

Voters' Meeting Agenda
October 27, 2020

Call to Order

Opening Devotion

Excused absences

4. Reception of New Voting Members
5. Minutes of June 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
 - Recommendation
 - IRS Section 107 allowances
 - C. Budget Committee Report
 - First Reading of the Proposed 2021 Budget
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
 - Window treatments at school (\$6,974.00)
 - Two 75" TVs for church sanctuary (\$6,000 or less)
17. Close with prayer

June 16th, 2020 1st & 2nd Quarterly Voters Meeting.

Call to Order: by President Mueller at 7:06pm.

Opening Devotion: Pastor Bare read from Nehemiah chapter 8, celebrating our reunion to in person services and prayer.

There were 21 men in attendance with Russ Mallory and Ed Perry excused.

A motion was made, supported and passed to accept Al Crickmore into voting membership, he signed the Constitution and was given his copy.

A motion was made, supported and passed to accept the minutes as presented from the January Voters Meeting.

General fund: report attached with a closing balance of 15,186.42.

Ron explained the PPP program and the potential benefits to Salem.

Special funds: report attached with a closing balance of 158,122.13

School financial: report attached with a closing balance of 18,585.30

5,000.00 will be moved from School Misc. to School Refurbish.

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

Principal/BOCE report: Principal Perry reported the 2020-2021 enrollment is projected to be as large as last years, possibly larger. Tony is currently meeting with prospective parents.

Registration Day is August 17th from 1-6pm, classes will begin on August 27th.

The Salem staff and BOCE are working on plans for the upcoming school year, which would include an online curriculum if needed and Covid precautions. They are waiting on State guidelines, please pray for them during this difficult time.

The Teachers' Conference is tentatively planned for October 2020.

Tony reported that he has been awarded the James Madison Award.

Tony explained the BOCE/Council recommendation to replace the copier at school.

A motion was made, supported and passed to lease a Brady Business Systems color copier. A 63 month lease at a cost of 220.00 per month and 7.8 cents per color prints to be covered as a budgeted school expense.

Pastor's report: Pastor Wilde explained the new worship procedures that will be in effect for now.

The technology at church has evolved greatly during our shutdown, thanks to all involved.

A big thank you to Esther for all she has done to make everything work so well, volunteers are needed to take over the livestream services. High school students are welcome.

The Pastors will be talking to VBS volunteers about their willingness to serve in August.

Deacons: Phil explained the new seating and Communion protocol for restarting church, the Deacons and Ushers ask for your patience during this time.

Church properties: A motion was made, supported and passed to have Sure Flow gutter guards installed where needed at school for a bid of 2048.00.

They will reroute the sump pump water at the Voeltz home to Stewart St.

The front steps at the Voeltz home is in need of repair.

Chairman's report: none.

Old business: none.

New business: none.

Election results: President 2 yrs - Mark Mueller, Elders 3 yrs - Wilhem Guth, Mike Valus, Jim Blount, General funds 3yrs – Ron Jensen, BOCE 3 yrs - Tim Strauch, Church Properties 3 years – Wayne Janetzke, John Sutphen, Deacon 3 yrs – Ken Lahmann, Ron Jensen.

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

Respectfully stevek

Salem Lutheran Evangelical Church
Quarterly Voters Report (4 months)

October 2020

\$ 27,349.32 January 1, 2020 Starting bank balance

	Jun - Sep 20	Budget	Jan - Sep 20	YTD Budget	Annual Budget	
Beginning Credit Union Balance 5-31-2020	\$ 15,186.42	\$ -	\$ -	\$ -	\$ -	
Offerings	\$ -	\$ -	\$ -	\$ -	\$ -	Envelopes
Account- Bank Interest	\$ 32.65	\$ -	\$ 48.40	\$ -	\$ -	2019 YTD Giving
Facility Use Fees	\$ 100.00	\$ -	\$ 100.00			\$ 396,581.32
Gifts	\$ 14.00	\$ -	\$ 662.70	\$ -	\$ -	
Total Reg Offerings	\$ 184,641.97	\$ 218,154.32	\$ 415,042.56	\$ 490,847.22	\$ 654,463.00	\$ 415,042.56
Sunday School	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 18,461.24
Tuition and Registration	\$ 16,383.96	\$ -	\$ 24,950.42	\$ -	\$ -	
Total Receipts	\$ 201,172.58	\$ 218,154.32	\$ 440,804.08	\$ 490,847.22	\$ 654,463.00	\$ 440,804.08
Expense	\$ -	\$ -	\$ -	\$ -	\$ -	All sources
Conference Expense	\$ -	\$ 500.00	\$ 454.35	\$ 1,125.00	\$ 1,500.00	2020 YTD Giving
Evangelism	\$ -	\$ 416.68	\$ -	\$ 937.49	\$ 1,250.00	\$ 448,559.27
Health Insurance	\$ 25,732.20	\$ 34,928.00	\$ 67,264.80	\$ 78,588.00	\$ 104,784.00	(\$7,755.19)
Maintenance & Repairs	\$ 3,943.49	\$ 5,000.00	\$ 10,609.91	\$ 11,250.00	\$ 15,000.00	Tuition is the
Payroll Expenses	\$ (694.22)	\$ -	\$ -	\$ -	\$ -	difference
Total Property & Liability Ins	\$ 4,431.65	\$ 6,531.83	\$ 10,677.08	\$ 9,797.75	\$ 13,000.00	
Reimbursed Salaries	\$ 216.00	\$ -	\$ 216.00	\$ -	\$ -	
Salaries	\$ 131,260.94	\$ 132,677.56	\$ 280,899.38	\$ 298,524.83	\$ 398,033.00	
Substitute organists	\$ -	\$ 1,200.00	\$ 660.00	\$ 2,700.00	\$ 3,600.00	
Substitute Teachers	\$ -	\$ 1,133.32	\$ 665.00	\$ 2,550.01	\$ 3,400.00	
Sunday School Expense	\$ -	\$ 333.32	\$ -	\$ 750.01	\$ 1,000.00	
Supplies	\$ -	\$ -	\$ -	\$ -	\$ -	
Church	\$ 4,570.76	\$ 4,000.00	\$ 10,562.51	\$ 9,000.00	\$ 12,000.00	
School	\$ 6,826.47	\$ 5,000.00	\$ 9,605.58	\$ 11,250.00	\$ 15,000.00	
Total Supplies	\$ 11,397.23	\$ 9,000.00	\$ 20,168.09	\$ 20,250.00	\$ 27,000.00	
Synod Mission Offering	\$ 8,000.00	\$ 8,000.00	\$ 18,000.00	\$ 18,000.00	\$ 24,000.00	
Total Synod Pension Plan	\$ 7,924.00	\$ 7,924.00	\$ 21,218.00	\$ 23,772.00	\$ 31,696.00	
Taxes	\$ -	\$ 166.68	\$ 162.26	\$ 374.99	\$ 500.00	
Total Telephone Expense	\$ 990.30	\$ 1,266.68	\$ 2,538.36	\$ 2,849.99	\$ 3,800.00	
Utilities	\$ -	\$ -	\$ -	\$ -	\$ -	
Church	\$ 1,704.39	\$ 2,666.68	\$ 5,218.27	\$ 5,999.99	\$ 8,000.00	
School	\$ 515.91	\$ 3,666.68	\$ 6,565.91	\$ 8,249.99	\$ 11,000.00	
Total Utilities	\$ 2,220.30	\$ 6,333.36	\$ 11,784.18	\$ 14,249.98	\$ 19,000.00	
VBS	\$ 134.43	\$ 300.00	\$ 134.43	\$ 675.00	\$ 900.00	
Water & Sewer	\$ 1,787.51	\$ 1,833.32	\$ 4,676.90	\$ 4,125.01	\$ 5,500.00	
Worker Service Awards	\$ -	\$ -	\$ -	\$ -	\$ -	
Worship Music	\$ 107.79	\$ 166.68	\$ 132.79	\$ 374.99	\$ 500.00	
Total Expense	\$ 197,451.62	\$ 217,711.43	\$ 450,261.53	\$ 490,895.05	\$ 654,463.00	\$ 450,261.53
Difference	\$ 3,720.96	\$ 442.89	\$ (9,457.45)	\$ (47.83)	\$ -	\$ (9,457.45)
Other Income	\$ -	\$ -	\$ -	\$ -	\$ -	
General Reimbursements	\$ -	\$ -	\$ -	\$ -	\$ -	
Special Account	\$ -	\$ -	\$ -	\$ -	\$ -	
Internal Line of Credit	\$ -	\$ -	\$ 77,500.00	\$ -	\$ -	
Total Other Income	\$ -	\$ -	\$ 77,500.00	\$ -	\$ -	
Other Expense	\$ -	\$ -	\$ -	\$ -	\$ -	
Reimbursed Funds	\$ -	\$ -	\$ -	\$ -	\$ -	
Workers Gift	\$ -	\$ -	\$ -	\$ -	\$ -	
Total Other Expense	\$ -	\$ -	\$ -	\$ -	\$ -	
Net Other Income	\$ -	\$ -	\$ 77,500.00	\$ -	\$ -	
Total difference	\$ 3,720.96	\$ 442.89	\$ 68,042.55	\$ (47.83)	\$ -	
Ending Credit Union Balance 9-30-2020	\$ 18,907.38					

PPP Loan - on hold until closed \$ 77,500.00

This report is for 4 months, not actual 3rd quarter due to last meeting in June

Total expenses exceed income by (\$9457.45)

Giving from envelopes is up over last year by \$18,461.24

Giving from all sources is down form last year by (\$7,755.19) difference is from tuition (fewer children than last year)

We started the year with \$27,349.72 in the bank, which has given us a cushion

Several sources have skipped a billing, thus reducing our expenses (i.e. health insurance, pension)

SALEM LUTHERAN CHURCH - SPECIAL ACCOUNT 3rd QUARTER 2020
BALANCE OF ACCOUNTS
30-Sep-20

<u>Account</u>	<u>Balance As of 3/31/20</u>	<u>Receipts</u>	<u>Disbursements</u>	<u>Transfers</u>	<u>Balance as of 6/30/20</u>
Radio Fund	\$13,799.62	\$ 2,520.00	\$ (1,690.00)		\$14,629.62
Student/Member Assistance	\$5,397.86	\$ 238.45	\$ -		\$5,636.31
Family Education Fee Fund	\$1,252.50	\$ -	\$ -		\$1,252.50
Debt Retirement	\$480.90	\$ 510.00	\$ -		\$990.90
Organ Repair/Replace	\$4,179.87	\$ -	\$ -		\$4,179.87
Youth Group Fund	\$149.41				\$149.41
Interest	\$867.64	\$ 23.00	\$ -		\$890.64
LOVE Offering	\$1,624.43	\$ 135.00	\$ -		\$1,759.43
Mowl Fund - Interest	\$10,466.23	\$ -	\$ -		\$10,466.23
Special Missions Offering	\$491.85	\$ 380.00	\$ -		\$871.85
New Hymnal Fund	\$1,920.65	\$1,010.00			\$2,930.65
Holiday Decoration Fund	\$1,676.72				\$1,676.72
Property Improvement Fund	\$0.00	\$ -	\$ -		\$0.00
Ministry Assist. & Enhancement Fund	\$1,415.02	\$ 50.00	\$ -		\$1,465.02
Miscellaneous Offerings	\$6,266.59	\$ 39,990.17	\$ (8,994.97)		\$37,261.79
Donald H. Brady Memorial Fund	\$10,175.18				\$10,175.18
Stearly Memorial Fund	\$11,282.28				\$11,282.28
Church Extension Fund	\$168.00				\$168.00
Church Roof Fund	\$1,657.00	\$35.00			\$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	\$1,313.05	\$ -	\$ (2,195.27)		(\$882.22)
School Office Copier Fund	\$0.00				\$0.00
School Refurbish Fund	\$6,872.00	\$ 125.00	\$ -		\$6,997.00
Internal Line of Credit	\$71,000.00				\$71,000.00
Associate Pastor Fund	\$ 9,982.20	\$ 510.00	\$ -		\$ 10,492.20
Total Insured Money Market	\$163,819.53	\$45,526.62	\$ (12,880.24)	\$0.00	\$196,465.91

Salem Lutheran Church - Special Funds
3rd Quarter 2020
30-Sep-20

STUDENT/MEMBER ASSISTANCE FUND

Balance in Insured Money Market	\$ (17,590.70)
CEF Cert. of Deposit @.9%	23,227.01
Loans Receivable	
Loans granted during the quarter	
Loan payments received during quarter	
Loans Receivable	-
Total Balance in Fund	<u><u>\$ 5,636.31</u></u>

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

CEF Cert. of Deposit @ 2.8%	\$ 10,000.02
Balance in Insured Money Market	466.21
Total Balance in Fund	<u><u>\$ 10,466.23</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% -	10,328.21
Total Balance in Fund	<u><u>\$ 11,282.28</u></u>

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

Money Market Account Balance	\$ 119,522.18
Money Market Funds in CD	\$ 15,492.31
Student/Member Assistance CD	\$ 23,227.01
Loans to Members	\$ -
Mowl CD	\$ 10,000.02
Brady CD	\$ 17,896.18
Stearly CD	\$ 10,328.21
Total Balance in Special Funds	<u><u>\$ 196,465.91</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)	\$2,008.00	\$1,465.00	\$900.00	\$1,443.00
8th grade	\$166.75	\$0.00	\$0.00	\$166.75
Athletics	\$547.16	\$221.39	\$153.25	\$479.02
Band	\$795.99	\$694.76	\$657.00	\$758.23
Childrens Choir	\$549.09	\$0.00	\$50.00	\$599.09
Church Holding (Clearing)	(\$504.52)	\$3,968.07	\$3,096.14	(\$1,376.45)
Computer & Technology	\$685.28	\$464.62	\$292.40	\$513.06
Faculty Continued Education	\$676.53	\$0.00	\$115.49	\$792.02
Field Trip Assistance	\$1,477.50	\$0.00	\$21.15	\$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	\$328.39	\$0.00	\$117.00	\$445.39
Library	\$2,110.52	\$150.29	\$0.00	\$1,960.23
Miscellaneous	\$3,085.20	\$5,198.66	\$2.58	(\$2,110.88)
Mission	\$27.00	\$56.00	\$29.00	(\$0.00)
Playground	\$293.67	\$0.00	\$0.00	\$293.67
School Holding (Clearing)	\$468.50	\$677.50	\$140.00	(\$69.00)
TOTALS	\$12,954.79	\$12,896.29	\$5,574.01	\$5,632.51

**Salem Lutheran Church
Voters' Meeting
Principal's Report
October 27, 2020**

It seems like very little of this year has been “normal”. The sudden end to classroom instruction in the middle of March came as a shock and was the beginning of planning for things that I never even considered. There is not a chapter in the WELS Principal's Handbook on how to plan for a pandemic. As a matter of fact, there is not a WELS Principal's Handbook. But if there was, I am pretty certain it would not have a chapter on pandemics, virtual classrooms, or contact tracing.

Fortunately, God has blessed us with tools to use and faithful servants to help with the things in this world that don't seem to make sense. The level of support that we have seen this year from so many has been a true testament to how God's people can use their individual gifts to help one another spread the saving message of Jesus despite setbacks and obstacles. This year has been a year of unanswered questions, fear, and sadness, but it has also been a year of growth and reflection. Our staff at Salem has had to think differently and learn new things in order to continue helping our school and church families and especially our kids. It has not been easy, but it has been worth it. I commend the entire staff for their dedication and thank God for all of you because your support and prayers have been wonderful.

One thing that I have thought about in these last few months as the requirements and anxiety seemed to pile up is that it doesn't have to be hard. We don't need a lot to talk to people about Jesus. As much as things have changed, the foundation of our ministry has stayed the same. Our teachers are preaching and teaching in their classrooms. The families and students are hearing and growing in faith, and God is blessing our work. When we look back on this crazy year, we will see a lot of craziness, but we will also see how simple life really is for us. Our lives are blessed because of what Jesus did for us and telling people about that is all we need to do.

A wise person recently shared this idea with me: 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. He blesses our work, despite the challenges. That thought brings a lot of comfort to me and I hope it does for you as well.

In Christ,
Anthony Perry

**Pastors' Report
to
Salem's Voters
October 27, 2020**

I am writing this report in the parking lot of a doctor's office. I could only drop Pat off at the door for her appointment. I was not allowed inside. That's the way things are in the midst of the pandemic. And I get that, but it is very isolating. I feel for our members (and all the other residents) who are confined to nursing homes or assisted living facilities. At this time they have been unable to receive visitors in a normal way for more than half a year already. They must really feel isolated and alone, maybe even forgotten and neglected!

Of course, our God doesn't want any of us to feel that way. He wants us to know the comfort of His presence and the connection His Word offers.

Isaiah 49:14-16

*But Zion said, "The Lord has abandoned me.
The Lord has forgotten me."*

*¹⁵ Can a woman forget her nursing child
and not show mercy to the son from her womb?*

*Even if these women could forget,
I will never forget you.*

*¹⁶ Look, I have inscribed you on the palms of my hands.
Your walls are never out of my sight.*

Talking Points

Offering a mask required service
weekly and at holidays

Recording our school kids singing
in their classrooms and viewing
during church services

Offering as many festival services
as necessary to accommodate
everyone

Offering more online Bible Classes

Offering more in church or at
school Bible Classes

Making sure members know
pastors will offer private
communion to them either at
church or their own homes

Making more phone calls and
keeping in touch

Goal: Connected to the Lord! Connected to one another!

Serving our Lord of love with you,

Pastor Bare & Pastor Wilde

Changes in Membership for July-October 2020

TRANSFER IN:

TRANSFER OUT:

ADULT CONFIRMATION:

PROFESSION OF FAITH:

RELEASED:

CANCEL:

OFFICIAL ACTS RECORDED AT SALEM

Confirmation: Audrey Doyle, Joshua Kneesel, Sarah Kneesel, Danika Hoenshell

Baptisms: Lydia Norder, Beaudin Feinauer

Marriages:

Deaths: Larry Smelser, Ketha Maurer, Marjorie Strauch, Roland Bernson, Stephen Kobe,
George Miller, Carol Tierney

Salary & Housing Recommendations for Salem Lutheran Church & School

Starting January 1st 2021 through December 31st 2021

As presented by the salary & housing review committee October 2020

The committee discussed and considered our current financial condition along with the fact we have had pay freeze 3 out of the last 5 years. Plus this year we have experienced reduced expenses and have been meeting our monthly expenses and have a surplus in the checking. Another point of discussion is the health insurance premiums will remain the same for 2021, and as far as we know the pension expense will also remain unchanged for 2021.

With this information taken into consideration the salary and housing committee is recommending a salary increase of 2% to called workers and increase church secretary to \$13 per hour and the other 3 non called paid positions to \$10 per hour. (minimum wage will be \$9.87 the first of the year)

The salary recommendations would result in an increase of approximately \$7410.00 total cost in salaries compared to 2020 for the same period. \$1300 of the increase is due to step increases for Mrs. Perry, Mrs. Aschenbrenner and Pastor Wilde.

Thank you

Salary & Housing Chairman
Gary L. Jacobs II

First Reading of the proposed 2021 Budget

Operating Expenses	Requested	Budgeted	Requested	Budgeted	Increase	Decrease
	2020	2020	2021	2021		
Pioneer Boys	\$0	\$0				
Buckaroos	\$0	\$0				
Girl Pioneers	\$0	\$0				
Sunbeams	\$0	\$0				
Salem Teens	\$0	\$0				
Vacation Bible School	\$900	\$900	\$900	\$900		
Sunday School	\$1,000	\$1,000	\$1,000	\$1,000		
Stewardship Committee						
Evangelism	\$800	\$800	\$800	\$800		
History Committee	\$0					
Worship Music	\$500	\$500	\$500	\$500		
Guest Speakers						
Institutional Ministries	\$450	\$450	\$450	\$450		
Conference Expenses	\$1,500	\$1,500	\$1,500	\$1,500		
Substitute Organist	\$3,600	\$3,600	\$2,600	\$2,600		\$1,000
Substitute Teachers	\$3,400	\$3,400	\$2,380	\$2,380		\$1,020
Taxes and Assessments	\$500	\$500	\$250	\$250		\$250
Utilities - Church	\$8,000	\$8,000	\$8,000	\$8,000		
Utilities - School	\$11,000	\$11,000	\$10,000	\$10,000		\$1,000
Telephones	\$3,800	\$3,800	\$3,800	\$3,800		
Water & Sewer	\$5,500	\$5,500	\$6,300	\$6,300	\$800	
School Supplies	\$15,000	\$15,000	\$15,000	\$15,000		
Church Supplies	\$12,000	\$12,000	\$13,000	\$13,000	\$1,000	
Property Liability Comp. Ins	\$13,000	\$13,000	\$13,650	\$13,650	\$650	
Hospital Insurance	\$104,784	\$104,784	\$106,000	\$106,000	\$1,216	
Synod Pension Plan	\$31,696	\$31,696	\$31,696	\$31,696		
Moving Expenses						
Salaries	\$397,757	\$398,033	\$405,882	\$405,882	\$7,849	
Maintenance & Repairs	\$15,000	\$15,000	\$15,000	\$15,000		
Synod Mission Commitment	\$24,000	\$24,000	\$24,000	\$24,000		
MLS Mission Commitment						
Line of Credit Interest						
Workers Service Awards	\$0	\$0				
Activities Committee						
Total Gen. Fund Budget	\$654,187	\$654,463	\$662,708	\$662,708	\$11,515	\$3,270
Special Acct Budget	\$0	\$0				
Debt Retirement						
Total Special Acct Budget	\$0	\$0				
Summary						
General Fund Budget	\$654,187	\$654,187	\$662,708	\$662,708		
Special Acct Budget						
Debt Retirement						