

Voters' Meeting Agenda
April 27, 2021

1. Call to Order
2. Opening Devotion
3. Excused absences
4. Reception of New Voting Members
5. Minutes of January Voters' meeting
6. Election of Officers
7. Financial Reports
8. Principal's Report
9. Pastors' Report
10. Board of Elders' Report
 - A. Changes in membership
 - B. Worship Committee Report
 - C. Activities Committee (still in need of a chairman)
11. Board of Deacons' Report
 - A. Stewardship Committee Report
 - B. Salary & Housing Committee Report
 - C. Budget Committee Report
12. Board for Christian Education Report
13. Board of Church Properties Report
14. Other Committees
 - A. Radio Committee Report
 - B. Technology Committee Report
15. Chairman's Report
16. Old Business
17. New Business
 - The pre-ordering of 180 hymnals, 20 psalters, service-builder for \$6,325 from NPH
 - The hiring of HRC, at a cost of \$9,800, to work up plans for an ADA compliant remodeling of the main school bathrooms and to put \$5,200 into the School Refurbishing Fund as seed money for the project. (Total cost at this time = \$15,000.)
 - The establishing of a new fund "Outreach Ministry" and depositing \$10,000 into it.
18. Close with prayer

January 26th, 2021 Annual Voter Meeting.

Called to order at 7 pm by President Mueller.

Pastor Bare opened with Psalm 103, we are so richly blessed to be children of the One True God. The Doxology was sung in unison.

18 men were in attendance with Ed Perry, Ed Voeltz, Greg Milbrath, Tim Strauch, Wayne Janetzke, Ken and Richard Lahmann excused.

New members: Ken Kirkman was voted into membership and signed our Constitution.

A motion was made, supported and passed to approve the October Minutes as presented.

A motion was made, supported and passed to approve the December 15th, 2020 Special Voter minutes as presented.

General fund: report attached with a closing balance of 35,708.41.

Special funds: report attached with a closing balance of 193,216.39

School financial: report attached with a closing balance of 5,160.65

After questions concerning the misc funds, a motion was made, supported and passed to approve the financial reports as presented.

Pastor's report: Pastor asked that we encourage one another as we face trials in the upcoming year.

Although different, Salem did not miss a single week of services proclaiming God's word in 2020. We are still getting between 50 – 100 views per week and weekly in person attendance is running about 170.

The Pastor's focus in 2021 will be outreach and inreach (members who are not coming back to worship since the start of Covid) and again urged us to encourage each other in 2021.

Elder's: A motion was made, supported and passed for each of the following Transfer In's: Ken & Judy Kirkman, Frances Raatikka, Fred Denter, Ida Denter, Harold & June Coon, Larry Kirkman and Curtis Cook the 2nd from Grace, Durand.

A motion was made, supported and passed for the Transfer In of Hailey Savola from Holy Trinity Church (WELS) Wyoming, Mich.

A motion was made, supported and passed to receive Sean and Christy Verity (Charlie & Emma) by Profession of Faith.

There were 3 Adult Confirmands, 2 Baptisms, 1 Marriage and 5 Deaths this quarter.

Deacon's: no report.

BOCE: no report.

Church properties: The new blinds at school are installed and Council approved 984.00 to put blinds in the remaining 2 rooms, money to come from the Maurer Estate.

Radio room: in need of new operators and old operators are being retrained for the livestream process.

Richard Lahmann has retired as head of radio committee.

Chairman's report: no report.

Old business: none.

New business: none.

The meeting was adjourned with the Lord's Prayer prayed in unison.

Respectfully,

Steve Kobe

Election of Officers

Secretary- vote for one

_____ Steve Kobe *

Church Properties – vote for 7

_____ Mike Lahmann *

_____ Richard Lahmann *

_____ Russell Mallery *

_____ Jim Norder *

_____ Dan Schlaack *

_____ Mike Thornburg *

_____ Ira Westbrook *

Deacon – vote for 2

_____ Ed Perry *

_____ Phil Strauch*

Board for Christian Education – vote for 2

_____ David LaHaine *

_____ James Maurer *

*denotes incumbent

Salem Lutheran Evangelical Church

Voters Quarterly Report

1st Quarter 2021

	Jan - Mar 21	Budget	Jan - Mar 21	YTD Budget	Annual Budget
Beginning Credit Union Balance 1-1-2021	\$ 113,208.41	\$ -	\$ -	\$ -	\$ -
Offerings	\$ -	\$ -	\$ -	\$ -	\$ -
Account- Bank Interest	\$ 26.09	\$ -	\$ 26.09	\$ -	\$ -
Gifts	\$ 494.00	\$ -	\$ 494.00	\$ -	\$ -
Total Reg Offerings	\$ 164,672.73	\$ 162,468.00	\$ 164,672.73	\$ 162,468.00	\$ 649,872.00
Tuition and Registration	\$ 9,625.81	\$ -	\$ 9,625.81	\$ -	\$ -
Total Receipts	\$ 174,818.63	\$ 162,468.00	\$ 174,818.63	\$ 162,468.00	\$ 649,872.00
Expense	\$ -	\$ -	\$ -	\$ -	\$ -
Conference Expense	\$ 40.63	\$ 375.00	\$ 40.63	\$ 375.00	\$ 1,500.00
Evangelism	\$ -	\$ 312.56	\$ -	\$ 312.56	\$ 1,250.00
Health Insurance	\$ 23,217.45	\$ 23,166.00	\$ 23,217.45	\$ 23,166.00	\$ 92,664.00
Maintenance & Repairs	\$ 3,466.12	\$ 3,750.00	\$ 3,466.12	\$ 3,750.00	\$ 15,000.00
Payroll Expenses	\$ 879.44	\$ -	\$ 879.44	\$ -	\$ -
Property & Liability Ins	\$ 2,825.25	\$ 3,412.50	\$ 2,825.25	\$ 3,412.50	\$ 13,650.00
Reimbursed Salaries	\$ -	\$ -	\$ -	\$ -	\$ -
Salaries	\$ 101,002.39	\$ 101,470.50	\$ 101,002.39	\$ 101,470.50	\$ 405,882.00
Substitute organists	\$ -	\$ 650.06	\$ -	\$ 650.06	\$ 2,600.00
Substitute Teachers	\$ 1,232.50	\$ 595.03	\$ 1,232.50	\$ 595.03	\$ 2,380.00
Sunday School Expense	\$ -	\$ 250.03	\$ -	\$ 250.03	\$ 1,000.00
Supplies	\$ -	\$ -	\$ -	\$ -	\$ -
Church	\$ 4,056.61	\$ 3,250.03	\$ 4,056.61	\$ 3,250.03	\$ 13,000.00
School	\$ 4,492.14	\$ 3,750.00	\$ 4,492.14	\$ 3,750.00	\$ 15,000.00
Total Supplies	\$ 8,548.75	\$ 7,000.03	\$ 8,548.75	\$ 7,000.03	\$ 28,000.00
Synod Mission Offering	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00	\$ 24,000.00
Total Synod Pension Plan	\$ 7,924.00	\$ 7,924.03	\$ 7,924.00	\$ 7,924.03	\$ 31,696.00
Taxes	\$ -	\$ 62.53	\$ -	\$ 62.53	\$ 250.00
Total Telephone Expense	\$ 930.90	\$ 950.06	\$ 930.90	\$ 950.06	\$ 3,800.00
Utilities	\$ -	\$ -	\$ -	\$ -	\$ -
Church	\$ 1,785.11	\$ 2,000.06	\$ 1,785.11	\$ 2,000.06	\$ 8,000.00
School	\$ 2,796.00	\$ 2,500.03	\$ 2,796.00	\$ 2,500.03	\$ 10,000.00
Total Utilities	\$ 4,581.11	\$ 4,500.09	\$ 4,581.11	\$ 4,500.09	\$ 18,000.00
VBS	\$ -	\$ 225.00	\$ -	\$ 225.00	\$ 900.00
Water & Sewer	\$ 1,664.87	\$ 1,700.06	\$ 1,664.87	\$ 1,700.06	\$ 6,800.00
Worship Music	\$ 505.00	\$ 125.06	\$ 505.00	\$ 125.06	\$ 500.00
Total Expense	\$ 162,818.41	\$ 162,468.54	\$ 162,818.41	\$ 162,468.54	\$ 649,872.00
Difference	\$ 12,000.22	\$ (0.54)	\$ 12,000.22	\$ (0.54)	\$ -
Other Income	\$ -	\$ -	\$ -	\$ -	\$ -
General Reimbursments	\$ -	\$ -	\$ -	\$ -	\$ -
Special Account	\$ -	\$ -	\$ -	\$ -	\$ -
Internal Line of Credit	\$ -	\$ -	\$ -	\$ -	\$ -
Total Special Account	\$ -	\$ -	\$ -	\$ -	\$ -
Other Income	\$ -	\$ -	\$ -	\$ -	\$ -
Other Expense	\$ -	\$ -	\$ -	\$ -	\$ -
Workers Gift	\$ -	\$ -	\$ -	\$ -	\$ -
Total Other Expense	\$ -	\$ -	\$ -	\$ -	\$ -
Net Other Income	\$ -	\$ -	\$ -	\$ -	\$ -
Total difference	\$ 12,000.22	\$ 0.06	\$ 12,000.22	\$ (0.54)	\$ -
Ending Credit Union Balance 3-31-2021	\$ 125,208.63				

SALEM LUTHERAN CHURCH - SPECIAL ACCOUNT 1st QUARTER 2021
BALANCE OF ACCOUNTS
31-Mar-21

<u>Account</u>	<u>Balance</u> <u>As of 12/31/21</u>	<u>Receipts</u>	<u>Disbursements</u>	<u>Transfers</u>	<u>Balance</u> <u>as of 3/31/21</u>
Radio and Church Technology Fund Fund	\$13,217.47	\$ 1,470.00	\$ (2,138.81)		\$12,548.66
Student/Member Assistance	\$3,748.86	\$ 447.67	\$ -		\$4,196.53
Family Education Fee Fund	\$1,252.50	\$ -	\$ -		\$1,252.50
Debt Retirement	\$1,540.90	\$ 2,500.00	\$ -		\$4,040.90
Organ Repair/Replace	\$4,179.87	\$ -	\$ -		\$4,179.87
Youth Group Fund	\$149.41				\$149.41
Interest	\$959.65	\$ 27.78	\$ -		\$987.43
LOVE Offering	\$2,629.43	\$ 50.00	\$ (2,629.43)		\$50.00
Mowl Fund - Interest	\$10,607.01	\$ -	\$ -		\$10,607.01
Special Missions Offering	\$1,291.85	\$ 455.00	\$ -		\$1,746.85
New Hymnal Fund	\$3,770.65	\$3,969.00			\$7,739.65
Holiday Decoration Fund	\$1,681.72	\$70.00			\$1,751.72
Property Improvement Fund	\$0.00	\$ -	\$ -		\$0.00
Ministry Assist. & Enhancement Fund	\$1,565.02	\$ -	\$ (280.00)		\$1,285.02
Miscellaneous Offerings	\$34,243.79	\$ -	\$ (8,699.00)		\$25,544.79
Donald H. Brady Memorial Fund	\$10,175.18				\$10,175.18
Stearly Memorial Fund	\$11,308.35				\$11,308.35
Church Extension Fund	\$168.00				\$168.00
Church Roof Fund	\$1,692.00				\$1,692.00
Church Office Equipment	\$89.87				\$89.87
Choir Robe Fund	\$984.70				\$984.70
Choir Fund	\$306.01				\$306.01
Hand Bell Fund	\$0.00	\$ -	\$ -		\$0.00
School Office Copier Fund	\$0.00				\$0.00
School Refurbish Fund	\$6,997.00	\$ 1,700.00	\$ -		\$8,697.00
Internal Line of Credit	\$71,000.00				\$71,000.00
Associate Pastor Fund	\$ 9,657.20	\$ 175.00	\$ -		\$ 9,832.20
Total Insured Money Market	\$193,216.39	\$10,864.45	\$ (13,747.24)	\$0.00	\$190,333.60

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Salem Lutheran Church - Special Funds
1st Quarter 2021
31-Mar-21

STUDENT/MEMBER ASSISTANCE FUND

Balance in Insured Money Market	\$ (19,135.70)
CEF Cert. of Deposit @ .9%	23,332.23
Loans Receivable	
Loans granted during the quarter	
Loan payments received during quarter	
Loans Receivable	-
Total Balance in Fund	<u><u>\$ 4,196.53</u></u>

DARREL MOWL MEMORIAL FUND - (Church promotion (interest only))

CEF Cert. of Deposit @ 2.8%	\$ 10,000.02
Balance in Insured Money Market	606.99
Total Balance in Fund	<u><u>\$ 10,607.01</u></u>

BRADY MEMORIAL FUND - (WELS high school tuition grants (interest only))

Balance in Insured Money Market	\$ (7,721.00)
CD - Citizens Bank	17,896.18
Total Balance in Fund	<u><u>\$ 10,175.18</u></u>

ANN STEARLY FUND - (Wisconsin Lutheran Seminary Tuition (interest only))

Balance in Insured Money Market	\$ 954.07
CD - Citizens Bank @ 7 months @ .5% -	10,354.28
Total Balance in Fund	<u><u>\$ 11,308.35</u></u>

******* Total - All Special Fund Accounts *******

Money Market Account Balance	\$ 113,219.48
Money Market Funds in CD	\$ 15,531.41
Student/Member Assistance CD	\$ 23,332.23
Loans to Members	\$ -
Mowl CD	\$ 10,000.02
Brady CD	\$ 17,896.18
Stearly CD	\$ 10,354.28
Total Balance in Special Funds	<u><u>\$ 190,333.60</u></u>

**Salem Ev. Lutheran Church
Voter's Meeting
April 27, 2021
Principal's Report**

2020-2021 School Year

We will not soon forget the 2020-2021 school year. It seems, at times, as if everything has changed and nothing is the same. Staff, students, and school families have faced new challenges which have brought added stress. We started the school year with a good plan for keeping everyone as safe and healthy as possible. We addressed and implemented the state guidelines and mandates, making adjustments as situations changed. Our goal was to make every effort to keep our school open to in-person classes, which meant we had to make significant changes to minimize the risk of a forced school-wide shutdown in the event of a student or staff member testing positive for COVID-19.

We've worn masks when inside the building and encouraged reasonable hygiene practices such as frequent handwashing. The lunchroom was no longer used, instead students ate in their classroom. Recess and gym times were changed to avoid cross-classroom interactions. Band and choir were discontinued until very recently when we started practicing band again with added precautions for spacing. Our athletic schedules were either cancelled or dramatically abbreviated and masks were required for players, coaches, and spectators.

God has blessed our planning, cooperation, and commitment. During the school year, we have had very few students out sick compared to previous years. In-person classes have been available all year with the exception of brief shutdowns in PK/K and 7th-8th grade. Most of our COVID-positive situations have been outside of the school.

What a year! We have stayed open, had students in our halls and classrooms. Our staff has stayed relatively healthy and each teacher has taught God's Word every day to a room full of God's children. What a wonderfully blessed year.

Current Enrollment and Possible 2021-2022 Enrollment

We started the school year with thirty-eight students. Our enrollment was significantly less than we expected due to COVID-19 and the resulting restrictions. We now have forty-eight students in K-8th grade and four in preschool.

Each spring we send out pre-enrollment forms. Parents return the documents stating their intentions for the next school year. It allows us to make plans for next year and address questions and concerns. We currently have forty-seven students committed for next year. Families who chose to homeschool this year have shown interest in returning to Salem in the fall. If these families return, we will be at fifty-seven students.

Each year we have students transfer in and transfer out, which we sometimes do not find out about until later in the summer. Things may change, and this number may fluctuate, but based on what we know today, we may see a slight increase in enrollment for next year.

Michigan District Teachers' Conference

Salem will host the District Teachers' Conference in October. Approximately 150 teachers and presenters will visit our church and school from October 6th-8th. We are

looking forward to the opportunity to host so many called workers. Our school building has gone through many renovations since we last hosted the conference. We have more usable space and our school looks better. We can also provide better technology tools and support for our visitors, which enhances their overall experience.

School Improvements

Over the past several years, we have been blessed by the hard work and creativity of several Salem families. The 'old wing' of the school has seen some much needed improvements. The newest project was the office/conference room and back stairwell renovation. If you have not seen our new lunchroom, library, choir room, or office/conference room, please come by the school and take a look.

Thank You! Christian Education is Important!

We are thankful to all of you for your support and prayers. The congregation's commitment to Christian Education is obvious when one visits our school building.

In Christ's Service,

Anthony Perry

SALEM LUTHERAN SCHOOL
 QUARTERLY REPORT
 ENDING March 31, 2021

	BEGINNING			ENDING
<u>ACCOUNT</u>	<u>BALANCE</u>	<u>CHECKS</u>	<u>DEPOSITS</u>	<u>BALANCE</u>
Accelerated Reader (A/R)	\$1,718.00	\$0.00	0	\$1,718.00
8th grade	\$166.75	\$0.00	\$0.00	\$166.75
Athletics	\$286.82	\$93.22	\$55.38	\$248.98
Band	\$758.23	\$202.19	\$0.00	\$556.04
Childrens Choir	\$566.25	\$0.00	\$0.00	\$566.25
Church Holding (Clearing)	(\$1,049.06)	\$2,967.20	\$3,047.90	(\$968.36)
Computer & Technology	\$513.06	\$355.72	\$0.00	\$157.34
Faculty Continued Education	\$843.24	\$0.00	\$0.00	\$843.24
Field Trip Assistance	\$1,498.65	\$0.00	\$0.00	\$1,498.65
Great Lakes Scrip	\$64.73	\$0.00	\$0.00	\$64.73
Gym Rental	\$175.00	\$0.00	\$0.00	\$175.00
Junior Choir	\$445.39	\$0.00	\$0.00	\$445.39
Library	\$1,623.25	\$342.51	\$0.00	\$1,280.74
Miscellaneous	(\$2,807.33)	\$1,644.81	\$5,301.58	\$849.44
Mission	(\$0.00)	\$0.00	\$65.00	\$65.00
Playground	\$293.67	\$0.00	\$0.00	\$293.67
School Holding (Clearing)	\$64.00	\$454.00	\$390.00	\$0.00
TOTALS	\$5,160.65	\$6,059.65	\$8,859.86	\$7,960.86

**Pastors' Report
to
Salem's Voters
April 27, 2021**

*God is able to make all grace overflow to you, so that in all things, at all times,
having all that you need, you will overflow in every good work.
And he who provides seed to the sower and bread for food
will provide and multiply your seed for sowing,
and will increase the harvest of your righteousness.
You will be made rich in every way
so that you may be generous in every way,
which produces thanksgiving to God through us.
2 Corinthians 9:8,10, 11*

Someone reminded me a week or so ago that we can never outgive our God! It's a valuable reminder, causing us to reflect on the goodness of our God. God gave His Son! Jesus gave His life! The Holy Spirit gives us faith! And along with those greatest blessings, our God gives us absolutely everything we need for body and life. And that's true on the home front and in our church life.

We pastors, along with Salem's leaders, have been marveling each month at the consistent outpouring of offerings and special gifts throughout this pandemic. In fact, instead of having a "not enough money" problem, Salem has exactly the opposite "problem"! We have been so abundantly blessed financially. God's overflowing goodness and grace is allowing us to maintain our usual ministry plans and programs (2 pastors and 5 teachers along with vital support staff) without interruption. And we even have excess money on hand because of PPP dollars and just now the \$24,200 gift from our sister congregation Grace, Durand. Here is their letter:

To Salem Lutheran Church:

In July of 2020, Grace Evangelical Lutheran Church celebrated 75 years of spreading God's word in Durand, Michigan. Due to our ever decreasing membership and attendance, we were forced to close our doors on November 1st 2020. Over the past two years we have sold the parsonage and now the church. Most of our contents were donated to other area churches and to the public, so the ministry of Grace might continue to influence others.

Following the guidance of The Wisconsin Evangelical Lutheran Synods "Steps for Dissolving a Congregation", all the funds left in the Church treasury are being distributed equally to the remaining churches in our circuit (Michigan District, Northern Conference, South Circuit) and other organizations selected by our Church Council.

Please accept this gift to help continue the Lord's work in your community and throughout the world.

*Yours in Christ,
The Congregation of Grace Evangelical Lutheran Church
Wayne Pennell, Chairman*

But with money comes responsibility – the responsibility to use it wisely and lovingly; to “overflow in every good work” and to “be generous in every way” in thanksgiving to God!

This Voters’ Meeting has two Council-recommended requests for us to consider as we begin to make wise and loving use of some of this extra money. (The school bathroom project {\$15,000} and a new Outreach Ministry Fund {\$10,000}.) Your pastors would also recommend that we give a special gift (say, \$5,000) to our Synod for mission work as our thank offering to our good and gracious God.

And in July we will no doubt hear some additional proposals to put this extra money to work for the Lord and his kingdom. Perhaps an open forum will be held in advance of that meeting to allow valuable input and feedback. Our unity as brothers and sisters in Christ is a most precious gift as together we seek to turn money into ministry and ministry into souls saved resulting in praise to our God!

To God be the glory!

Yours in Christ,

Pastor Bare Pastor Wilde

Budgeting for Christian Worship

Details are available at: <https://www.christianworship.com/resources/looking-ahead>

Pricing details below are estimates subject to change.

Enter quantity in column E. The total column will calculate each item and provide a grand total.

Basic Resources

Product	Estimated Price	Quantity	Total
Christian Worship: Hymnal	\$24	180	\$4,320
Christian Worship: Accompaniment for Hymns. (two-volume set)	\$95	2	\$190
Christian Worship: Accompaniment for Services.	\$40	2	\$80

Expanded Resources

Christian Worship: Psalter. Discount available with minimum qualifying purchase of <i>Christian Worship: Hymnal</i> .	\$22	20	\$440
Christian Worship: Accompaniment for the Psalter. (two-volume set)	\$70	1	\$70
Christian Worship: Altar Book	\$100	1	\$100
Christian Worship: Pastor's Companion	TBD		
Christian Worship: Agenda	\$50	1	\$50
Commentary on the Propers, Year C	\$50	0	\$0

Supporting Resources

Christian Worship: Foundations	\$35	0	\$0
Christian Worship: Musician's Manual	\$30	0	\$0
Christian Worship: Icons	TBD		
Christian Worship: Planning Guide	TBD		
Christian Worship: Guidebook	\$30	0	\$0
Our Worth to Him: Devotions for Christian Worship	\$15	0	\$0

Christian Worship: Service Builder*

Worship Attendance	Hymnal/Psalter Qualifying Purchase	Annual Discount Subscription**	Copy annual option from column D or H to column F	Annual Full Subscription**
1-49	50	\$400		\$600
50-99	75	\$400		\$600
100-199	125	\$400		\$600
200-399	200	\$600	600	\$900
400-699	300	\$800		\$1,200
700+	350	\$1,000		\$1,500

* Annual subscription discount available to congregations with minimum qualifying purchase of *Christian Worship: Hymnal*.

** There is a one-time setup and support fee of \$250.

Copy \$250 to column F 250

Service Builder Playlist^

^ This is an add-on module to Service Builder. It functions as an improved and integrated replacement for HymnSoft.

Copy \$225 to column F. This is an annual subscription.

225

Grand Total

\$6,325 Plus shipping and tax, if applicable

Changes in Membership for February- April 2021

TRANSFER IN:

TRANSFER OUT:

PROFESSION OF FAITH: Jennifer Nemets

RELEASED:

CANCEL:

OFFICIAL ACTS RECORDED AT SALEM

Confirmation:

Baptisms: Elliza Savola, Evelyn Waite

Marriages:

Deaths: Rosemary Bowman