

Salem Lutheran Church 2702 1st Street, Mahtowa, MN 55707

Church Council Minutes, April 14th, 2015

Members Present: Pastor Noah Johnson, Caleb Anderson, Jeff Gilbertson, Jason Marsh, Brent Speldrich, Donita Korpela

Also Present: Rev Vickey Taylor

Welcome and Opening Devotional by Pastor Noah, thoughts on transitions and change. Design Thinking and embarking the pastoral transition.

Rev Vickey Taylor explained the next steps in the call process and Salem's options on how to move forward into the future. Leaders need to lower the anxiety and explain the process to ensure something is being done. Be positive and encouraging.

- It is required to complete any obligations to one another. Motion to allow compensation for accrued vacation of 3 days to be paid out to Pastor Noah upon leaving by Caleb, 2nd by Brent, Motion Carried.
- Parochial reports are required to be validated as accurate and submitted on the appropriate form, signed by the President Jason Marsh, to the synod office by April 19th, 2015.
- An exit interview may be conducted and is encouraged.
- Options reviewed to meet the needs of the congregation for Word and Sacrament ministry.
 - Intentional Interim Pastor: Takes approximately 2 months to be available. Most want to complete at least a year. Contract language is month to month with a 30 day notice for out. They focus on specific issues and needs of the congregation. They provide the full range of pastoral duties for the congregations. Compensation is based on the previous pastor's salary.
 - Part time Supply: Provides pastoral care and negotiated activities beyond Sunday worship.
 - Pulpit Supply: Retired pastors contacted to provide Sunday worship duties. Council is responsible for contacting for each Sunday.
 - Pastor John Enstrom is willing to assist and student Luke Lekander would be available for Salem as an option as well. Discussion on internships and school requirements were held.
- Salem is felt to have a lot of momentum here and does not want to lose this momentum.

Financial Report: Not presented. Filling of the treasurer position was discussed. Recommend having interested individual meet with Jody E. to go through responsibilities of the treasurer. Then Financial Treasurer and Financial Secretary come to next council meeting in May.

Infrastructure needs of the Church: Internet is slow and computer is slow here at Salem. Century Link is an option but had been cancelled when the phone was removed. New Phone contact is going to need to be reassigned or phone re-installed

School Building: Motion to approve the name "Salem Mahtowa Hall", Second by Jeff, motion carried. Jeff has communicated with the Community Education and they will consider having future community Ed events in our space. Jeff will keep in contact with them. Rental fee schedule and agreement is now available.

Building Committee:

- Money has been donated from Salem Cemetary, a total of \$12,500, dedicated for the school building renovation. Soul Sisters has donated \$3000 towards a new Undercounter High Temperature Dishwashing Machine with a built in booster heater. Dishwasher cost is \$4,235 total. Motion by Caleb to purchase the dishwasher with the donation from Soul Sisters and cover the balance from the Cemetary donation, second by Jeff, Motion Carried
- Stainless steel sinks are being looked into. We need a 3 compartment sink for \$900, 2 compartment sink for food prep for \$600, Dish table \$475 and Hot water heater for \$250-\$300. Next goal is to replace one window in the hallway to the bathroom and carpet the hall. Paint some color in the building as well. Motion to cover these items by Jason, second by Caleb, Motion Carried.

Discussion on Salem options for Pastoral coverage was held. Review of what option will keep the current membership comfortable and keep our stability.

Short term needs are to assign contact/accountable persons to take over responsibilities that Pastor Noah had. Bulletin, Calendar, Parla Bell, I-Pad, phone, Parish work, Confirmation, ect...

Worked on ensuring coverage for next couple of months for worship.

Next meeting will be held next Wed. (4/22/15) at Jason Marsh's home. Develop a list of criteria/qualities that we are looking for in a calling to our parish.

Adjourn the meeting at 10:25PM