Bethlehem Lutheran Church Council Minutes

	tle <u>Council N</u>				lent Carrol Me	<i>.</i>
Purpose Monthly Business		Secretary Bob Ihrig				
Da	te October	16, 2018	Time	7:00 p.m.	Location (Grounds for Joy
Scheduled				Actual	Council Members and Guests	
Start	Stop	Total Hours	Start	Stop	Total Hours	
7:00 p.m.	9:00 p.m.	2	7:00 p.m.	9:08 p.m.	2 hr, 8 min	
•	Council I	Members	· •	Present	Absent	Position
1. Carrol Meyers-Dobler				Х		President
2. Dave Hageman				Х		President-Elect
3. Wend	6					Vice President
4. Bob I				Х		Secretary
		018-2021		Х		Treasurer
6. Matt l	Drewitz 2	016-2019		Х		Member at Large
7. Marie	Slotemaker 2	017-2020		Х		Member at Large
8. Derek	Brown 2	018-2021		X		Member at Large
9. Pastor	r Jay Dahlvang			X		Lead Pastor
	r Collette Broad	ly Grund			Х	Associate Pastor
11. Guest		<i>.</i>		X		Elizabeth Ruiz
TIME			TOPIC			PRESENTER
7:00 p.m.	1. Devotions					Bob Ihrig
1	2. Additions to	& Annroval	of the Agende			Carrol Meyers-Dobler
	Motion:Motio flexibility. Ap 3. Secretary's Motion: Motio	Bob Ihrig				
	printed. Appro			Stotemaker to	uppiove us	
	4. Financial R Deficit of -\$3,0 93% giving by	Diana Olson				
 5. Lead Pastor's Report A. <u>Budget Committee</u>: Met for 2.5 hours to complete recommended 2019 budget for Council action tonight. B. <u>REACH Lease</u>: Expires 12/31/18. Renewal talks with LSS to be held this fall. C. <u>Evangelism</u>: Powerpoint developed to introduce new narthex Welcome Center. New members to be approved. D. <u>Stewardship</u>: Goal of 15% increase in pledging members. 3 responses to BLC legacy gift mailing. E. <u>Reconciling in Christ Church Task Force</u>: 1st meeting held on 10/14 with more meetings in store. F. <u>2019 Synod Assembly Delegates</u>: Assembly will select new synod bishop. BLC delegates recommended for election at 11/18 semi-annual meeting in order to attend pre-Assembly synod events. G. <u>Tanzania Visitors</u>: Travel plans set for headmaster & teacher to travel to MN on 11/19-12/16. Plans being made for housing, meals, transportation and events at BLC and elsewhere. Calendar presented of visit details in progress. 					Pastor Jay Dahlvang	

Н	Visits & Pastoral Acts: 34 hospital/home/nursing home visits and	
11.	officiated at 2 funerals since last report.	
6 4550	ciate Pastor's Report	Pastor Collette Broady-Grund
	<u>Family Faith Formation</u> : Changes in FFF Assistant job description	Tustor Concile Droudy Grund
11.	& 2 new support positions recommended for youth & VBS.	
	Special stewardship appeal letter sent to families to stimulate 2019	
	pledges.	
В	Connections Ministry: Staff hired and volunteers trained for 10/22	
D.	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 & grant writing continuing. New partnership	
	created with homeless liaison officer at Mankato Public Safety.	
С	Reconciling in Christ Task Force: 1 st meeting held on 10/14.	
0.	Marcia Nagel & 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.	
D	Pastoral Care: 13 nursing home/hospital visits and officiated 1	
	funeral since last report.	
7 Old	Business	
	Strategic planning Update: Deferred to November meeting.	Pastor Jay Dahlvang
	2017 Financial Review Update: Written report submitted by	Bob Ihrig, Diana Olson
. D.	Personnel Committee addressing questions about sick leave	Doo ming, Drana Orbon
	accrual. Finance Committee still discussing other issues. Final	
	report to be presented to November 18 semi-annual meeting	
C.	Personnel Update	Bob Ihrig
	1. Junior Bell Choir Director update: Positive feedback from	200 11119
	students and Charlie Leftridge about start of fall rehearsals.	
	All are having fun.	
	2. <u>FFF Assistant performance review</u> : Positive review held	
	on 9/20 for Sarah Morgan with Pr. Collette, Anna Wencl &	
	Bob Ihrig.	
	3. Harassment Training follow-up: 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 &	
	employees also to be reviewed/updated.	
	4. <u>FFF Director Sabbatical planning</u> : Positive progress being	
	made with possibility of November/December presentation	
	to Council for review and approval.	
	5. FFF staff position proposals: 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.	
	Motion: Motion by W. Keenan; Second by M. Slotemaker	
	to table action to November meeting to allow for more	
	discussion.	
	discussion.	

0 N.	Destination	· · · · · · · · · · · · · · · · · · ·
	Business	
A.	New BLC member approval: 16 new adults & children proposed	Pastor Jay Dahlvang
	for BLC membership. Introduced on October 14 to congregation.	
	Motion: Motion by Pr. Jay; Second by D. Olson to approve.	
_	Approved.	
B.	2019 SE MN Synod Assembly delegate nominations: May 31-June	Pastor Jay Dahlvang
	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.	
C.	<u>REACH lease renewal</u> : Current lease expires on 12/31/18. Carrol	Pastor Jay Dahlvang
	Meyers-Dobler will coordinate discussion with LSS. Plan is to	
	propose increase in rent payment by 5% (\$1200) compared to last	
	4 years.	
D.	November 18 proposed semi-annual meeting agenda: Proposed	Bob Ihrig
	agenda approved for publication in meeting book for members.	
E.	2019 proposed facilities projects plan: Tabled to November 20	C. Meyers-Dobler, D. Olson
	Council meeting. This will identify specific projects/costs planned	
	for facilities repairs in 2019.	
F.	BLC Nathex Welcome Center - Evangelism Committee: Tabled	Matt Drewitz
	for presentation at November 20 Council meeting.	
G.	2019 proposed BLC budget: Proposed budget presented by Budget	C. Meyers-Dobler, D. Olson,
	Committee. Key items included are the following:	E. Ruiz
	• New FFF positions (See Personnel report) to be funded based	
	upon increased 2019 pledges from FFF families.	
	• Salary & insurance increases for pastors & lay staff. Goal to	
	meet synod guidelines for pastoral compensation.	
	• REACH rent increase of 5% to be proposed for new lease.	
	• Mortgage payments now to be included as line item expense.	
	• Reduced energy costs due to more efficient lighting and solar	
	garden rebates.	
	Motion: 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.	
	t Council Meeting: November 20, 2018 7:00 p.m.	
	votions: Diana Olson	
. 10. Ad	journment	

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