This would be a shared pastor with another congregation.
 - Currently she is a deacon doing senior ministries and outreach.
 - Has all of the qualifications that we are looking for.
 - There are a couple of churches in the area possibly interested in a shared pastor/deacon.
 - Do not need a full Call Process – need to do a job description.
 - No timeline as of yet. Probably first quarter next year.
 - Pastor Amanda is “Pastor” – we can drop the “Associate” descriptor without a call process. Emphasize “Pastor of Faith Formation”.

- Timeline for filling Financial Manager position: Interviews next week. Have several good candidates.
- New custodian: Dan Quinn is on the job and glad to be here.
- Nominating Committee progress: Need people willing to be on the Council. Also looking for someone for VLM rep.

New Business

- Discussion on designating the Christmas offering.

Motion: Send the Christmas offering to Kids Ark International in Honduras. **MSC.**

- Discussed the motions to be addressed at Salem's Annual Meeting pertaining to Salem's Outreach Ministry.

- **Motion 1:** Loan for Roof Repair and Store Set-up

The congregation of Salem Lutheran Church authorizes the Congregation Council to borrow up to a maximum amount of \$200,000 from any lender approved by the Congregation Council under the following terms: Term: five years, based on amortization of 20-years. Interest rate: 5-year Treasury + 250bps, fixed at closing to be secured by a 1st Mortgage on Salem West property at 22348 State Hwy 6. The Executive Council is authorized to execute any and all documents reasonably necessary and carry out these actions.

- **Motion 2:** Sale of 23697 Forest Road

The congregation of Salem Lutheran Church authorizes the sale of the Mustard Seed Property at 23697 Forest Road at a time and manner as directed by the Congregation Council upon the recommendation of the Outreach Governing Board with the listing to occur during the 2023 Calendar year. Proceeds from the sale of the property will be distributed to the Outreach program per the congregation council resolution adopted July 2022, with the first proceeds of the sale to be used to promptly pay any remaining indebtedness of the loan of Motion 1.

Motion: Council adopts OGB's resolution of the two motions to be presented at the annual meeting in December 2022. **MSC.**

- Discussed emergency devices being functional and supplies being available at Salem. Chuck Lubowitz checked all systems and they are all functional. Chuck will continue to monitor them. Dan (custodian) will check batteries and oxygen supplies. Chuck volunteered to do CPR training in the future.
- New members: One of council's tasks is to approve the confirmed and voting membership of Salem (C8.03)

Motion: Approve Brian and Linda Sudman, Donna Grunzke, Marcia Tweed, Andi Anderson, Kennedy Niska, Cal and Shelley Midthun, Mark and Carole Houghton, and Brandon Anderson and Ahreanna Chandler into the membership rolls of the voting members of the congregation. **MSC.**

- Parking lot service opportunity: CRMC approached Salem to distribute food once a month to seniors in our parking lot. Deerwood Bank (as they fund part of our parking lot) has no issues with this.

Motion: Allow CRMC to utilize our parking lot to distribute food to seniors once a month.
MSC.

- Counting of votes at the Congregational Meeting in December 2022 was discussed.

Motion: The nominating committee will count the votes at the Congregational Meeting in December 2022. **MSC.**

S.O.S.

- Some members cannot make a Congregational Meeting. Would like absentee voting.
 - ELCA requires members to be present for the voting. No absentee ballot.
 - However, with Zoom, they can hear and contribute back. No need for a Constitution change.
 - Have a voting system using Google Docs for electronic ballot. They can use the chat function to send votes. Need to insure confidentiality.

Action: Pastor Amanda will follow-up with S.O.S. person.

Budget Discussions

- Biggest discussion was utilizing reserves.
 - For the Church:
 - Church reserve budget \$78,811.25
 - Unrestricted reserves as of 10/1/22, \$120,813
 - Projected reserves going into 2024, \$42,001.75
 - For Outreach:
 - Outreach reserves for 2023, \$24,000
 - Cash reserves as of 10/1/22, \$86,031.08
 - Grant reserves, \$21,771.26
 - Projected reserves in 2024, \$40,259.82
- Insurance costs should go down. We will know in the next couple of weeks.
- We are budgeting additional dollars for each position for raises and for new hire flexibility.
- Paul will get Simply Giving data from Ruth.
- The Exec Team will continue budget discussions on 7 November.

Announcements

- The next Exec. Team budget meeting will be Monday, November 7, 2022, at 3:00pm in the conference room.
- The next regularly scheduled Exec. Team meeting will be November 15, 2022, at 3:00pm in the conference room.
- The next regularly scheduled Council meeting will be on **Wednesday**, November 16, 2022, at 5:30pm in the conference room.

Meeting Adjourned

Motion: To adjourn. **MSC**

- Pastor Amanda closed in prayer.

Prepared by: Jena Reed