

Bethlehem Lutheran Church Council Minutes

Title Council Meeting	President Carrol Meyers-Dobler
Purpose Monthly Business	Secretary Bob Ihrig
Date November 20, 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.	9:25 p.m.	2 hr, 25 min	
Council Members			Present	Absent	Position	
1.	Carrol Meyers-Dobler		X		President	
2.	Dave Hageman		X		President-Elect	
3.	Wendy Keenan		X		Vice President	
4.	Bob Ihrig	2018-2021	X		Secretary	
5.	Diana Olson	2018-2021	X		Treasurer	
6.	Matt Drewitz	2016-2019	X		Member at Large	
7.	Marie Slotemaker	2017-2020	X		Member at Large	
8.	Derek Brown	2018-2021	X		Member at Large	
9.	Pastor Jay Dahlvang		X		Lead Pastor	
10.	Pastor Collette Broady Grund		X		Associate Pastor	
11.	Guests		X		Stephen Chima, Barak Kingu	
TIME	TOPIC				PRESENTER	
7:00 p.m.	1. Devotions				Diana Olson	
	2. Additions to & Approval of the Agenda New Business D: Debriefing of Semi-Annual Meeting Motion: Motion by B. Ihrig; Second by M. Slotemaker to approve amended agenda with flexibility. Approved.				Carrol Meyers-Dobler	
	3. Secretary's Report Approval of October 16, 2018 Minutes Motion: Motion by B. Ihrig; Second by D. Olson to approve minutes as printed. Approved.				Bob Ihrig	
	4. Financial Report <ul style="list-style-type: none"> • September 30 general fund deficit reported at October Council meeting of estimated -\$3,000 - \$5,000 corrected to reflect actual - \$2,411.98. • October 31 deficit of -\$5,432.92. • Member envelope giving at 94% of budget = \$27,000 behind. • 2019 pledges total 175 thus far (53 lower than last year). 104 pledges are same; 52 are increased; and 19 are decreased. Total pledge amount is \$384,055 = \$28,957 more than in 2018. • Mortgage balance = \$1.3 million • Mission Investment Fund balance (used to make mortgage payments = \$106,708.48. • Motion: Motion by D. Olson; Second by M. Drewitz from Finance Committee to apply \$50,000 of MIF balance to pay down mortgage balance in accordance with previous congregational action to maintain a reserve of 6 months of mortgage payments. Discussion held about draining down MIF funds with impact on ability to make future mortgage payments as capital campaign funds deplete. Concern about need for more detailed financial information before making this decision. 				Diana Olson	

	<ul style="list-style-type: none"> • <u>Motion</u>: Motion by B. Ihrig; Second by D. Olson to table motion until January 15 Council meeting and direct Finance Committee to provide detailed information on mortgage situation. Approved. • Finance Committee will be given 2017 Financial Review report at its December meeting to start discussion & implementation of recommendations. 	
	<p>5. Lead Pastor's Report</p> <ol style="list-style-type: none"> 1. <u>Semi-Annual Meeting</u>: Went well in addressing concerns about Connections previously raised. January 6 special meeting will be helpful to address concerns. 2. <u>Stewardship</u>: Stewardship Board will target different segments of congregation in future based upon giving patterns. Hopeful that goal of increasing pledges for 2019 by 15% will be reached. 3. <u>Reconciling in Christ Church</u>: Additional members invited to serve on task force. Updates sent to pastors on progress thus far. 4. <u>Synod Assembly</u>: Information received from synod for calling of new bishop in 2019. To be shared with 3 BLC delegates. 5. <u>Tanzania Visitors</u>: Greeted with cold temps upon arrival on 12/19 and reception held. More activities to be held during month stay. 6. <u>Helping Congregation Members</u>: Financial gift received from daughter of Chuck Heaberlin to continue to assist BLC members facing financial challenges. Expectation is that other donations will be received for this purpose. 7. <u>Thanksgiving Eve Worship</u>: Planned on 11/21 at BLC with other churches invited to participate. 8. <u>Visits & Pastoral Acts</u>: 16 member visits; 6 funerals and 1 wedding officiated since last report. 	Pastor Jay Dahlvang
	<p>6. Associate Pastor's Report</p> <ol style="list-style-type: none"> 1. <u>Semi-Annual Meeting</u>: Thankful for hard work done on budget that was approved by congregation. Need identified to clarify work as associate pastor with hope that special January 6 congregation meeting on Connections ministry will accomplish this objective. 2. <u>Connections Ministry</u>: BLC preparing to host its first week starting 11/26. Hopeful that sufficient volunteers will sign up. 2nd week scheduled for 11/17-24. 3. <u>Continuing Education</u>: Attended bishop's fall Theological Conference from November 6-8. Focused on topic of "Dismantling White Supremacy & Building Beloved Community". Positive experience. Will attend December 4 YMCA event: "It's Time to Talk" conversation about race. 4. <u>Pastoral Care</u>: Made 9 nursing home/hospital visits and officiated 1 member wedding since last report. 	Pastor Collette Broady-Grund
	<p>7. Old Business</p> <ol style="list-style-type: none"> A. <u>Strategic Plan Update</u>: Plan to share information on one goal each month with Council and in STAR. Goal #6 on strengthening lay care ministry reviewed with goal, rationale, objectives shared. Goal is being addressed. List of visits made to BLC members by pastors and lay members in 3rd quarter of 2018 provided. Priority is to "form a leadership committee that meets regularly, recruits, trains and manages BLC volunteers, informs pastors of special needs or concerns, and ensures that all BLC members requiring pastoral care are visited." Volunteers should contact Pr. Jay. B. <u>2017 Financial Review Update – Finance Committee Plans</u>: See Financial Report for details. C. <u>REACH Lease Renewal Update</u>: Completed and signed with LSS. 2-year lease represents a 5% increase in monthly rent payment. 	<p>Pastor Jay Dahlvang</p> <p>Diana Olson</p> <p>Carrol Meyers-Dobler</p>

	<p>D. <u>2019 Proposed Facilities Projects Plan – Tabled at 10/16 meeting:</u> Has not been received yet from Facilities Board. To be pursued by President and D. Olson for presentation at December meeting.</p> <p>E. <u>FFF Staff Position Proposals – Tabled at 10/16 meeting:</u> Discussion held about why 2 part-time positions (Children’s & Youth Coordinators) rather than 1 full-time position are proposed. Desire to keep Sarah Morgan (current FFF Assistant) with her skills & expertise. She is not prepared to work fulltime now. Discussion also held on need for a summer VBS director as FFF activities wind down in May and June. Proposal seen as way to make the FFF director position more sustainable. No one has stepped forward to coordinate VBS volunteers. Parent volunteers still needed with a VBS director. <u>Motion:</u> Motion by B. Ihrig; Second by D. Brown to direct Anna Wencil & Pr. Collette to initiate discussion with Children’s and Youth Boards about possible needs for more FFF positions and report back to Council.</p> <p>F. <u>Welcome Center Evangelism Proposal – Tabled at 10/16 meeting:</u> Evangelism Committee has conducted reading about and exploring how to be a more welcoming church to visitors with focus on a Welcome Center in narthex. This would be similar to what other churches are doing. Will dialogue with Facilities Board for any building implications & Community & Global Board regarding relocation of kiosk & monthly mission display to be more available to visitors. Role of greeters also being revised.</p> <p>G. <u>Personnel Committee Update</u></p> <ol style="list-style-type: none"> 1. <u>Harassment training follow-up with boards/committees:</u> Council & boards/committees asked to review & discuss current BLC harassment policy at future meetings to ensure awareness. 2. <u>BLC Background Check Procedures:</u> Committee is establishing formal procedures to ensure that professional background checks are effectively completed for new employees & appropriate volunteers. Anna Wencil has procedures in place for regular FFF volunteers. 3. <u>BLC Hiring Process Checklist:</u> Committee is developing a checklist to be used when filling staff vacancies. Will be shared with Council when completed. 4. <u>FFF Director Sabbatical Recommendation:</u> Proposal presented by committee to fulfill charge from Council for a sabbatical leave for the FFF Director. Tabled to 12/18 Council meeting for discussion & action given time limits at this meeting. 	<p>Carrol Meyers-Dobler</p> <p>Carrol Meyers-Dobler</p> <p>Matt Drewitz</p> <p>Bob Ihrig</p>
	<p>8. New Business</p> <p>A. <u>Welcome of Tanzanian Guests (Stephen Chima, Baraka Kingu):</u> Becky Sullivan introduced the guests to the Council. They thanked BLC for its many gifts including electricity for the school.</p> <p>B. <u>Council Review of BLC Harassment Policy:</u> Council reviewed the current BLC policy. Staff members are reminded of policy each year after BLC handbook is updated and given to them for review and signature affirming their understanding of all personnel policies.</p> <p>C. <u>Special Congregational Meeting on Connections Ministry:</u> Planned for January 6 at noon in dining room with one topic to be addressed: Connections Ministry. Bob will develop a Q & A background information packet to ensure that all members have the essential facts about Connections and the role of BLC. He will</p>	<p>Carrol Meyers-Dobler</p> <p>Carrol Meyers-Dobler</p> <p>Carrol Meyers-Dobler</p>

	<p>have a draft ready to share with the Council at the 12/18 meeting. BLC members will be asked in advance of the meeting to submit their questions to allow for effective preparation of needed information. C. Meyers-Dobler will solicit such questions through the Sunday bulletins, January STAR, E-News and Facebook.</p> <p>D. <u>Semi-Annual Meeting Debriefing</u>: Discussion held on the issues involving BLC involvement with Connections Ministry and the proposed new FFF positions. The following points were made:</p> <ul style="list-style-type: none"> ❖ <u>Connections Ministry</u>: BLC members are not against church involvement with Connections. They have questions about our obligations and financial implications for other programs as we move forward in our partnership with Connections. There is a lack of knowledge about our leadership role and the need for time from Pr. Collette to fulfill our obligations. Unfortunately, members are not directly visiting with Pr. Collette to present their questions and concerns. The congregation needs more information to address their questions and concerns. Our involvement with Connections should have been addressed by members three years ago when the BLC strategic plan was developed and approved. This includes an emphasis on involvement with community issues. There is a clear need to address the Mankato homelessness issue. How we do that is the issue. Concern is that competition for funding in the budget exists between Connections and the FFF Ministry. ❖ <u>Family Faith Formation Positions</u>: The Children’s Board was not aware of the revision proposed for the FFF Assistant position to be the Children’s Coordinator and the proposed new Youth Coordinator. The Youth Board did discuss the latter proposal. FFF staffing has been discussed in the past several years. The need for more transparency and communication was emphasized. It was noted that the FFF strategic vision/plan being developed should have been completed and approved first before new positions were actually presented. FFF families had a negative reaction to being asked to increase their financial support to fund the proposed new positions. Many already pledge now. ❖ <u>Council</u>: Council members need to share feedback from members about various topics of concern. Members need to be the ears of the congregation. They should be prepared to listen and be respectful in their response to member concerns. The Council also needs to be more involved with comprehensive long-range planning and big-picture thinking. More time needs to be available for development of the annual budget. 	<p>Carrol Meyers-Dobler</p>
	<p>9. Next Council Meeting: December 18, 2018 7:00 p.m. Devotions: Matt Drewitz</p>	
	<p>10. Adjournment Motion: Motion by D. Olson, Second by W. Keenan to adjourn. Approved</p>	

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