

Voters' Meeting Agenda
January 26, 2021

1. Call to Order
2. Opening Devotion
3. Excused absences
4. Reception of New Voting Members
5. Minutes of October Voters' meeting
6. Financial Reports
7. Principal's Report
8. Pastors' Report
9. Board of Elders' Report
 - A. Changes in membership
 - B. Worship Committee Report
 - C. Activities Committee (still in need of a chairman)
10. Board of Deacons' Report
 - A. Stewardship Committee Report
 - B. Salary & Housing Committee Report
 - C. Budget Committee Report
11. Board for Christian Education Report
12. Board of Church Properties Report
13. Other Committees
 - A. Radio Committee Report
 - B. Technology Committee Report
14. Chairman's Report
15. Old Business
16. New Business
 - church management software
17. Close with prayer

Old business: Mrs. Lahmann is working out well and a big thankyou to Mrs. Strauch for stepping in.

New business: Pastor Wilde explained the advantages of 2 new 75" Samsung Brain TV's for the Sanctuary over some alternative ideas.

A lengthy discussion took place on church aesthetics and harmony, along with many other pro's and con's, also on the value of benefitting guests and members with technology.

A motion was made, supported and passed spend up to 6000.00 for 2 new Samsung 75" Brain TV's with money coming from the Maurer Estate.

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

Respectfully stevek

Pastor's report: About 35 have responded to the survey so far.

A lengthy discussion on the number of Holiday Services, children's participation, masks when singing, live singing or recorded, the amount of playing Mrs. Janetzke should be asked to do.

Pastor Wilde explained the difficulties of doing a dual Bible Class.

Members not attending church are also not getting private communion that is offered.

Elders: For the quarter – 4 new Confirmands, 2 Baptisms and 7 deaths recorded.

Deacons: no report.

Salary and Housing: IRS Section 107 housing allowances for the year, a separate motion, support and passage for each of the following.

Pastor Bare – 16,000.00, Pastor Wilde – 21,500.00, Mr. Perry – 15,000.00, Mr. Milbrath – 15,000.00, Mr. Voeltz – 10,000.00.

Budget: A motion was made, supported and passed to approve the first reading of the 2021 budget. A budget with a 1.26% or 8,245.00 increase.

BOCE: no report.

Church properties: A motion was made, supported and passed to purchase new blinds, installed for 6,974.00, with monies from the Maurer Estate. This will take care of all classrooms on the West side and the gym.

A thank you for all who so generously donated both labor and money to make school a enlightening experience with all new LED lights.

Tech committee: The livestreaming keeps improving, but they are in need of dedicated volunteers to relieve the few who have been making it a great experience.

Chairman's report: Mark discussed our declining membership and the good things that have come from our shutdown. He also asked how we hold our youth and Evangelize?

October 27th, 2020 Quarterly Voters Meeting.

President Mueller called the meeting to order at 7pm.

Pastor Wilde opened with Jude vs. 17-25, perseverance in time of adversity and a prayer emphasizing trust.

Excused absence: Gary Jacobs, Ed Voeltz, AJ Kunde, Ed Perry.

21 men were in attendance and Meghan Wilde.

A motion was made, supported and passed to approve the June Quarterly Voter minutes as presented.

General Fund: Starting balance of 15,186.42

Ending balance of 18,907.38

We started 2020 with 27,349.72, giving is up 18,461.24 over last year and expenses exceeded income by 9,457.45.

Even with tuition down we have kept in the black through lower utilities and forgiven insurance and pension payments due to covid.

Special funds: Starting balance of 163,819.53

Ending balance of 196,465.91

The large increase is a result of a generous gift from the Maurer Estate.

School Financial: Starting balance of 12,954.79

Ending balance of 5,632.51

A motion was made, supported and passed to accept the financial reports as presented.

Principal's report: The school year started with 37 students and the current enrollment is 46.

The school is following Health Department guidelines for masks and distancing.

Mr Perry shared a shared thought that is very fitting: A little is better than nothing and also better than everything. We don't have to do everything and we shouldn't do nothing. Whatever we do in His name is enough.

Salem Lutheran Evangelical Church
Quarterly Voters Report
January 2021

	Oct - Dec 20	Budget	Jan - Dec 20	YTD Budget	Annual Budget
Beginning Credit Union Balance 9-30-2020	\$ 18,907.38	\$ -	\$ -	\$ -	\$ -
Offerings	\$ -	\$ -	\$ -	\$ -	\$ -
Account- Bank Interest	\$ 23.13	\$ -	\$ 71.53	\$ -	\$ -
Facility Use Fees	\$ -	\$ -	\$ 100.00		
Gifts	\$ 31.00	\$ -	\$ 693.70	\$ -	\$ -
Meditations	\$ -	\$ -	\$ -	\$ -	\$ -
Total Reg Offerings	\$ 167,917.02	\$ 163,615.78	\$ 582,959.58	\$ 654,463.00	\$ 654,463.00
Sunday School	\$ -	\$ -	\$ -	\$ -	\$ -
Tuition and Registration	\$ 5,350.42	\$ -	\$ 30,300.84	\$ -	\$ -
Undesignated Money	\$ -	\$ -	\$ -	\$ -	\$ -
Total Receipts	\$ 173,321.57	\$ 163,615.78	\$ 614,125.65	\$ 654,463.00	\$ 654,463.00
Expense	\$ -	\$ -	\$ -	\$ -	\$ -
Conference Expense	\$ -	\$ 375.00	\$ 454.35	\$ 1,500.00	\$ 1,500.00
Evangelism	\$ -	\$ 312.51	\$ -	\$ 1,250.00	\$ 1,250.00
Health Insurance	\$ 26,648.40	\$ 26,196.00	\$ 93,913.20	\$ 104,784.00	\$ 104,784.00
Maintenance & Repairs	\$ 2,965.83	\$ 3,750.00	\$ 13,575.74	\$ 15,000.00	\$ 15,000.00
Moving Expense	\$ -	\$ -	\$ -	\$ -	\$ -
Payroll Expenses	\$ (1,479.72)	\$ -	\$ (169.13)	\$ -	\$ -
Total Property & Liability Ins	\$ 3,827.75	\$ 3,202.25	\$ 14,504.83	\$ 13,000.00	\$ 13,000.00
Reimbursed Salaries	\$ (216.00)	\$ -	\$ -	\$ -	\$ -
Salaries	\$ 99,229.91	\$ 99,508.17	\$ 380,129.29	\$ 398,033.00	\$ 398,033.00
Substitute organists	\$ 1,280.00	\$ 900.00	\$ 1,940.00	\$ 3,600.00	\$ 3,600.00
Substitute Teachers	\$ 950.86	\$ 849.99	\$ 1,615.86	\$ 3,400.00	\$ 3,400.00
Sunday School Expense	\$ -	\$ 249.99	\$ -	\$ 1,000.00	\$ 1,000.00
Total Supplies	\$ 7,909.79	\$ 6,750.00	\$ 28,077.88	\$ 27,000.00	\$ 27,000.00
Synod Mission Offering	\$ 8,000.00	\$ 6,000.00	\$ 26,000.00	\$ 24,000.00	\$ 24,000.00
Total Synod Pension Plan	\$ 290.00	\$ 7,924.00	\$ 21,508.00	\$ 31,696.00	\$ 31,696.00
Taxes	\$ 156.67	\$ 125.01	\$ 318.93	\$ 500.00	\$ 500.00
Telephone Expense	\$ 120.00	\$ 120.00	\$ 480.00	\$ 480.00	\$ 480.00
Total Telephone Expense	\$ 930.45	\$ 950.01	\$ 3,468.81	\$ 3,800.00	\$ 3,800.00
Total Utilities	\$ 4,371.66	\$ 4,750.02	\$ 16,155.84	\$ 19,000.00	\$ 19,000.00
VBS	\$ -	\$ 225.00	\$ 134.43	\$ 900.00	\$ 900.00
Water & Sewer	\$ 1,654.94	\$ 1,374.99	\$ 6,331.84	\$ 5,500.00	\$ 5,500.00
Worship Music	\$ -	\$ 125.01	\$ 132.79	\$ 500.00	\$ 500.00
Total Expense	\$ 156,520.54	\$ 163,567.95	\$ 608,092.66	\$ 654,463.00	\$ 654,463.00
Difference	\$ 16,801.03	\$ 47.83	\$ 6,032.99	\$ -	\$ -
Other Income	\$ -	\$ -	\$ -	\$ -	\$ -
General Reimbursements	\$ -	\$ -	\$ -	\$ -	\$ -
Special Account	\$ -	\$ -	\$ -	\$ -	\$ -
Internal Line of Credit	\$ -	\$ -	\$ 77,500.00	\$ -	\$ -
Total Special Account	\$ -	\$ -	\$ -	\$ -	\$ -
Workers Gifts	\$ 10,352.00	\$ -	\$ 10,352.00	\$ -	\$ -
Total Other Income	\$ 10,352.00	\$ -	\$ 87,852.00	\$ -	\$ -
Workers Gift	\$ 10,352.00	\$ -	\$ 10,352.00	\$ -	\$ -
Total Other Expense	\$ 10,352.00	\$ -	\$ 10,352.00	\$ -	\$ -
Net Other Income	\$ -	\$ -	\$ 77,500.00	\$ -	\$ -
Total difference	\$ 16,801.03	\$ 47.83	\$ 83,532.99	\$ -	\$ -
Ending Credit Union Balance 12-31-2020	\$ 35,708.41				

PPP Loan - on hold until closed

\$ 77,500.00 I expect total forgiveness soon, should be able to finalize in Feb

SALEM LUTHERAN CHURCH - SPECIAL ACCOUNT 4th QUARTER 2020
BALANCE OF ACCOUNTS
31-Dec-20

<u>Account</u>	<u>Balance</u> <u>As of 9/30/20</u>		<u>Receipts</u>		<u>Disbursements</u>		<u>Transfers</u>	<u>Balance</u> <u>as of 12/31/20</u>
Radio and Church Technology Fund Fund	\$14,629.62	\$	1,205.00	\$	(2,617.15)			\$13,217.47
Student/Member Assistance	\$5,636.31	\$	112.55	\$	(2,000.00)			\$3,748.86
Family Education Fee Fund	\$1,252.50	\$	-	\$	-			\$1,252.50
Debt Retirement	\$990.90	\$	550.00	\$	-			\$1,540.90
Organ Repair/Replace	\$4,179.87	\$	-	\$	-			\$4,179.87
Youth Group Fund	\$149.41							\$149.41
Interest	\$890.64	\$	69.01	\$	-			\$959.65
LOVE Offering	\$1,759.43	\$	870.00	\$	-			\$2,629.43
Mowl Fund - Interest	\$10,466.23	\$	140.78	\$	-			\$10,607.01
Special Missions Offering	\$871.85	\$	420.00	\$	-			\$1,291.85
New Hymnal Fund	\$2,930.65		\$840.00					\$3,770.65
Holiday Decoration Fund	\$1,676.72		\$5.00					\$1,681.72
Property Improvement Fund	\$0.00	\$	-	\$	-			\$0.00
Ministry Assist. & Enhancement Fund	\$1,465.02	\$	100.00	\$	-			\$1,565.02
Miscellaneous Offerings	\$37,261.79	\$	3,785.00	\$	(5,920.78)	(\$882.22)		\$34,243.79
Donald H. Brady Memorial Fund	\$10,175.18							\$10,175.18
Stearly Memorial Fund	\$11,282.68	\$	25.67					\$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	(\$882.22)	\$	-	\$	-	\$882.22		\$0.00
School Office Copier Fund	\$0.00							\$0.00
School Refurbish Fund	\$6,997.00	\$	-	\$	-			\$6,997.00
Internal Line of Credit	\$71,000.00							\$71,000.00
Associate Pastor Fund	\$ 10,492.20	\$	165.00	\$	(1,000.00)		\$	9,657.20
Total Insured Money Market	\$196,466.31		\$8,288.01	\$	(11,537.93)	\$0.00		\$193,216.39

Salem Lutheran Church - Special Funds
4th Quarter 2020
31-Dec-20

STUDENT/MEMBER ASSISTANCE FUND

Balance in Insured Money Market	\$ (19,530.70)
CEF Cert. of Deposit @.9%	23,279.56
Loans Receivable	
Loans granted during the quarter	
Loan payments received during quarter	
Loans Receivable	-
Total Balance in Fund	<u><u>\$ 3,748.86</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	\$ 116,154.94
Money Market Funds in CD	\$ 15,531.41
Student/Member Assistance CD	\$ 23,279.56
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>\$ 193,216.39</u></u>

SALEM LUTHERAN SCHOOL
 QUARTERLY REPORT
 ENDING SEPT 30, 2020

	BEGINNING			ENDING
<u>ACCOUNT</u>	<u>BALANCE</u>	<u>CHECKS</u>	<u>DEPOSITS</u>	<u>BALANCE</u>
Accelerated Reader (A/R)	\$1,443.00	\$0.00	\$275.00	\$1,718.00
8th grade	\$166.75	\$0.00	\$0.00	\$166.75
Athletics	\$479.02	\$210.00	\$17.80	\$286.82
Band	\$758.23	\$0.00	\$0.00	\$758.23
Childrens Choir	\$599.09	\$32.84	\$0.00	\$566.25
Church Holding (Clearing)	(\$1,376.45)	\$2,501.37	\$2,828.76	(\$1,049.06)
Computer & Technology	\$513.06	\$0.00	\$0.00	\$513.06
Faculty Continued Education	\$792.02	\$0.00	\$51.22	\$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	\$1,960.23	\$336.98	\$0.00	\$1,623.25
Miscellaneous	(\$2,110.88)	\$909.89	\$213.44	(\$2,807.33)
Mission	(\$0.00)	\$0.00	\$0.00	(\$0.00)
Playground	\$293.67	\$0.00	\$0.00	\$293.67
School Holding (Clearing)	(\$69.00)	\$370.00	\$503.00	\$64.00
TOTALS	\$5,632.51	\$4,361.08	\$3,889.22	\$5,160.65

Salem Ev. Lutheran Church
Voters' Meeting
Principal's Report
January 26, 2021

Enrollment

We have forty-nine students in kindergarten through eighth grade. This is five students less than we had last year, but we have increased our enrollment by ten since August. Seventeen students are from Salem member families, thirty-six are from families who have church homes. This is notable because the make-up of our student body has changed significantly over the last two years. Our enrollment has increased from thirty-seven to fifty-four in two years and the large majority of the families have home churches. God has blessed us with more kids in our school, which provides more ministry opportunities.

Our school's message and mission have not changed. We exist "*to nourish the souls of our children and prepare them for eternal life in heaven through the teaching of God's inspired, inerrant, and infallible Word, and further, to prepare them to be active members of His church and productive citizens of this earth.*"

The Lord answers our prayers in His time and in His way. Salem School has grown and for that we are thankful. Our message remains true to God's Word. We are planting the seeds for the Holy Spirit to sow. Our school may have changed on the surface, but our foundation is the same as it was when our doors opened one hundred twenty-five years ago.

School Improvements

The older part of the building is getting a makeover. Thanks to the efforts of volunteers, the old library and the old school entrance are being redone. The old library will be a new conference room and principal's office. The old entrance will be much more inviting and much less cluttered.

Michigan District Teachers Conference 2021

Salem is hosting the district teachers' conference. The conference is scheduled for October 6th-8th. Teachers from our district will come to Salem for spiritual and professional growth. We expect to have approximately one hundred fifty teachers and guests. Preparations are underway and we will keep you informed on what is needed to make the conference a success.

Challenges and Blessings

This past year has been full of challenges unlike we have seen. We have experienced many challenges to our ministry at Salem, but God has continued to bless us. A year ago I doubt any of us would have believed that our school and church would have to implement guidelines that would hinder our ability to come together and worship or keep our school open to in-person learning.

Social distancing, masks, quarantine, and seeing loved ones get sick are all things we've faced for ten months, but through these challenges, we have experienced tremendous blessings. We have learned and implemented new ways to share God's Word. Our church has offered worship opportunities every week and our school has stayed open for face-to-face learning all year.

God can do all things and has reminded us that he can bless us through difficult times. The prayers of his people never go unanswered and we can see that evidence of his power and love all around us. God has blessed our ministry despite the challenges and knowing that he loves us and directs all things according to his plan is a comfort for us all.

In Christ's Service,
Anthony Perry

And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another—and all the more as you see the Day approaching.

Hebrews 10:24–25

Do you see the light at the end of the tunnel? We are swiftly approaching a year since the first uncertain days of life with the coronavirus. It's been a long road to get this far, and the return to normal life still seems like it is a ways off, but there is maybe a glow at the end of the tunnel starting to shine. By this meeting, several of our staff will already have received their first dose of the COVID-19 vaccination, and more and more people will follow. Even though it won't be an immediate return to exactly how things used to be, we can at least begin to see the end of COVID's dominance of our lives approaching!

As exciting as that is, there is an even better light at the end of the tunnel, an even more exciting end approaching. God's Word tells us what we believers can expect at the end of the world, and it is all good news for us. Eternal life in heaven! Freedom from sorrow, sickness, sin, and its effects! The writer to the Hebrews saw this as motivation for Christian living and worship, and called believers to worship together, encourage one another, and build each other up for acts of love and service. These are the exact purposes for which visible congregations exist. God says Christians are a body united under the head of Christ to encourage one another and to bless one another and others. It is the job of pastors and church leaders to equip God's people for these works of service. (Ephesians 4:11,12)

As we begin another calendar year here at Salem, we want to take our purpose as a church seriously. (Not that we haven't in the past!) We want to find the same encouragement and motivation in seeing the end approaching that the writer to the Hebrews did. As a gathering of believers, we want to encourage and build one another up as God would have us do. There are already more examples of that happening than we could include in a single report.

One such example was the Christmas for Kids event on December 19. Roughly 25 Salem members (and soon-to-be members) got together on that day to set up and operate a drive-through in the parking lot behind church. They handed out treat bags and information about our church and our Savior to families from our community. Other people worked hard to prepare the bags and to put together a virtual program that shared the news of Jesus with the children who came. It was a wonderful fellowship opportunity, and a chance for us to encourage each other for a work of service and love for our community. (What greater love could we show the community than telling children about their Savior?!) Stay tuned for another opportunity with Easter for Kids!

Another example was our Christmas Eve service itself. The children from our school, members of church council and the board of elders, and countless other people worked hard together to put together a Christ-centered service that still felt warm, joyful, and special, despite the Covid

precautions that threaten to diminish those feelings. Again, God's people were served and built up by one another as they encouraged each other with the news of Jesus' birth.

Even simply showing up to worship can be a way to encourage our fellow members and believers as we see God's judgment day approaching. This passage from Hebrews is often used in confirmation class or Bible information class to show the importance of regular worship attendance. After all, how can we encourage one another without seeing one another? We have not missed a single weekend of worship since Covid began. (This is no small blessing in 2020-2021!) Through radio and internet technologies, we have been able to make our worship services more widely available than ever before. Our in-person worship attendance remains lower than last year, but stable, and, while it is impossible to get an exact count for online attendance, it appears that the two added together at least match our typical attendance. It is important to remember that pastors and fellow members cannot read hearts to determine motivation, so it is up to each of us to make sure that the blessing of online worship's availability does not become a crutch for our sinful nature, or that our sinful nature turns faithful concerns about the virus into excuses for neglect of worship, and the encouragement we can offer one another.

After all, God promises us a light at the end of the tunnel that outshines any other good news! We have as much reason to be hopeful and encouraged as we ever have! Let 2021 be a year of basking in that hope, sharing it with others, and building each other up in that hope for acts of love! There will be no shortage of opportunities to do just that. Let's get to it with God's blessing!

Serving our Savior with you,

Pastor Wilde and Pastor Bare

Salem Yearly Report

	2020	2019	2018	2017	2016	2015
Communicant Membership as of 1/1	834	835	834	850	851	858

Gains:

Confirmation	4	12	13	9	16	14
Affirmation	1	0	0	4	3	0
Transfer in	9	4	3	1	4	3
total	14	16	16	14	23	17

Losses:

Deaths	19	12	12	12	13	16
Transfer Out	1	1	2	4	1	5
Cancel, Excom, Release	0	3	1	14	10	3
Total	21	16	15	30	24	24

Net Gain or Loss	-6	0	1	-16	-1	-7
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Communicant Membership as of 12/31	827	834	835	834	850	851
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Soul Membership	980	991	998	993	1014	1028
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Ave. Sunday Attendance	177	244	257	255	263	275
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School Enrollment K-8	49	55	51	40	42	42
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Receipts- General offerings registration & tuition	\$614,126	\$608,408	\$570,309	\$513,316	\$492,484	\$548,641
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Baptisms	5	5	5	3	7	8
Marriages	1	0	3	3	1	0
Burials	22	13	10	10	10	17

Changes in Membership for November 2020 – January 2021

TRANSFER IN: Ken & Judy Kirkman, Frances Raatikka, Fred Denter, Ida Denter,
Harold & June Coon all from Grace Lutheran Church (WELS)
Durand, MI

Hailey Savola from Holy Trinity Lutheran Church (WELS),
Wyoming, MI

TRANSFER OUT:

ADULT CONFIRMATION: Dewey & Kathy Powell, Karlee VanHorn

PROFESSION OF FAITH: Sean & Christy Verity (Charlie & Emma)

RELEASED:

CANCEL:

OFFICIAL ACTS RECORDED AT SALEM

Confirmation: Dewey & Kathy Powell, Karlee VanHorn

Baptisms: Gracelyn Hoeglund, Jordan & Hannah Hamill

Marriages: Tyler March & Kelly Bullard

Deaths: Marguerite Meiers, Joan Clark, David Ross, Betty Smith, Elaine Haubenstricker