

Bethlehem Lutheran Church Council Minutes

Title	Council Meeting			President	Dave Hageman		
Purpose	Monthly Business			Secretary	Bob Ihrig		
Date	July 16, 2019		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.	9:05 p.m.	2 hr, 5 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.	Emily Heinis	2019-2022	X		Member at Large		
9.	Pastor Jay Dahlvang		X		Lead Pastor		
10.	Pastor Collette Broady Grund			X	Associate Pastor		
TIME	TOPIC					PRESENTER	
7:00 p.m.	1. Introductions Council members introduced themselves. James Arentson and Emily Heinis are new members of the Council.					Dave Hageman	
	2. Devotions					Dave Hageman	
	3. Additions to & Approval of the Agenda <u>Motion</u> by B. Ihrig; Second by E. Heinis to approve agenda. Approved.					Dave Hageman	
	4. Secretary's Report Approval of May 21, 2019 Minutes <u>Motion</u> by B. Ihrig; Second by D. Brown to approve minutes. Approved.					Bob Ihrig	
	5. Financial Report A. June 30, 2019 General Fund Balance: -\$17,239 B. Member Envelope Giving: 92% = \$20,587 below budget. C. Mortgage Balance: \$1,302,255 D. Mission Investment Fund Demand Account Balance: \$139,817 (used to make monthly mortgage payments) E. 2 nd Quarter Additional Mortgage Principal Payment: \$2,373 F. Finance Committee continues to address 2017 Financial Review recommendations. G. Discussion held on question from Finance Committee as to why it is not considered to be the Budget Committee in creating the annual BLC budget. The Budget Committee, approved on 11/18/14, includes: President, President-Elect, Vice-President, Treasurer, Lead Pastor, Associate Pastor, Finance Committee Chairperson & Financial Secretary. The purpose of this membership is to involve Council leadership in the budget process. H. Discussion held on plans to involve boards/committees more in the budget-setting process by setting an earlier budget request date (September 13). If budget requests reductions need to be made by the Budget Committee, boards/committees will be contacted for input.					Diana Olson	
	6. Lead Pastor's Report A. <u>Support for Pastor Collette</u> : Thankful for amazing and generous response from Council and congregation in supporting Pr. Collette and family following Marrett's death.					Pastor Jay Dahlvang	

	<p>B. Discussions being held with Collette to determine what additional support including extended leave might be necessary. Collette has indicated that she plans to return to work on a limited basis in July or August. Council members encouraged a flexible work schedule. Support also pledged to assist Pr. Jay as needed. Go-Fund-Me financial donations met funeral costs. Meal-Train to continue meals and other assistance through September. Quilters have offered any needed assistance.</p> <p>C. <u>AARP Tax Preparation</u>: Meeting with AARP representative to develop agreement for BLC hosting of tax preparation service. See Old Business D for more details from AARP representative.</p> <p>D. <u>Tanzania Travel</u>: 7 individuals will travel to Tanzania in January. 4 have gone before while 3 are from Wells and Waseca. Met as a group on 7/10. Additional funding will be needed to cover Pr. Jay expenses.</p> <p>E. <u>Staff Reviews</u>: Staff reviews begin next week.</p> <p>F. <u>Pastoral Care</u>: Conducted 2 funerals and made 7 home, care center and hospital visits during past month.</p> <p>G. <u>New Member Group</u>: Individuals seeking to become members of BLC will start meeting in August.</p>	
	<p>7. Associate Pastor's Report No report</p>	<p>Pastor Collette Broady Grund</p>
	<p>8. Old Business</p> <p>A. <u>Strategic Planning Update</u>: Current 5-year plan ends in 2020. This year is last year to fulfill remaining goals. Strategic planning team met in May to review plan progress and identify priorities to be pursued: Goal 4 - Objective 3 (Leadership Structure), Goal 5 - Objectives 2 & 5 (Evangelism) and Goal 6 – Objective 1(Lay Care Ministry).</p> <p>B. <u>Personnel Update</u></p> <p>1. <u>Lay Staff Performance Reviews</u>: To be completed in late July and early August by pastors & Personnel Committee members. Staff self-assessments have been submitted as starting point for reviews.</p> <p>2. <u>Weekend Janitor Hiring</u>: Sam Czismadia & Alex Liebl have resigned to focus on upcoming school commitments. Sunday bulletin and website postings have been made for Bethlehem members. Interviews with applicants will follow.</p> <p>3. <u>Personnel Handbook Update</u>: Handbook has been revised this year by Personnel Committee and is recommended for approval. Motion by B. Ihrig; Second by D. Brown to approve. Approved. Discussion held on staff interactions with Council and BLC members. Concern expressed about need to be more positive and helpful in addressing requests.</p> <p>C. <u>Kay Hubbard Bequest</u>: Financial bequest from Kay Hubbard estate made to BLC Endowment Fund.</p> <p>D. <u>AARP Tax Building Use Update</u>: Ginger Klenk, site coordinator of the AARP tax preparation program, presented background information on its building needs. It provides free tax preparation for older and low/moderate income community residents. It has operated in Mankato for 30 years with volunteer tax preparers. Space limitations at current site at VINE have resulted in search for new space needed on Thursdays & Fridays during the day from February 1 – April 15 and 6 summer days. Meetings held with Pr. Jay to discuss BLC options. Proposal to use Grounds for Joy for this purpose. No additional demands on BLC staff are expected. The BLC Wi-Fi would need to be upgraded.</p>	<p>Pastor Jay</p> <p>Bob Ihrig</p> <p>Bob Ihrig</p> <p>Pastor Jay</p> <p>Pastor Jay</p>

	<p>Financial compensation to BLC will be from AARP grant \$ and donations from individuals. This is an opportunity for BLC to be a good neighbor to the community.</p> <p>E. Motion by Pr. Jay; Second by D. Brown to welcome AARP to use BLC facilities to provide tax preparation services. Approved.</p>	
	<p>9. New Business</p> <p>A. <u>Council Organizational Materials</u>: Members given Council directory, list of Council liaisons to boards/committees, Council responsibilities, officer duties, 2019-20 Council timeline and welcome to Council handout. James Arentson signed up to be liaison to the Facilities Board.</p> <p>Action: B. Ihrig will communicate updated liaison list to office for directory.</p> <p>B. <u>2019-20 Calendar: Set Fall & Spring Semi-Annual Meeting Dates</u>: November 17 set as Budget Forum and November 24 set as fall semi-annual meeting. April 5 set as spring forum and April 19 set for spring semi-annual meeting. <u>Note</u>: These are amended spring dates from what was originally set to avoid conflicts with TEC weekend on April 24-26 hosted by Bethlehem.</p> <p>C. <u>2019 Annual Pastoral Review Process/Timeline</u>: Pastoral review questions approved. Review timeline determined with self-review questions sent to pastors in August and review meetings scheduled for September. Report to be presented at September 17 Council meeting. President, President-Elect and Secretary will conduct reviews.</p> <p>D. <u>2019-20 Proposed Council Goals</u>: Proposed Council goals to be reviewed and approved at August 20 Council meeting.</p>	<p>Bob Ihrig</p> <p>Bob Ihrig</p> <p>Bob Ihrig</p> <p>Bob Ihrig</p>
	<p>10. Next Council Meeting: August 20, 2019 7:00 p.m.</p> <p>Devotions: Wendy Keenan</p>	
	<p>11. Adjournment</p>	

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