



	<p>F. <u>Becoming a Reconciling in Christ Church</u>: Goal to conduct task force work during year with completion of report by May. Individuals nominated for Council approval tonight.</p> <p>G. <u>Visits &amp; Pastoral Acts</u>: Made 23 care ministry visits, officiated 2 funerals and 1 committal service since last report.</p>	
	<p><b>6. Associate Pastor's Report</b></p> <p>A. <u>Family Faith Formation</u>: Fall activities successfully started. Expect to see more children/youth involved based upon online sign-up. Will be personally responsible for 7<sup>th</sup>/8<sup>th</sup> grade confirmation with new curriculum. Plans to organize small groups for parents to meet later in fall. Performance review for assistant Sarah Morgan scheduled for 9/20. Stewardship plan for young families to be initiated with separate letter and videos with hopes of involving more families with stewardship giving.</p> <p>B. <u>Connections Ministry</u>: Shelter manager hired &amp; will start work in October. Educational fundraiser scheduled on 10/14 with theme of "Escape from Homelessness". \$25,000 of \$75,000 fundraising goal attained partly from successful BLC August monthly mission. Thankful for BLC support for work with Connections Ministry.</p> <p>C. <u>Pastoral Care</u>: 11 hospital &amp; nursing home visits since last report.</p>	<p>Pastor Collette Broady-Grund</p>
	<p><b>7. Old Business</b></p> <p>A. <u>Strategic Planning Update</u>: Shared information on the work of Strategic Goal #5 of Evangelism. Committee is reading book "Becoming A Welcoming Church" for ideas to better welcome BLC visitors. New Welcome Center at kiosk planned with new location, welcome sign, visitor materials and trained greeters.</p> <p>B. <u>2017 Financial Review Update</u>: Finance Committee in discussion about review recommendations. Personnel Committee addressed limits on accrued sick leave for lay staff. Current limits meet this recommendation. Will now look at policy on payout for sick leave upon leaving employment as well ensuring that accrued sick leave does not exceed policy limits through proper accounting.</p> <p>C. <u>ELCA Chaplaincy Scholarship Funding Request</u>: Continued discussion of August topic involving request for BLC funding to cover scholarships for seminary candidates planning to be chaplains in U.S. armed forces, Veterans Administration &amp; federal prisons. Goal of ELCA to raise \$1 million for endowment fund.  <b>Motion</b>: Motion by B. Ihrig; Second by Pr. Jay to approve \$1,000 from undesignated memorials. Approved. Suggestion made to consider this as future monthly mission. Carrol will forward this to Community &amp; Global Mission Committee.</p> <p>D. <u>Personnel Update</u></p> <ol style="list-style-type: none"> <li>1. <u>Junior Bell Choir Director Update</u>: Director position offered to Charlie Leftridge after interview on 9/12. Plans to start rehearsals on 9/26.</li> <li>2. <u>Harassment Training Update</u>: Scheduled for September 27 at 4 pm for BLC staff, Council, boards/committees. To be presented by Timothy Marks from Church Mutual. Council members encouraged to attend.</li> <li>3. <u>Lay Staff Designations &amp; FFF Director Sabbatical Planning</u>: New lay staff designations created with support staff and program staff. FFF director to be included in 2<sup>nd</sup> group. Discussions being held on sabbatical plan details for FFF director with recommendations to be presented to Council by April 2019.</li> </ol>	<p>Pastor Jay Dahlvang</p> <p>Bob Ihrig, Diana Olson</p> <p>Carrol Meyers-Dobler</p> <p>Bob Ihrig</p>

	<p>4. <u>2019 Lay Staff Compensation Recommendations</u>: Proposal presented for review and sent to Elizabeth Ruiz for Budget Committee &amp; Council consideration in October.</p> <p>5. <u>Family Faith Formation Assistant Performance Review</u>: Scheduled with Sarah Morgan on 9/20 to involve B. Ihrig, Pr. Collette &amp; A. Wencl.</p>	
	<p><b>8. New Business</b></p> <p>A. <u>Stewardship Board Responsibilities Revision</u>: Official list of responsibilities revised by Stewardship Board. <b>Motion</b> by B. Ihrig; Second by D. Olson to approve revision. Approved.</p> <p>B. <u>October Adult Forum Topics</u>: Updated list presented with 10/7 forum planned with 4 Mankato/N. Mankato mayoral candidates. Pr. Collette suggested and will provide voting information to be distributed. Pr. Collette complimented for excellent presentation on 9/16 on the ELCA Social Statement on Women &amp; Justice.</p> <p>C. <u>Allocation of Pastor Collette Time to Connections Ministry</u>: Executive committee discussion held about how much time to allocate for Pr. Collette work with Connections. This is part of BLC Strategic Plan and represents what BLC should be doing to follow what Christ has asked us to do. Discussion of impact on other pastoral duties such as member visitations. Pr. Jay will assume primary responsibility for these. <b>Motion</b> by B. Ihrig; Second by D. Brown to approve the following time allocation: 30% of time to FFF Ministry; 30% of time to Connections; 40% of time to other Pastoral Duties. Approved.</p> <p>D. <u>2019 BLC Budget Process &amp; Budget Committee Meeting</u>: Budget Committee (President, President-Elect, Treasurer, Finance Chair, Pr. Jay &amp; E. Ruiz will meet in October to develop budget proposal for Council review &amp; action at 10/18 meeting.</p> <p>E. <u>2019 Council Budget Recommendation</u>: <b>Motion</b> by D. Olson; Second by D. Brown to recommend \$350 for 2019 Council budget to cover June leadership retreat expenses. This is same as 2018 budget. Approved.</p> <p>F. <u>2019 Pastoral Compensation Recommendation</u>: Discussion held on proposal for 2019 compensation for Pr. Jay &amp; Collette. Meeting synod guidelines for minimum compensation based on years of service is goal. Pr. Collette salary requires a larger increase than Pr. Jay salary to meet these guidelines. Compensation includes salaries/housing allowance, Social Security, health insurance, retirement, continuing education and other financial benefits. <b>Motion</b> by W. Keenan; Second by D. Hageman to recommend the following salary increases to the Budget Committee: 3% for Pr. Jay and 5.2% for Pr. Collette to meet synod guidelines.</p> <p>G. <u>Reconciling in Christ Task Force</u>: <b>Motion</b> by Pr. Jay; Second by W. Keenan to approve task force members: Carrol Meyers-Dobler, Marie Slotemaker, Aaron Geringer, Elisabeth Larson, Emily Heinis, Marcia Nagel &amp; Brad Groth. Approved.</p>	<p>Bob Ihrig</p> <p>Bob Ihrig</p> <p>Carrol Meyers-Dobler</p> <p>Carrol Meyers-Dobler</p> <p>Carrol Meyers-Dobler</p> <p>Carrol Meyers-Dobler</p> <p>Pastor Jay Dahlvang</p>
	<p><b>9. Next Council Meeting: October 16 , 2018 7:00 p.m.</b> <b>Devotions: Bob Ihrig</b></p>	
	<p><b>10. Adjournment</b> <b>Motion</b> by D. Olson; Second by D. Brown to adjourn at 9:10 pm. Approved</p>	

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