**Salem Lutheran Church Council Meeting Minutes, Thursday, September 8, 2022 – 6:30 pm**

President Shannon Bruhns called the meeting to order at 6:30pm.

Members present: Drake Abbey, Marci Adeogun, Shannon Bruhns, Sue Langerud, Sondra Nelson, Al Skellenger, Pastor Joel Guttormson and Cindy Haugsdal.

Absent: Mary Peterson

Pastor Joel led us in devotions and prayer.

**Secretary’s Report:** August Minutes were available for review. There were no additions or corrections.

Marci moved to accept the minutes, seconded by Sue. All approved.

Communication and correspondence

1. Anonymous gift of $50 to Salem general fund
2. Certificate of Sponsorship from the Lake Mills Public Library thanking and recognizing Salem’s support of the summer reading program.

**Treasurer’s Report:** Drake provided a written and verbal report.

Total income for August 2022 $22,962.00

Total Expenses for August 2022 $18,717.22 (Income less expense $4,244.78)

Checking account balance (8/31/2022) $40,986.48

CD’s at FTSB (8/31/2022) Reserves $26,014.17/Ness Estate $10,614.41

CD at MBT (8/31/2022) Ness Estate $52,215.45

Drake will be checking on the maturity date of FTSB CD #5 ($10,614,41)

**Financial Secretary’s report:** Sondra provided a written and verbal report

2022 YTD total offerings (8/31/2022) $144,662

2021 YTD total offerings (8/31/2021) $154,443

Sue moved to accept Treasurer and Financial reports, seconded by Al. All approved.

**Board Reports**

**Board of Worship and Music:**  Mary provided a written report. Topics from the board meeting on 8/25 included: Plans for a bell choir opportunity for members will be posted in the bulletin; Live stream is going well; Continue to seek members to be readers and serve communion; Rally Sunday plans reviewed – Brady Kurtz will provide special music; Usher responsibilities description was reviewed and will be updated; reviewed Sermon notes and worship service forms for confirmands and a “worship coordinator” from the board to be assisting each Sunday with families taking part in these roles; Special music on 10/16 from Faith Formation and hopefully Bell Choir; December 18, 2022 9:00 service will be the Faith Formation Christmas Program.

**Board of Life & Growth:** Sue provided a verbal report: No meeting since last council meeting – preparations on events discussed last month continue.

**Board of Stewardship and Social Ministry:** Al provided a verbal report. Board will be involved in supporting Rally Sunday with providing lunch and additional activities. Next Noisy offering will be for the Good Samaritan Fund – 9/25 – 10/23.

**Board of Property and Management:** Shannon provided a written and verbal report. Reviewed plans for the board members involvement in unlocking/locking doors on Sunday mornings; Continue to address the boiler violation; South boulevard cement work pending – Shannon checking into this; Chapel leak was repaired by members and suggestions for use of the chapel will be discussed with the Board of Youth; Grinnell Mutual Insurance loss control report recommendations will be addressed; Pastor Joel and Shannon met with Barb to review janitorial responsibilities; Bell tower tuck pointing/repair discussion continues with more information being gathered – looking at making this a Capital Project and seeking member financial support for these repairs.

**Board of Youth:** Jen and Marci provided a written report. Marci led discussion of items in the report that included: No updates from last report – meeting on Sunday to finalize Rally Sunday.

**Pastor Report – Complete Pastor reports are available for review in the church office.**

**Lead Pastor’s Report:** Pastor Joel shared a written report that included Pastoral acts in August and accounting for vacation and continuing education days/Sundays used and planned. Additional topics in his report included:

* Continuing Education – Pastor will be attending the Fall Theological Conference October 17-18 in Dubuque, Iowa. Registration for the conference is $80 and Pastor will be bringing his camper and staying on a friend’s farm, will not require fees for hotel accommodations. Theme of this conference will be on leadership in ministry.
* Retirement plans – Pastor Joel shared plans to retire on his 65th birthday, May 27, 2023. He plans to submit a formal resignation by the end of April 2023. Pastor Joel is scheduled to meet with Bishop Kevin Jones on Monday, September 12 to discuss retirement plans and pastoral transitions for Salem.
* Congregational Giving and Mission Support – Pastor shared this thought from Pastor Liz Bell that accompanied the report on Salem financial support to the Synod, “May this school year be one where grace upon grace given be shared and seen through your ministry and the way members of your congregation live and act! What about the ministry of this congregation do you think your next pastor will be excited about?”
* Congregational Discernment – What kind of church do we want to be? How can we be that church together: What resources do we have or need to be that church?
* Worship Service Training – September 25 10:00 am will be family orientation to worship service opportunities. There will be opportunities for confirmands and their families to usher/acolyte, assist with communion, read and/or participate in the liturgical choir. The goal is to provide confirmation students and families with opportunities to serve the congregation and more people feeling comfortable actively participating in worship service roles.
* Salem Constitution and Bylaws – Pastor shared his thoughts on the importance of Salem members recognizing the theology, logistics, care for the building and staff and the responsibility and integrity of the Pastor called to serve Salem requires that our bylaws offer flexibility and full authority for pastoral acts to reside with the pastor(s). Shared C17.09 from the ELCA Model constitution.

Drake moved to approve Board/Pastor reports, seconded by Sondra. All approved.

**Old Business:**

1. Constitution (Continued)
   1. Review ELCA Model Constitution and Guidelines – Shannon continues to review, is reaching out to resources at the Synod and is looking for members to participate in the review process.

B. Develop Strategic Planning committee – preliminary planning ongoing.

**New Business:**

1. Portico – Drake reviewed annual enrollment for Portico benefits for Pastor Joel in 2023. Silver+ was the plan for 2022. It is noted that in 2023 coverage will be for Pastor Joel only as Nancy will be covered by Medicare. Al Moved to continue Pastor’s Portico benefit plan, Silver+, for 2023, seconded by Sondra. All approved.
2. Administrative Assistant Evaluation/Revised Job Description – Marci was not present for this discussion. Shannon presented an updated job description and performance evaluation for this position. Planning performance evaluation in October and salary will be evaluated post review.
3. New members – None.
4. Transfers/statistical adjustments – Rick, Cassie and Aimee Aasgaard request a transfer to Winnebago Lutheran Church. Sue moved to accept this transfer, seconded by Drake. All approved.
5. Next meeting will be held Thursday, October 13, 2022, at 6:30 pm

Al moved the meeting be adjourned, seconded by Sue. All approved. The meeting was adjourned.

We closed with the Lord’s Prayer.

Respectfully Submitted,

Cindy Haugsdal