

Bethlehem Lutheran Church Council Minutes

Title	Council Meeting			President	Dave Hageman	
Purpose	Monthly Business			Secretary	Bob Ihrig	
Date	October 15, 2019		Time	7:00 p.m.	Location	Grounds for Joy
Meeting Time	Start	Stop	Total Time			Council Members & Guests
	7:00 pm	8:33 pm	93 min			
Council Members				Present	Absent	Position
1.	Dave Hageman			X		President
2.	Wendy Keenan			X		President-Elect
3.	James Arentson			X		Vice President
4.	Bob Ihrig	2018-2021		X		Secretary
5.	Diana Olson	2018-2021		X		Treasurer
6.	Marie Slotemaker	2017-2020		X		Member at Large
7.	Derek Brown	2018-2021		X		Member at Large
8.	Jessica Auel	2019-2022		X		Member at Large
9.	Pastor Jay Dahlvang			X		Lead Pastor
10.	Pastor Collette Broady Grund			X		Associate Pastor
11.	Guest			X		George Van Lith
TIME	TOPIC					PRESENTER
7:00 p.m.	1. Devotions					Bob Ihrig
	2. Welcome to Jessica Auel as new Member at Large Jessica Auel welcomed as a new Member at Large to replace Emily Heinis who resigned to assume the new Congregational Services Coordinator office staff position. The Council approved this replacement via a previous email vote.					Dave Hageman
	3. Additions to & Approval of the Agenda Motion by Pr. Jay; Second by D. Olson to approve printed agenda. Approved by Council.					Dave Hageman
	4. Secretary's Report Approval of September 17, 2019 Minutes Motion by B. Ihrig; Second by J. Arentson to approved printed minutes. Approved by Council.					Bob Ihrig
	5. Financial Report A. <u>General Fund Balance</u> : Deficit of -\$27,528 on 9/30/19 (Increase of \$7,543 from -\$19,985 deficit of 8/31/19) B. <u>General Fund Offerings</u> : 89% of projected revenue (\$43,000 below budgeted revenue) C. <u>Mortgage Balance</u> : \$1,288,403 D. <u>Mission Investment Fund Account Balance</u> : \$129,888 (Funds used to make monthly mortgage payments)					Diana Olson
	6. Lead Pastor's Report A. <u>Staffing Transition</u> : Fortunate to have Emily Heinis as new office staff member. Has already made impact on Facebook connections. New office hours positively received. B. <u>Fall Stewardship Campaign</u> : Letters sent to members with card and electronic pledges available for member use. Pledges received at narthex table at Sunday & Wednesday services. 96 pledges received thus far. Goal is 200+ pledges. Thrivent sponsored forum on stewardship. Thank-you stewardship reception planned for October 20. C. <u>52 Stories</u> : 13 of needed 52 stories lined up thus far. Council members encouraged to tell their stories.					Pastor Jay Dahlvang

	<p>D. <u>SE MN Synod & VINE Roles</u>: Now serving on Global Missions Table to facilitate synod activities in this area. Also serving synod as interviewer for pastoral candidates and on the Compensation Guidelines Task Force. Also serving on VINE Strategic Plan Focus Group.</p> <p>E. <u>Pastoral Care and Acts</u>: Made 22 pastoral visits since last report.</p>	
	<p>7. Associate Pastor's Report</p> <p>A. <u>Pastoral Time</u>: Thankful to Council for its personal support and approving reduction of future pastoral time to 2/3 status. Future duties detailed with focus on worship, Connections Ministry, FFF Ministry & informal relationship building.</p> <p>B. <u>Family Faith Formation Ministry</u>: Adjustments made in FFF programming to free up staff time and provide for time for relationship building with families. Working on identifying how best to meet needs of youth in 10th-12th grades. Welcome to E. Heinis for her hours and ideas supporting FFF in her new job.</p> <p>C. <u>Connections Ministry</u>: Opened for winter season on 10/14 with a near full house. Will be working out details of new one location. BLC first week scheduled for 11/18-25. More volunteer training sessions to be scheduled.</p>	Pastor Collette Broady Grund
	<p>8. Old Business</p> <p>A. <u>Strategic Planning Updated</u>: The successes thus far for the 2016-20 plan and priorities for 2019-20 were reviewed. Emphasis will be on the goals of Reconciling in Christ, telling our story, leadership development and care for our members. A new 5-year plan will be developed in 2020.</p> <p>B. <u>Personnel Update</u></p> <ol style="list-style-type: none"> 1. <u>Sarah Morgan Performance Review</u>: Completed on 10/8. 2. <u>Congregational Services Coordinator Position Update</u>: All is going well as E. Heinis assumes revised office position. 3. <u>Harassment Policy Revision: Motion</u> by B. Ihrig; Second by W. Keenan to revise language to include "sexual orientation, gender identity or expression, socioeconomic status". Approved by Council. 4. <u>Personnel Handbook Revision: Motion</u> by B. Ihrig; Second by M. Slotemaker to revise Personnel Handbook to reflect change in lay staff titles. Approved by Council. 5. <u>BLC Hiring Policies Revision: Motion</u> by B. Ihrig; Second by D. Olson to revise policies to exclude new employees under age 18 from background checks. Approved by Council. 6. <u>Lay Staff Operating Handbook Revisions: Motion</u> by B. Ihrig; Second by D. Brown to revise operating handbooks for Congregational Services Coordinator and Office Assistant positions. Approved by Council. <p>C. <u>2018-19 Financial Review Update</u>: Still in progress.</p> <p>D. <u>Pastor Collette Pastoral Responsibilities for 2019-20</u>: Presented and reviewed. Priorities for 2/3 pastoral status detailed. Approved by Council.</p> <p>E. <u>2019-20 Board/Committee Goals/Directory Update</u>: Still waiting for information from Children's, Facilities and Youth boards.</p>	<p>Pastor Jay</p> <p>Bob Ihrig</p> <p>Wendy Keenan Pastor Collette</p> <p>Bob Ihrig</p>

	<p>9. New Business</p> <p>A. <u>2020 Facilities Board Project Overview</u>: 2020 planned projects for facilities improvements reviewed reflecting Xcel energy audit. To include replacement of outdated air conditioning systems in Heritage Room & LSS. Low interest loans and rebates will help to fund projects estimated at cost of \$30,000 over time. LED lighting & digital controls for REACH & LSS radiators to be installed. New icemaker for dining room kitchen to be purchased. Other future major projects to be addressed include parking lot and roof for REACH, Heritage Room & LSS.</p> <p>B. <u>Election Polling Site</u>: BLC asked by Blue Earth County to serve as election polling site for Lincoln Park neighborhood. To start with March and August primaries & November general election. Grounds for Joy with easy access for public to be used. Viewed as opportunity for community involvement. Approved by Council</p> <p>C. <u>Undesignated Memorial Pastoral Funding for Tanzania Trip</u>: <u>Motion</u> by D. Olson; Second by W. Keenan to use \$\$ in 3 funds available to Pr. Jay and undesignated memorials to fund balance of Pr. Jay travel expenses after March monthly mission funding. Approved by Council. Future plan is to create a budget line item for these pastoral travel expenses every two years.</p> <p>D. <u>Estate Donation Policy</u>: Bob reported that no financial policy currently exists to govern handling of estate fund donations to BLC. <u>Action</u>: This will be communicated by D. Olson to Finance Committee to facilitate development of future policy governing holding and distribution of such funds.</p> <p>E. <u>2020 BLC Budget Proposal</u>: Proposed 2020 budget from Budget Committee presented & reviewed. Proposed income was reduced from 2019 budget to reflect actual giving. There was no need for reducing board/committee budget requests due to reduced expenses resulting from Pr. Collette reduced 2/3 pastoral time for 2020. Discussion held on costs of hardware, online & cloud-based options for BLC computer server. <u>Action</u>: J. Arentson will visit with E. Heinis & E. Ruiz about what option is best to pursue. <u>Motion</u> by D. Olson; Second by J. Auel to approved proposed 2020 BLC budget. Approved by Council. To be presented at forum on 11/17 and at semi-annual meeting on 11/24.</p>	<p>George Van Lith</p> <p>George Van Lith</p> <p>Dave Hageman</p> <p>Bob Ihrig</p> <p>Dave Hageman</p>
	<p>10. Next Council Meeting: November 19 , 2019 7:00 p.m. Devotions: Diana Olson</p>	
	<p>11. Adjournment Motion by W. Keenan; Second by B. Ihrig to adjourn at 8:33 pm. Approved by Council.</p>	

Our Mission: Bethlehem is an inviting community that is growing in Christ, loving our neighbors and serving God's world.