



# Redeemer Evangelical Lutheran Church

## Council Meeting Minutes (Draft)

**Date:** November 23, 2024 (Saturday)

**Time:** 10:00 am to 12:00 noon

**Place:** Fireside Room

## Minutes

### Members & Invitees - Present (Absent)

#### Council members

- Linda Allen – Board of Fellowship
- Jerry Brandt – Vice President
- Jay Erwin – Board of Deacons
- Bruce Holderbein – Board of Trustees & Financial Manager (absent)
- Tim Kressin – Board of Evangelism
- Diane Scott (absent)
  - Board of Christian Education
  - Board of Young Peoples Work
- Aaron Ashworth - Secretary
- Fred Sherman - President

#### Invitees

- Pastor DeForest - Pastor
- Jackie Vieira – Office Manager

### Actions Adopted by Council

- Approved council meeting minutes for meeting occurring on November 16, 2024
- Subject to Voter Assembly approval:
  - Approved increasing officer manager Jackie Vieira's annual salary and her Health Insurance Supplement for 2025 as indicated on the attached document
  - Approved increasing organist Pastor Bunting's mileage reimbursement and adjusting his organ lessons reimbursement for 2025 as indicated on the attached document
  - Approved increasing Pastor DeForest's annual salary for 2025 to align with CNH guidelines as indicated on the attached document
  - Approved setting the church budget for all other items for 2025 as indicated on the attached document
- Designated the Memorial Fund as the source of funds allocated for the 100<sup>th</sup> Anniversary Celebration (\$12,000.00)
- Designated the Memorial Fund as the source of funds allocated for the 2025 Pastors Wives Retreat (\$600.00)

### Additional Documents Provided

- Council approved budget for Redeemer Evangelical Church in 2025

# 2025 Budget

		2024 Budget	2025 Council Adopted	Inc / Dec	Jan-Oct Expenses
<b>ADMINISTRATION</b>					
1	Altar Worship	\$400.00	\$700.00	75%	\$575.04
2	Bookkeeping	\$350.00	\$300.00	-14%	\$191.69
3	Conferences	\$300.00	\$300.00	0%	\$286.60
4	Deacons	\$100.00	\$250.00	150%	\$0.00
<b>Office Expenses</b>					
10	Bank/Checking Fees & Supplies	\$200.00	\$400.00	100%	\$345.78
11	Copy Machine Expense	\$1,500.00	\$1,650.00	10%	\$1,368.40
12	Information Technology	\$800.00	\$500.00	-38%	\$408.87
13	Licenses and permits	\$100.00	\$100.00	0%	\$20.00
14	Offering Envelopes	\$400.00	\$300.00	-25%	\$317.86
15	Office Supplies	\$600.00	\$1,000.00	67%	\$841.66
16	Periodicals	\$2,000.00	\$2,000.00	0%	\$1,639.40
17	Postage	\$300.00	\$300.00	0%	\$229.00
<b>Payroll - Guest Pastor</b>					
20	Wages	\$1,250.00	\$1,250.00	0%	\$500.00
<b>Payroll - Office Manager</b>					
30	Health Insurance Supplement	\$2,400.00	\$3,000.00	25%	\$2,000.00
31	Retirement/Disability	\$2,500.00	\$2,500.00	0%	\$1,853.90
32	Wages	\$20,317.00	\$21,500.00	6%	\$16,930.80
<b>Payroll - Organist</b>					
40	Mileage	\$3,762.50	\$4,500.00	20%	\$2,741.25
41	Wages	\$5,250.00	\$5,250.00	0%	\$4,050.00
42	Organ Lessons	\$1,560.00	\$900.00	-42%	\$455.00
43	Substitute Organist				\$781.25
<b>Payroll - Pastor</b>					
50	Car Allowance	\$5,000.00	\$5,000.00	0%	\$4,101.60
51	Continuing Education	\$1,100.00	\$1,100.00	0%	\$1,200.00
52	Health Insurance	\$30,000.00	\$30,000.00	0%	\$22,539.10
53	Retirement/Disability	\$11,000.00	\$9,000.00	-18%	\$7,435.85
54	Salary	\$80,940.00	\$88,000.00	9%	\$67,450.18
<b>Payroll Taxes</b>					
60	FICA Expense	\$1,000.00	\$1,300.00	30%	\$1,054.71
61	Medicare Expense	\$250.00	\$300.00	20%	\$246.67
<b>Total ADMINISTRATION</b>		<b>\$173,379.50</b>	<b>\$181,400.00</b>		<b>\$139,564.61</b>

		2024 Budget	2025 Council Adopted	Inc / Dec	Jan-Oct Expenses
<b>BOARDS</b>					
70	<b>CHRISTIAN EDUCATION</b>	\$300.00	\$800.00	167%	\$625.92
71	<b>EVANGELISM</b>	\$500.00	\$500.00	0%	\$317.86
72	<b>FELLOWSHIP</b>	\$500.00	\$625.00	25%	\$519.86
<b>TRUSTEES</b>					
80	Property Tax & Assessment	\$1,000.00	\$1,600.00	60%	\$1,325.58
81	Garbage	\$1,450.00	\$1,450.00	0%	\$1,135.69
82	Grounds Service	\$6,000.00	\$500.00	-92%	\$392.03
83	Insurance - Liability	\$13,500.00	\$13,000.00	-4%	\$10,818.64
84	Insurance - Work Comp	\$1,550.00	\$1,750.00	13%	\$1,453.17
85	Janitorial Service	\$3,780.00	\$4,320.00	14%	\$3,600.00
86	Janitorial Supplies	\$200.00	\$250.00	25%	\$202.01
87	Telephone	\$850.00	\$400.00	-53%	\$331.15
88	Utilities	\$5,500.00	\$5,000.00	-9%	\$3,898.81
89	Van Expense	\$2,000.00	\$1,100.00	-45%	\$924.32
	<b>Total TRUSTEES</b>	<b>\$35,830.00</b>	<b>\$9,714.04</b>		<b>\$24,081.40</b>
	<b>Total BOARDS</b>	<b>\$37,130.00</b>	<b>\$31,295.00</b>		<b>\$25,545.04</b>
<b>TOTAL EXPENSES</b>		<b>\$210,509.50</b>	<b>\$212,695.00</b>		<b>\$165,109.65</b>

91	<b>Difference with 2024</b>	\$2,185.50
92	<b>% increase</b>	1.04%
93	<b>COLA for 2025</b>	2.50%

<b>Income</b>			
100	Gross Profit	(Includes offerings & lease general fund)	\$175,587.00
101	Net Ordinary Income	(After subtracting total expenses)	\$10,477.35
102	Net Other Income	(Facility use & interest income)	\$5,511.68
103	<b>Total Net Income</b>		<b>\$15,989.03</b>