

Aurora Lutheran Church
Council Meeting Minutes
December 20, 2017

The regular monthly meeting of the Aurora Church Council was held on December 20, 2017. Those present were: Angie Jensen, Stan Norland, Dwight Jensen, Tim Johnson, Paul Korbel, Kayla Paape, Ryan Larson, Ryan Criddle, Nathele Beadell, Pastor Stephanie, and Sara Quiggle (joining late).

- ❖ Pastor Stephanie led us in prayer
- ❖ Treasurer's Financial reports were reviewed & approved subject to Audit
 - November income \$12,402.44 (includes oyster/chili supper \$4,243) expense=\$7,736.24 net income = \$4,666.20
 - 12/20/17 checking balance = \$1,065.58
- ❖ Pastor's Report
 - Confirmation class delivered cookies to the home bound.
 - "The Shack" movie was well attended and there was good discussion.
- ❖ Unfinished Business
 - Thermostats are all working now and seem to be working well.
 - Terri Norland is the new Janitor.
 - Jodi Keck will be coordinating the Lenten Soup Suppers.
 - Tim Johnson is not able to shovel the sidewalks this year. Dwight Jensen will take over the sidewalk shoveling.
- ❖ New Business
 - The 2018 Proposed Joint and Aurora Budget was reviewed at length.
 - The Synod minimum compensation and benefit guidelines include base salary guidelines as well as guidelines for housing allowance, parsonage, workers compensation, FICA (social security), Portico benefit services, and auto expense reimbursement. The Budget in the past has not included an allowance to the Pastor for FICA taxes.
 - Council reviewed the Synod guidelines for FICA or social security taxes.
 - The Synod guidelines state the IRS considers clergy as self-employed for FICA purposes (but employed for income tax purposes), and congregations cannot legally pay FICA directly for ordained clergy. The FICA tax for self-employed persons is 15.3%. Clergy must pay FICA tax on their base salary and housing allowance. Congregations are expected to reimburse pastors the employer's share of FICA, which is 7.65%. Such a FICA allowance, however, is still fully taxable for both income tax and FICA purposes.
 - Council discussed giving an allowance to the Pastor for the employer's share of FICA, which is 7.65%. The cost was estimated to be close to \$3,000 for Aurora's portion of the 7.65% FICA tax. This is a big increase to 2018 expenses. If we decide not to meet the Synod guidelines for reimbursement of the 7.65% for FICA, we must disclose to our congregation that we are below guidelines. After additional discussion, a motion was made and carried to include a 5% allowance for FICA tax reimbursement on the 2018 budget that will be proposed at the Annual Meeting.
 - Motion made and carried to approve 2018 proposed budget.
 - Aurora Annual Meeting will be on Sunday, February 11 2018.
- ❖ There is no January council meeting. The executive committee will meet if needed to establish the Annual Meeting Agenda.
- ❖ Meeting Adjourned

Respectfully Submitted, Sara Quiggle – Secretary

A portion of the notes were taken by Nathele Beadell in Sara's absence