**The Lutheran Church of the Redeemer**

**Minutes of the Congregational Council Meeting – January 12, 2021**

**Present:** Pastor Linderman, Barbara Nemchek, Larry Thompson, Heather Layng, Gerhardt Lempp, Regina Karch, Kristen Kunz, Judith Schaefer, Carol Dunbar, Kirsten Buerkle, John Manke

**Absent:** Lauren Niederauer

President Barbara Nemchek called the meeting to order at 7:34 pm.

Devotions were led by Barbara Nemchek.

Adoption of the December 8, 2020 minutes – John Manke moved to accept, Judith Schaefer seconded the motion. The motion was unanimously accepted.

**Old Business/New Business:**

Annual Meeting to be held January 31st via Zoom given current COVID emergency. To be able to hold the Annual Meeting a quorum of 46 members is required. Stephanie Doyle will create an on-line sign-up sheet so that a quorum can be established prior to the date of the meeting. Redeemer is granted up to 100 permissions on Zoom for this and other Redeemer meetings. Barbara Nemchek made a motion to hold the Annual Meeting on January 31, 2021 at 11:30am. John Manke seconded the motion. The motion yielded a response of 9 yeas and 2 nos. The motion passed.

**Pastor’s Report:**

Pastor received an email from the organization Common Food for Common Good headed up by Nick Haas. He asked if Redeemer would consider lending him a parcel of their property to start a community food garden. The food produced by the garden would be given to support St. Paul’s Food Pantry and the Center for Food Action.Nick would provide the equipment and labor to cultivate the garden. Members of the Congregation could volunteer to participate in the garden. Possible areas to host the garden would be between the playground and Wyckoff Avenue or behind the bell tower by Woodland Ave. Council members suggested a Redeemer liaison would be needed to work jointly with Nick and his team and also have oversight of the garden. Most likely Social Ministry would need to identify the volunteer for this position. John Manke made a motion for Redeemer to meet with Nick Haas to discuss the possibility of starting a community food garden. Judith Schaefer seconded the motion. Pastor Linderman will contact Nick to arrange for a meeting in the near future. John Manke and Carol Dunbar will meet with Nick once a meeting date has been established.

LEAP is looking to add a Pre-Kinderegarten class. They approached Redeemer to ask if they could possibly rent the Crib and Crawl Room. This would require certain physical modifications of this room. The State of NJ would have to inspect the space for official approval. This room would still remain a shared space with us such that the room would still be available on Sundays for Redeemer parents and children during Sunday services. Council is agreeable for LEAP to begin the research and this project. Kirsten Buerkle made a motion to allow LEAP to explore the use of the Crib and Crawl room for a transitional Kindergarten class. John Manke seconded the motion. The motion was unanimously accepted.

Discussion of a Redeemer purchasing card and business cards will be put on hold at this time.

**Mutual Ministry Presentation:**

Sharon Hearn from Mutual Ministry gave Council a Powerpoint Presentation in response to Council’s request regarding more salary benchmark information as it relates to the Faith Formation Director position at Redeemer. The NJ Synod only gives salary guidance for Pastors and Deacons so the information presented from ChurchSalary.com is benchmarked from the Minnesota Synod of the ECLA. Using the information from the Minnesota Synod based on former and current education, responsibilities as outlined by the job description, and approximate number of Congregants served by this position the following formula was used to propose the following salary increase:

($51,870 + $3,500) x .625 = **$34,606.25 Salary as benchmarked by MN Synod**

The Faith Formation Director is currently requesting the following:

1. A salary increase of 25%:

 Current salary $28,264.61 x 1.25% = **$35,330.76 Salary with 25% increase**

1. Enhanced vacation policy – see former schedule on December 2020 Meeting minutes
2. Enhanced Holiday and PTO policy to include MLK Day (a total of 8 paid days)

John Manke made a motion to approve a salary increase of 4.1% for the Faith Formation Director (bringing her salary to $30,000.00 per annum) and to approve a 2% raise for Pastor Linderman and the Church Staff for up to ($12,700) for the 2021 Budget. Barbara Nemchek seconded the motion. The motion was unanimously accepted.

**Financial Reports:**

1. **Treasurer’s Report:** Larry Thompson – Barbara Nemchek made a motion to approve moving over monies from Pastor’s Discretionary Fund and $3,480 from Endowment that were allotted for the purchase of tables to instead be used for the repair of the Parsonage in the 2021 Budget. Larry Thompson seconded the motion. The motion was unanimously approved.
2. **Financial Secretary’s Report:** Fred Ufferfilge -
3. **Motion to Accept Financial Reports:** Barbara Nemchek moved to approve the December 2020 Financial Reports. John Manke seconded the motion. The motion was unanimously accepted.

**Christian Education:** Heather Layng – Heather Layng made a motion that a First Amendment Exemption be used on February 14th for Boy Scout families to attend indoor worship (25% or up to 45 persons). Judith Schaefer seconded the motion. The motion was unanimously accepted.

**Evangelism:** Carol Dunbar – See report.

**Fellowship:** Gwen Pra will be returning as Fellowship Chair to serve out her term.

**Finance:** Lauren Niederauer – See report.

**Property and Grounds:** John Manke – See report.

**Social Ministry:** Regina Karch – See report.

**Stewardship:** Judith Schaefer – See report.

**Worship and Music:** Gerhart Lempp – See report.

**Standing and Special Committees:**

1. **Endowment:** John Karch – See report.
2. **Redeemer Reminder:** Reminder articles due by January 14th.
3. **St. Stephen’s Grace:** Meredith Dykstra – See report.
4. **Cemetery:** Dave Daehnke – See report.
5. **Website:** John Manke – See report.
6. **Mutual Ministry:** Peter Layng – See report.

A motion was made to adjourn tonight’s meeting. Barbara Nemchek moved to accept. John Manke seconded the motion.

This meeting was adjourned at 10:58 pm and closed with The Lord’s Prayer.

Respectfully submitted,

Kristen Kunz

Congregation Council Secretary