

Apostles Lutheran Church
Special Council Meeting
January 18, 2022 7:00 PM via Zoom

Minutes

1. Call to Order at 7:06 PM by President Steven Eichhorn

Present via Zoom: Steve Eichhorn, Jim Gray, Al Pangle, Allen Mitchell, Judy Valleri, Luke Delasin, Pam Cunningham, Barb Schneider, Joel Rentz, Matt Berg and Maryann DiLeo.

Absent: Sasha Banks

Also in attendance via Zoom: Matt Clark

2. Opening Prayer by Pastor Luke

3. Steve Eichhorn opened the meeting to conduct one item of business – council approval of the proposed 2022 operating budget. Steve thanked all for attending and yielded the floor to Treasurer Joel Rentz to lead the budget discussion.

4. Joel Rentz briefly discussed the budget development.

- Proposed expense expenditures are consistent with 2021 levels, adjusted for known increased anticipated expenses such as tree removal,
- Benevolence to the Synod is increased by 5%.
- Recommended salaries are increased for 2022.
 - Recommended salary increase of 3% for Pastor Luke. This is consistent with Florida-Bahamas Synod Compensation Guidelines for 2022.
 - Increase in pay for our salaried employees – Traditional Music Director/Choirmaster, Contemporary Music Director and Preschool Director – of 5%.
 - Increase of rate of pay for hourly employees of 5%. These increases ensure that all employees will earn more than the mandated minimum wage.

5. Motion by Matt Berg for the Council to recommend approval of the proposed budget. Motion seconded. Discussion followed

- Jim Gray questioned the rate of pay of two individuals – Peggy Prince and Amanda Manning. Both employees will earn slightly over \$11 per hour during 2022 if proposed budget is adopted. To Jim, this seems extremely low for employees of several years. Also, Amanda has taken necessary actions to enhance her credentials.
- Jim Gray also questioned why the majority of staff will receive a 5% raise while the pastor receives only a 3% raise. Joel reiterated that a 3% raise was consistent with Florida-Bahamas Synod guidance.

- Jim Gray proposed giving Pastor Luke a 1% increase in his retirement account and recommended a change to the motion on the floor. The recommended change to the motion died for lack of a second.
- Steve Eichhorn called for a vote on the motion. Motion passed.

6. It was agreed by all in attendance that the Preschool Oversight Committee would evaluate the pay of Preschool Staff and make recommendations to the Council.

7. Adjournment/Closing Prayer. Meeting adjourned at 7:50 PM with the Lord's Prayer.