

LUTHERAN CHURCH OF OUR REDEEMER --- CHURCH COUNCIL MEETING

Respectfully submitted by Peg Juba

Tuesday, December 14, 2021

6:30 PM Executive Committee Meeting

7:00 pm Council Meeting

Council Members: Tammy Davis, Jennifer Harms, Peggy Juba, Kevin Keup, Todd Nichols, Mark Reishus, Justin Reusch, Bev Splinter, Terry Ulrich. Advisory: Pastor Kent Stillson.

Those absent: Tammy Davis and Kevin Keup.

Call to Order by Mark Reishus

Approve Agenda Motion made by Terry U. Seconded by Bev Splinter. Motion carried.

What's On Top?

Opening Devotions: Justin R

Approve November Council Meeting Minutes- Motion to approve by Justin R. Seconded by Jen H. Motion carried.

Approve November Treasurer's Reports No unusual changes in expenses. Staying under budget. Designated amount given to Pastor Dan's family \$23,775.00 by church members. Motion made to approve by Todd N. Second by Terry U. Motion carried.

Pastor's Report:

Pastor Kent: Funerals- There have been 7 funerals since Oct. 2 of which have been covid related. At the January council meeting I will be suggesting that we pay out a portion of the Stewardship Mission Priorities dollars remaining from 2021 to a Dedicated Account fund.

Christmas-related items: Confirmation groups out Christmas caroling for 15-20 shut ins. Purchase of Christmas worship ads on digital billboard by Hyvee for 1 week. 30 second KXLG radio ads read by 2 kids.

The congregation has been very generous with the distribution of 2 packets of Salvation Army Angel Tree tags. The amount given to the Ofstehage family from the congregation was also very generous.

A Christmas letter will be sent out later this week to encourage people to come to the Christmas eve candlelight services with the enclosed offering envelope to finish their pledge amount or give over and above the Christmas offering.

When Mark R and I were discussing the proposed 2022 budget, we talking about staff salaries and how everyone knows what each staff member makes down to the \$. Some large churches do not itemize each staff members pay, for confidential reasons and incentives. Instead they clump together the clergy staff in one package, the ministry staff in a clump and support staff in another. This is something we may consider for 2023 budget. Will relook this in January.

I am thankful to Pastor Dave for his willingness to give me some time off. I took a couple days and a Sunday after Thanksgiving. And will do the same following Christmas.

#### Old Business:

Review of Nominating committees work on nominations for council, nominating and endowment committees. So far 1 council member has been selected- Codi Martin. Endowment fund- Deb Shephard and Ann DeSpiegler.

#### New Business:

Extend a contract to Pastor Dave Nerdig for full time interim associate pastor, beginning January 1, 2022. The contract will be signed by President Mark R. and two council members. Covenant contract with salary of \$4500 per month and housing allowance \$2500 per month. Medical coverage of \$ 800 per month. Motion to approve contract by Bev Splinter Second by Jen H Motion carried.

First Draft of 2022 Budget Proposal of surplus to balance out expenses. Discussion on monies being used or put in dedicated funds. Also monies that are surplus in missions and how do we want to spend this money. Recommendations: Sandwich ministry \$3,647.18 & Salvation Army \$2500, Access \$2500 Brothers & Sisters Behind Bars \$3,000, Beacon Center \$3,000 LSS \$1,000 HSA \$1,000, Already budgeted. Discussion to raise Wendy Kruger salary. Motion made by Justin R. Second by Terry U. Motion carried.

Authorize the Business Manager to pay Pastor Dan's family for insurance and housing for January & February from the PPP category in the "Designated Accounts". The total is cost \$5834.68. Motion made by Terry U. Second Todd N. Motion carried.

Authorize the Executive Committee to develop a Call Committee, to commence its work in early 2022. Volunteers recommended : Justin Reusch , CLark & Gerry Likness, Michelle Leitheiser, Pam Raeder, Bev Splinter

Discuss possible Strategic Planning Team members: Executive committee to decide.

Property casualty insurance recommendation to review policy. Todd Nichols will review policy. Property committee will then make recommendations to council.

Committee Reports -- see attachments

Education \_\_\_ none\_\_\_\_\_ (Peg J.)  
Fellowship \_\_\_ none\_\_\_\_\_ (Twila -- staff)  
Finance \_\_\_\_\_ none\_\_\_\_\_ (Todd N)  
Preschool \_\_\_ salaries\_\_\_\_\_ (Jennifer H)  
Property \_\_\_\_\_ review of ins.\_\_\_\_\_ (Mark R. & Kevin K)  
Stewardship \_\_\_ none\_\_\_\_\_ ( Justin R.)  
Worship and Music \_\_ uploaded\_\_\_\_\_ (Bev S.)  
Youth and Family Ministry \_\_\_ none\_\_\_\_\_ (Terry U.)  
Policy \_\_\_\_\_ none\_\_\_\_\_ (Tammy D.)

Next Meeting: Tuesday, January 11, 2022 at 7:00 PM

Meeting Adjourned

Closing Prayer

Devotions: \_\_ Mark R. \_\_\_\_\_