

# Bethlehem Lutheran Church Council Minutes

**Title** Council Meeting **President** Carrol Meyers-Dobler  
**Purpose** Monthly Business **Secretary** Bob Ihrig  
**Date** July 17, 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.	9:06 p.m.	2 hrs, 6 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	
TIME	TOPIC				PRESENTER	
7:00 p.m.	<b>1. Introductions</b> Introductions of new Council members (Wendy, Diana, Derek)				Carrol Meyers-Dobler	
	<b>2. Devotions</b>				Carrol Meyers-Dobler	
	<b>3. Presidential Comments</b> New members encouraged to ask questions and engage in Council discussions. All members asked to read written reports provided in advance of meetings to expedite discussions. Goal is to limit meetings to 1½ hours in length.				Carrol Meyers-Dobler	
	<b>4. Additions to &amp; Approval of the Agenda</b> <u>Motion</u> by B. Ihrig; Second by D. Olson to approve agenda with flexibility. Approved.				Carrol Meyers-Dobler	
	<b>5. Secretary's Report</b> Approval of May 15, 2018 Minutes <u>Motion</u> by B. Ihrig; Second by M. Slotemaker to approve. Approved.				Bob Ihrig	
	<b>6. Financial Report</b> <ul style="list-style-type: none"> <li>• <u>Member giving</u> is 98% of pledges as of June 30.</li> <li>• June 30 <u>General Fund</u> balance is deficit of -\$6,192.</li> <li>• <u>Facilities Projects</u>: \$2,500 projected cost for boiler valve replacement and \$16,253 for altar sanctuary roof repair. To be covered by Facilities budget &amp; \$13,000 in special contributions received for roof repair. <u>Motions</u> by D. Olson, Seconds by Pr. Jay to approve. Approved.</li> <li>• <u>Facilities Set-Aside Fund</u>: <u>Motion</u> by B. Ihrig; Second by D. Hageman to approve Finance Committee recommendation to set-aside \$7,500 of unrestricted memorials to cover future unforeseen facilities repair projects. Council approval will be required for all such projects. Approved.</li> <li>• <u>Capital Campaign Pledges for Mortgage</u>: \$154,482 received from 51 of 169 Blessings &amp; Beyond pledging members for 2019-21 extended or new pledges to cover payments an additional 18 month of future mortgage payments. Follow-up phone calls to be made by Council &amp; Stewardship Board members to BLC members who did not respond yet to June mailing.</li> </ul>				Diana Olson	

	<p><b>7. Lead Pastor's Report</b></p> <ul style="list-style-type: none"> <li>• <u>Evangelism</u>: Will focus on goal #5 of strategic plan to move the church to become better at reaching out into the community and becoming more intentional about welcoming. Evangelism committee will read book <u>Becoming A Welcoming Church</u> to guide their activities.</li> <li>• <u>Reconciling in Christ Church</u>: Plans to establish task force to study and make recommendations to Council to become an RIC church.</li> <li>• <u>Stewardship</u>: Planning for October stewardship drive and September legacy giving initiative.</li> <li>• <u>Financial Review</u>: Thanks to Wendy Keenan &amp; financial review committee for completion of 2017 review.</li> <li>• <u>Tanzania</u>: Plans being made for visits by 2 staff members of Iambi Secondary School in November. 2018 BLC Tanzanian travel group donated \$400+ to leper colony that was toured in January.</li> <li>• <u>Lay Staff Reviews</u>: Completed in June with Personnel Committee. Positive reviews with no major challenges to report.</li> <li>• <u>Vacation</u>: Will be on vacation August 13-28.</li> <li>• <u>Visits &amp; Pastoral Acts</u>: Made 54 home, hospital or care facility visits and officiated 4 funerals since June 15.</li> </ul>	Pastor Jay Dahlvang
	<p><b>8. Associate Pastor's Report</b></p>	On Sabbatical
	<p><b>9. Old Business</b></p> <p>A. <u>Strategic Planning Update</u>: Significant progress made on goals but more to be done in remaining years through 2020. Special emphasis this year on goal #5 focusing on evangelism. Will provide monthly updates on plan progress.</p> <p>B. <u>2017 Financial Review Update</u>: Thorough &amp; detailed report submitted, explained &amp; commended. 11 recommendations for future consideration presented. <b>Motion</b> by B. Ihrig; Second by M. Slote-maker to charge Finance Committee for follow-up and action on #1-2, 4-5, 7-12 and Personnel Committee on #6. To report to Council on actions taken. Approved.</p> <p>C. <u>Pastor Collette Sabbatical Return</u>: Pr. Collette to return on Sunday, August 5. Welcome coffee scheduled prior to worship service to include formal reinstallation by sabbatical leave committee.</p> <p>D. <u>Personnel Update</u></p> <ol style="list-style-type: none"> <li>1. <u>Junior Bell Choir Director Update</u>: Vacancy still remains after contacts with 3 prospective candidates. With return of Charlie Leftridge to Mankato and his possible interest in position, hopes are that this position will be filled.</li> <li>2. <u>Lay Staff Performance Reviews</u>: Successfully completed for 6 lay staff members in June involving Pr. Jay and members of Personnel Committee. Very positive results with gratitude for a dedicated and skilled staff.</li> </ol>	<p>Pastor Jay</p> <p>Wendy Keenan</p> <p>Bob Ihrig</p> <p>Bob Ihrig</p>
	<p><b>10. New Business</b></p> <p>A. <u>Constitutional Council/Officer Responsibilities</u>: Reviewed.</p> <p>B. <u>2018-19 Timeline of Council Responsibilities</u>: Reviewed.</p> <p>C. <u>2018-19 Council Directory</u>: Reviewed and approved. Will be sent to Debbie Leiferman for board/committee directory.</p> <p>D. <u>2018-19 Council Calendar of Meetings &amp; Devotions</u>: Reviewed and approved. Semi-annual meetings scheduled for 11/18 &amp; 4/14.</p> <p>E. <u>2018-19 Council Liaisons to Boards/Committees</u>: Updated and approved. Will be sent to Debbie Leiferman for board/committee directory.</p>	<p>Carrol Meyers-Dobler Bob Ihrig Bob Ihrig</p> <p>Carrol Meyers-Dobler</p> <p>Carrol Meyers-Dobler</p>

	<p>F. <u>2018 Annual Pastoral Review Process/Timeline</u>: <b>Motion</b> by B. Ihrig; Second by W. Keenan to approve proposed review plan for July/August. Pr. Jay review will be held on July 24. Pr. Collette review to be scheduled during week of August 14. Review to include President, Vice-President and Secretary. Report to be presented at August 21 Council meeting.</p> <p>G. <u>2018-19 Proposed Council Goals</u>: The following 7 goals were proposed and approved on a <b>Motion</b> by B. Ihrig; Second by M. Drewitz:</p> <ol style="list-style-type: none"> <li>1. <u>Bethlehem 5-Year Vision &amp; Strategic Plan</u>: We will facilitate and coordinate implementation of the 2016-2020 BLC 5-Year Vision and Strategic Plan. We will monitor and support BLC boards, committees and staff in their commitment and activities supporting specific goals of this plan.</li> <li>2. <u>Evangelism</u>: We will emphasize evangelism to proclaim the gospel, become a more welcoming congregation, and invite participation in our mission.</li> <li>3. <u>Reconciling Congregation</u>: We will lead our faith family towards becoming a Reconciling Congregation that formally and intentionally welcomes people of all sexual orientations and gender identities.</li> <li>4. <u>Connections Ministry</u>: We will affirm and refine Bethlehem’s relationship with Connections Ministry including: Pastor Collette’s division of time, building use, and our financial commitment.</li> <li>5. <u>Global and Local Missions</u>: We will provide leadership and support of BLC global and local mission endeavors. This will include continued development of the BLC relationship with our Tanzanian partners through financial support of identified mission projects.</li> <li>6. <u>Narrative Budget</u>: We will support implementation of an enhanced narrative 2019 annual budget that “tells the story” of BLC priorities and accomplishments.</li> <li>7. <u>Support of Bethlehem Pastoral and Lay Staff</u>: We will value and support our pastoral and lay staff with fair compensation, a good work environment, encouragement to develop their professional skills, recognition of their accomplishments, and challenge to strive for excellence in their areas of responsibility.</li> </ol> <p>Discussion was held on goal #3. A task force is being organized by Pr. Jay. Council members were encouraged to provide possible names as well as volunteering to serve themselves. Task force members will be approved at the August 21 Council meeting.</p>	<p>Carrol Meyers-Dobler</p> <p>Bob Ihrig</p>
	<p><b>11. Next Council Meeting: August 21 , 2018 7:00 p.m.</b>  <b>Devotions: Dave Hageman</b></p>	
	<p><b>12. Adjournment. Motion</b> by D. Olson; Second by D. Brown to adjourn. Approved.</p>	

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