

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

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

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

Absent: Sue Langerud, Sondra Nelson, Mary Peterson

Pastor Joel led us in devotions and prayer.

Secretary's Report: November Minutes were available for review. There were no additions or corrections.

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

Communication and correspondence – Anonymous donation of \$50 to general fund; \$500 donation from Janet Chiu for Lake Mills Clothes for Kids; Northeastern Iowa Synod mission support report for August, September and October 2022; request to support the 2022-2023 LMCS yearbook – Marci moved to give \$50 to LMCS Yearbook, seconded by Al. All approved.

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

Total income for November 2022 \$18,174.70

Total Expenses for November 2022 \$19,310.01 (Income less expense -\$1,135.31)

Checking account balance (11/30/2022) \$61,899.78

CD's at FTSB (11/30/2022) Reserves \$26,014.17/Ness Estate \$3,230.02

CD at MBT (11/30/2022) Ness Estate \$52,215.45

Financial Secretary's report: Sondra provided a written report

2022 YTD total offerings (11/30/2022) \$192,284

2021 YTD total offerings (11/30/2021) \$211,097

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

Board Reports

Board of Worship and Music: Mary provided a written report from board meeting held 11/17/2022: Reviewed the bell choir schedule and the need for some repair to the bells, Nancy will coordinate repairs; plans for Thanksgiving service in the chapel at 7:00 with pie and coffee in the lounge following; Decorating the sanctuary will be on November 26 and poinsettias ordered for sanctuary; Faith Formation Christmas Program will be Sunday, December 18; Discussed ushers, communion servers and special music for Christmas Eve.

Board of Life & Growth: Sue provided a written and verbal report: 11 shoeboxes were sent for Samaritans purse program; served pie and coffee following the Thanksgiving Eve service; Chrismons bead and wire workshop was held on November 9; Church Narthex and Sanctuary were decorated for Christmas on November 26 with refreshments following; Nate and Mindy Sletten have agreed to be our singers for Song Fest during July Jubilee in 2023.

Board of Stewardship and Social Ministry: Al provided a verbal report: First temple talk last Sunday; future plans to reintroduce and educate regarding electronic methods for giving; Noisy offering in January will be collected for Florida hurricane relief; planning a letter to congregation members in January regarding Salem financial status and to encourage giving.

Board of Property and Management: Shannon provided a written and verbal report: Boiler violation continues to be addressed; Chapel update is pending; Grinnell insurance issues continue to be addressed; Tuckpointing project campaign letter was mailed out to current Salem members; Congregational "work day" pending; Investigating roof leak in east educational wing.

Board of Youth: Jen and Marci provided a written report. Marci led discussion of items in the report that included: Faith Formation dress rehearsal on December 11 and the program will be December 18 at 9:00 am

in the Sanctuary with a Christmas Party to follow in the Fellowship Hall; Asking for cookie donations for the party; New sign up sheet for Faith Formation Helpers after Christmas has been posted on the bulletin board across from the lounge.

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 November and accounting for vacation and continuing education days/Sundays used and planned. Additional topics in his report included:

- Congregational Discernment – What kind of church do you want to be? How can you be that church together? What resources do you have or need to be that church? This represents a “three-legged stool” of sorts, all three are needed in order for the stool to stand and this congregation to thrive.

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

Old Business:

- A. Constitution (Continued)
 - a. Review ELCA Model Constitution and Guidelines – Shannon presented correspondence regarding the approval in August of amendments to the Model Constitution for ELCA congregations. These amendments will be reviewed as we continue to work on revising the Salem constitution.
- B. Call Committee was approved at the Special Congregational Meeting on 12/4/2022. First meeting will be Monday, 12/12/2022 with Bishop Kevin Jones.
- C. 2023 Budget Review
 - a. Office Administrator (Marci was not present for this discussion) – Annual review was completed in October. Marci has been employed in this position since December 2020 with no salary increases, other than a modest increase after probationary period. Considering her extremely good performance and the importance of this role, Shannon and Drake presented a proposal to approve a 7% increase (\$1/hour) in salary. This would increase her annual salary from \$26,208 to \$28,080. The executive committee has reviewed and has agreed with this recommendation. Al moved to accept this recommendation, Shannon seconded the motion and all present approved.
 - b. Drake presented and there was discussion of the proposed draft budget for 2023.

New Business:

- A. 2023 Annual Meeting Ballot and Agenda – Shannon presented and reviewed the 2023 proposed Ballot. There was additional discussion regarding open positions and the treasurer position. The ballot will be posted tomorrow, 12/9/2022. The annual meeting agenda will be posted 12/22/2022.
 - a. Annual Meeting Board Reports (due 12/22)
- B. Member List Review – Marci presented a list of members/families (approx 150) with either no contact information or inactive status. Clarifying our active member list is important for many reasons, including when preparing the Ministry Site profile by the call committee. Marci moved to transfer these members to the Friends of Salem list as a statistical adjustment, seconded by Drake. All approved.
- C. New members – None.
- D. Transfers – None.
- E. Next meeting will be held Thursday, January 12, 2023, at 6:30 pm in the library.

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

We closed with the Lord's Prayer.

Respectfully Submitted,

Cindy Haugsdal

