

**The Lutheran Church of the Redeemer**

**Minutes of the Congregational Council Meeting – December 8, 2020**

**Present:** Pastor Linderman, Barbara Nemchek, Larry Thompson, Kristen Kunz, Kirsten Buerkle, Gerhart Lempp, John Manke, Judith Schaefer, Heather Layng, Carol Dunbar, Lauren Niederauer

**Absent:** Regina Karch

President Barbara Nemchek called the meeting to order at 7:35 pm.

Devotions were led by Heather Layng.

Adoption of the October 13, 2020 and November 10, 2020 minutes – John Manke moved to accept, Judith Schaefer seconded the motion. The motion was unanimously accepted.

**Old Business/New Business:** LEAP is operating successfully in the current environment. They closed for one week after Thanksgiving break just out of caution for the staff and students. Regarding the Stewardship Challenge Status – they have recruited 5 new pledging units to date. Will reach out to TD Bank to see if they offer a purchasing card for customers. It could be used by preapproved individuals to purchase church related supplies without having to pay out of pocket. The Nominating Committee has confirmed the following Council Members will be serving a 2<sup>nd</sup> term in their respective positions:

John Manke – Property and Grounds

Gerhart Lempp – Worship and Music

Heather Layng – Christian Education

The Nominating Committee will not be filling the Fellowship Chair position at this time. They will also ask Bill Niederauer to consider serving for a 2<sup>nd</sup> term on Endowment as well.

Sharon Hearn spoke at the last Council meeting regarding a Mutual Ministry proposal. Mutual Ministry has requested that Council enhance paid holidays, vacation, and paid time off for the Church staff. With regards to paid holidays (which currently includes 6 paid holidays and 1 paid floater day) they are asking the staff also receive MLK Day as an 8<sup>th</sup> paid holiday. Mutual Ministry is also looking to enhance the paid vacation policy. They have requested the following for consideration:

For 1-3 years of service - 1 week of paid vacation (vs. 1-5 years of service currently offered)

For 4-5 years of service – 2 weeks of paid vacation (vs. 6-10 years of service currently offered)

For 6-10 years of service – 3 weeks of paid vacation (vs. 11+ years of service currently offered)

For 11+ years of service – 4 weeks of paid vacation (vs. not currently offered)

And finally, Mutual Ministry is looking for a 25% salary increase for Stephanie Doyle, the Faith Formation Director at Redeemer. They are asking for this increase based on her completion of the Certificate Program from Princeton seminary, because the responsibilities of this job have been enhanced since her predecessor held this role, and due to the value Stephanie has delivered in this role both pre-COVID and

even more so during the period of COVID (including teaching responsibilities and assisting Pastor Linderman in selecting content for all educational programs). Pastor would like to support the increased efforts of Stephanie. Council must consider this raise in light of the value this position adds to the Pastor and Congregation of Redeemer, the deficit budget Redeemer will run for 2021, and also the fact that this additional payroll must be funded directly by the Endowment Fund. At this time a motion was made by Barbara Nemchek to hold off on voting for enhanced paid holidays, PTO, and vacation at this time until a proposal is forwarded to Mutual Ministry substantiating the additional duties performed in the Faith Formation Director role. Also included in this proposal should be salary benchmark data to substantiate the requested 25% increase in compensation. After receipt of this information Council will evaluate this request in a timely manner. A second motion was also made by the President to send a letter to the Parents of all youth attending Redeemer Sunday School, Holy Communion and Confirmation classes, and any individuals currently enrolled in Adult Education, requesting donations to thank Stephanie Doyle for all of the extra effort she has put forth during this extraordinary year. John Manke seconded both motions. Both motions were unanimously accepted.

**Pastor's Report:** Pastor thanked everyone who helped set up the Nativity scene this year. He also discussed the upcoming Christmas Eve and Christmas services. Due to the restrictions placed on attendance by the State of NJ it has been determined that only up to 10 persons can worship together at a time indoors at Redeemer including Pastor Linderman, Stephanie, and Fran. This would allow for 7 other parishioners in attendance for all indoor holiday services and for all indoor services going forward. Barbara Nemchek made a motion to hold indoor services with a maximum of 10 persons in the Church. Judith Schaefer seconded the motion. 5 Council members voted yes, 3 voted no, and there was 1 abstention. Christmas Eve services are scheduled for 4:30 pm, 7:00 pm, and 9:00 pm. Christmas Day service is scheduled for 10:15 am. All services will be livestreamed on Facebook and recorded for future viewing on YouTube.

Regarding the Annual Congregational Meeting – Council is researching the possibility of hosting a Zoom meeting. Council will consult with our Bi-Laws to see if this is a possibility.

#### **Financial Reports:**

- a) **Treasurer's Report:** Larry Thompson – Budget meetings begin next week. All Committee heads should submit any outstanding bills to Larry ASAP. Last year the Congregation voted to fund the purchase of tables at the Annual Meeting from the Endowment Fund. Since the tables were not purchased – possibly Council could ask Endowment to repurpose these monies to be used to help fund parsonage repairs in 2021. Lauren Niederauer will discuss this idea with the Endowment Committee.
- b) **Financial Secretary's Report:** Fred Ufferfilge – See report.
- c) **Motion to Accept Financial Reports:** John Manke moved to approve the Financial Reports. Heather Layng seconded the motion. The motion was unanimously accepted.

**Christian Education:** Heather Layng – Stephanie Doyle will host a Christmas Edition of VBS given that Redeemer will be unable to host the Christmas Pageant this year.

**Evangelism:** Carol Dunbar – Redeemer has 1K commitment to support Pastor Janelle in 2020. So far, we have raised \$717 with \$283 outstanding. Unfortunately, COVID has interrupted our normal activities for raising this money. We have until January 31st to fulfill this commitment. Perhaps we could make a

special appeal to the Congregation before Christmas to reach this goal. Then Council could discuss what support we could provide for 2021.

**Fellowship:** Searching for Fellowship Committee Chair replacement.

**Finance:** Lauren Niederauer – There has been no mention of PPP Loan forgiveness from TD Bank as to date. The Endowment Fund has rebounded solidly as of this month.

**Property and Grounds:** John Manke – The Parsonage has sustained water damage in October and November. ServePro has been to the property twice to clean up the leaking water (2-4K). Uniscape will be fitting drains to prevent further leakage to the property (12K). These costs plus repairs to the inside of the Parsonage will total approximately 20K. Council will be asking the Endowment Committee to assist with covering these costs and help restore the Parsonage.

**Social Ministry:** Regina Karch – Will set up a Sign-Up Genius to enable parishioners to purchase gift cards for the Giving Tree.

**Stewardship:** Judith Schaefer – To date 66 pledging units have given 171K. Still waiting for another 10 pledging units to bring this total to 183K. Judith Schaefer and Fred Ufferfilge will also be making calls to individuals that haven't pledged this year but have pledged in the past to see if they might be interested in contributing.

**Worship and Music:** Gerhart Lempp – No report.

**Youth Ministry:** Kirsten Buerkle – The Virtual Synod Youth Retreat was attended by Pastor Linderman and 7 church youth.

**Standing and Special Committees:**

- a) **Endowment:** John Karch – No report.
- b) **Redeemer Reminder:** Reminder articles due by December 10<sup>th</sup>.
- c) **St. Stephen's Grace:** Meredith Dykstra – No report.
- d) **Cemetery:** Dave Daehnke – No report.
- e) **Website:** John Manke – No report.
- f) **Mutual Ministry:** Mutual Ministry – No report.

A motion was made to adjourn tonight's meeting. Barbara Nemchek moved to accept. Judith Schaefer seconded the motion. The motion was unanimously accepted.

This meeting was adjourned at 10:48 pm and closed with The Lord's Prayer.

Respectfully submitted,

Kristen Kunz

Congregation Council Secretary