

**Salem Lutheran Church Council Meeting**  
**Thursday, September 20, 2018**

*Minutes (approved 10/18/18)*

**Call to Order**

President Emily Fischer called the meeting to order at 7:04 PM.

Present:

Emily Fischer, President  
Bruce Johnson, Vice-President  
Holly Palmersten, Secretary  
Steve Behrenbrinker, Treasurer  
Janet Tilstra  
April Leeb  
Stefan Freeman  
Linda Carr  
Susan Douma  
Pastor Tim Routh

Absent:

Mert Thompson  
Carol Voss  
Roberta Schiel

**Devotion and Opening Prayer**

**Approval of agenda**

Janet moved to approve the agenda. Bruce seconded. Agenda approved without objection.

**Approval of minutes** of August 16

Susan moved and Bruce seconded the approval of the August minutes. The motion passed.

**Approval of Consent Agenda**

Bruce moved and Stefan seconded the approval of the consent agenda. Motion passed without objection.

**Reports**

*Pastor's Report:* Pastor Tim shared an update about Stewardship for All Seasons which will be shared under Old Business. The Acts study has started and is going well. A concert dedication for our updated organ has been scheduled for later this month. Pastor Tim has also been trying to meet up with Father Scott and plan an Advent event with the Catholic Church. He also shared that the Confirmation program has started and is going well.

*Administrator's Report.* Eric Blake's report shared that Salem has made it under \$100,000 on our mortgage, which is a HUGE milestone! A date will be set to celebrate with 100 Grand candy bars for the congregation. Eric also shared that he will soon begin working on the 2019 preliminary budget.

*Financial Report August 2018:* Steve Behrenbrinker shared that August had 4 Sundays and income was \$46,906.94 which was \$7,500 higher than August of last year. It was noted that if giving patterns remain consistent, we are estimated to be \$40,000 short of where our budget should be.

**Committee Reports**

*Executive Committee:* Emily referred the Council to the Executive Committee minutes provided.

*Personnel Committee:* Bruce shared that the updated Personnel Manual draft has been finished. The ELCA Personnel Manual was used as a guideline. The Personnel Committee will be meeting again next week to review the handbook and it will be brought to the Executive Committee meeting again next month.

*Stewardship Committee:* It was shared that the committee is currently working on the Stewardship for All Seasons campaign. A possible fundraiser in early December was also discussed

*Property Committee:* Mert's report shared that the tiling in the upstairs Sunday School room was replaced. Work on the roof and chimney needs to be done. Mert also met with Eric to discuss getting bids for new carpeting in our Gathering Area.

*Nominating Committee:* There was nothing new to report.

*Foundation:* It was shared that there was a meeting last week and all grants and scholarships have been paid out.

## **Old Business**

*Stewardship for All Seasons.* Salem's three goals for the SAS campaign are renewal of the Gathering Area/Narthex, hiring for a Caring/Social Ministry Director Position, and working to tell an "East Side Story". The Stewardship Committee recently met with Peter to discuss the campaign and Salem's goals. November 18 will be the Sunday of the appeal for the SAS campaign. The preceding Sundays will be temple talks and handing out 100 Grand candy bars for the celebration of paying down our mortgage.

*2019 Audit.* The Audit Committee has their proposals of auditors and will bring a recommendation to the Exec Committee next month who will then bring it to Council for approval.

*Usher Safety Training.* Planning an usher safety training was discussed. Ushers will be informed on how to handle and direct difficult situations. Having a yearly meeting for ushers, staff, and volunteers was discussed as well.

Pastor Tim will talk to Eric and get a recommendation for how to move forward with setting up training meetings.

## **New Business**

*2019 Annual Meeting.* Susan motioned to approve the recommendation by the Executive Committee of having the Annual Meeting on Sunday, January 27 at 11:45am in the Sanctuary. Bruce seconded. All approved.

*Portico Healthcare.* The Portico healthcare for staff came out with its annual benefit package. The Gold+ package was recommended with a total yearly increase of \$90. Bruce motioned to approve the recommendation and Susan seconded. All approved.

## **Other**

\*Council would like to thank all that contributed, served, and participated in this year's Celebrate Summer at Salem event that took place on Saturday, August 25 at the Wilson Park Pavilion. The event was a huge success with a turnout of about 120 worshipers. Members provided food for the potluck dinner and worship included music by Tom as well as the Praise Team.

## **Adjournment and Closing Prayer**

Bruce moved to adjourn the meeting. Steve seconded. Motion passed without objection. The meeting adjourned at 8:14 PM and concluded with the Lord's Prayer.

Respectfully Submitted,

Holly Palmersten  
Salem Council Secretary