



	<p>H. <u>Visits &amp; Pastoral Acts</u>: 34 hospital/home/nursing home visits and officiated at 2 funerals since last report.</p>	
	<p><b>6. Associate Pastor's Report</b></p> <p>A. <u>Family Faith Formation</u>: Changes in FFF Assistant job description &amp; 2 new support positions recommended for youth &amp; VBS. Special stewardship appeal letter sent to families to stimulate 2019 pledges.</p> <p>B. <u>Connections Ministry</u>: Staff hired and volunteers trained for 10/22 opening. BLC will first host on week of 11/26-12-3. Gordy Larson, Carrol Meyers-Dobler and Derek Brown to coordinate for BLC. Fund raising &amp; grant writing continuing. New partnership created with homeless liaison officer at Mankato Public Safety.</p> <p>C. <u>Reconciling in Christ Task Force</u>: 1<sup>st</sup> meeting held on 10/14. Marcia Nagel &amp; Emily Heinis to co-chair. Additional members to be recruited to facilitate work. Process to be introduced to BLC congregation at events in future months.</p> <p>D. <u>Pastoral Care</u>: 13 nursing home/hospital visits and officiated 1 funeral since last report.</p>	<p>Pastor Collette Broady-Grund</p>
	<p><b>7. Old Business</b></p> <p>A. <u>Strategic planning Update</u>: Deferred to November meeting.</p> <p>B. <u>2017 Financial Review Update</u>: Written report submitted by Personnel Committee addressing questions about sick leave accrual. Finance Committee still discussing other issues. Final report to be presented to November 18 semi-annual meeting</p> <p>C. <u>Personnel Update</u></p> <ol style="list-style-type: none"> <li>1. <u>Junior Bell Choir Director update</u>: Positive feedback from students and Charlie Leftridge about start of fall rehearsals. All are having fun.</li> <li>2. <u>FFF Assistant performance review</u>: Positive review held on 9/20 for Sarah Morgan with Pr. Collette, Anna Wencl &amp; Bob Ihrig.</li> <li>3. <u>Harassment Training follow-up</u>: 6 BLC staff members, 3 Council members and 6 board/committee members attended the training. Informative in providing background on the current BLC harassment policy; what constitutes harassment; procedures for dealing with harassment and how volunteers should be considered with church policies. Future plans are to have BLC boards/committees review church policy at future meetings to ensure understanding. Background screening procedures of employees &amp; employees also to be reviewed/updated.</li> <li>4. <u>FFF Director Sabbatical planning</u>: Positive progress being made with possibility of November/December presentation to Council for review and approval.</li> <li>5. <u>FFF staff position proposals</u>: FFF Assistant part-time position retitled and responsibilities redefined to Children's Ministry Coordinator. New part-time Youth Ministry Coordinator and VBS Coordinator position descriptions recommended. <b>Motion</b>: Motion by W. Keenan; Second by M. Slotemaker to table action to November meeting to allow for more discussion.</li> </ol>	<p>Pastor Jay Dahlvang Bob Ihrig, Diana Olson</p> <p>Bob Ihrig</p>

	<p><b>8. New Business</b></p> <p>A. <u>New BLC member approval</u>: 16 new adults &amp; children proposed for BLC membership. Introduced on October 14 to congregation. <b>Motion</b>: Motion by Pr. Jay; Second by D. Olson to approve. Approved.</p> <p>B. <u>2019 SE MN Synod Assembly delegate nominations</u>: May 31-June 1 synod assembly in Rochester to select new bishop. Pre-assembly meetings to be held in 2019 with bishop candidates. Need to select 3 BLC delegates earlier to participate in process. Delegates to be elected at November 18 semi-annual meeting. B. Ihrig expressed interest and D. Brown indicated possible interest in being delegates.</p> <p>C. <u>REACH lease renewal</u>: Current lease expires on 12/31/18. Carrol Meyers-Dobler will coordinate discussion with LSS. Plan is to propose increase in rent payment by 5% (\$1200) compared to last 4 years.</p> <p>D. <u>November 18 proposed semi-annual meeting agenda</u>: Proposed agenda approved for publication in meeting book for members.</p> <p>E. <u>2019 proposed facilities projects plan</u>: Tabled to November 20 Council meeting. This will identify specific projects/costs planned for facilities repairs in 2019.</p> <p>F. <u>BLC Nathex Welcome Center – Evangelism Committee</u>: Tabled for presentation at November 20 Council meeting.</p> <p>G. <u>2019 proposed BLC budget</u>: Proposed budget presented by Budget Committee. Key items included are the following:</p> <ul style="list-style-type: none"> <li>• New FFF positions (See Personnel report) to be funded based upon increased 2019 pledges from FFF families.</li> <li>• Salary &amp; insurance increases for pastors &amp; lay staff. Goal to meet synod guidelines for pastoral compensation.</li> <li>• REACH rent increase of 5% to be proposed for new lease.</li> <li>• Mortgage payments now to be included as line item expense.</li> <li>• Reduced energy costs due to more efficient lighting and solar garden rebates.</li> </ul> <p><b>Motion</b>: Motion by Pr. Jay; Second by D. Olson to approve revised balanced budget after discussion. Amendment moved by B. Ihrig; Second by Pr. Jay to revise proposed pastoral salaries to address synod guidelines. Approved. Main motion approved. Budget will be presented at 11/11 adult forum and at 11/18 semi-annual meeting for approval by congregation.</p>	<p>Pastor Jay Dahlvang</p> <p>Pastor Jay Dahlvang</p> <p>Pastor Jay Dahlvang</p> <p>Bob Ihrig</p> <p>C. Meyers-Dobler, D. Olson</p> <p>Matt Drewitz</p> <p>C. Meyers-Dobler, D. Olson, E. Ruiz</p>
	<p><b>9. Next Council Meeting: November 20 , 2018 7:00 p.m.</b> <b>Devotions: Diana Olson</b></p>	
	<p><b>10. Adjournment</b></p>	

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