

Bethlehem Lutheran Church Council Minutes

October 20, 2020

Title	Council Meeting			President	Wendy Keenan	
Purpose	Monthly Business			Secretary	Bob Ihrig	
Date	October 20, 2020		Time	7:00 p.m.	Location	Zoom Online Meeting
Meeting Time	Start	Stop	Total Time			Council Members & Guests
	7:00 pm	9:22 pm	2 hr-22 min			
Council Members				Present	Absent	Position
1.	Wendy Keenan			X		President
2.	James Arentson			X		President-Elect
3.	Mary Bliesmer			X		Vice President
4.	Bob Ihrig	2018-2021		X		Secretary
5.	Diana Olson	2018-2021		X		Treasurer
6.	Derek Brown	2018-2021		X		Member at Large
7.	Jessica Auel	2019-2022			X	Member at Large
8.	Aaron Geringer	2020-2023		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. Devotions					Bob Ihrig
	2. Dear Church Book Study: Chapter 3: pp.37-49					Council
	3. Additions to & Approval of the Agenda <u>Motion</u> by B. Ihrig; Second by D. Olson to approve with flexibility. Approved.					Wendy Keenan
	4. Secretary's Report Approval of September 15, 2020 Minutes <u>Motion</u> by B. Ihrig; Second by Pr. Jay to approve minutes. Approved.					Bob Ihrig
	5. Financial Report A. 9/30 General Fund Balance = -\$10,331.30 compared to August 31 deficit of - \$6,114.32. B. Member planned giving rate is 83%. C. More members using electronic giving to maintain regular financial support. D. Member giving statements sent in October to update members. PPP Loan Documentation Update A. Information provided by E. Ruiz to document wages, benefits, utilities & mortgage interest paid to apply to \$86,000+ federal PPP loan forgiveness report. Wages & benefits will constitute the major expense covered by PPP dollars. B. Elizabeth has visited with the bank to determine what is required for the report to qualify for forgiveness. She will complete required report.					Diana Olson Wendy Keenan, Diana Olson
	6. Lead Pastor's Report A. <u>Samaritan Fund</u> : \$3,000 of contributions to be made to identified BLC members in need. Pastors will determine recipients. B. <u>Personnel Committee</u> : Developed proposal for 2021 BLC lay staffing to be discussed at this meeting. C. <u>Budget Committee</u> : Met on 10/14 to develop proposed 2021 budget for Council review and action at this meeting. D. <u>Racial Justice</u> : Joined Pr. Collette & Anna at September meeting of area clergy to discuss what congregations are doing in racial justice work and how we can better collaborate.					Pastor Jay Dahlvang

	<p>BLC Racial Justice Ministry Team held first meeting on 10/1 to organize.</p> <p>E. <u>Confirmation</u>: 7 of 11 BLC sophomores confirmed on 9/27.</p> <p>F. <u>Stewardship</u>: Mailing for 2021 pledges to go out this week to BLC members.</p> <p>G. <u>COVID 19 Plan</u>: Plan with health protocols approved by Council via email in September for reopening of church & indoor worship services starting in October.</p> <p>H. <u>REACH</u>: Met with LSS & Reach staff in September to discuss minor facilities improvements to the REACH. To be discussed & cleared with BLC Facilities Committee.</p>	
	<p>7. Associate Pastor's Report</p> <p>A. <u>Faith Formation</u>: Virtual confirmation classes & outdoor LIGHT going well. Great participation in first communion class. Anna & Children's & Youth Boards providing creative outreach to families. Halloween activities planned. Goal to maintain as many "normal" activities as possible. Good participation by families.</p> <p>B. <u>Connections</u>: Shelter opened on 10/12. Renovation not completed yet. Outdoor fundraising walk planned for 11/7.</p> <p>C. <u>Pastoral Care</u>: Made in-person care visits and phone calls & texts to families.</p> <p>D. <u>Church-wide & Synodical Events</u>: Attending congregational vitality training and networking events through national ELCA via Zoom. Visited with SE MN Synod bishop to discuss racial justice topics and BLC racial justice ministry team.</p> <p>E. <u>Racial Justice Ministry Team</u>: Provided summary of first meeting held on 10/1. Next meeting scheduled on 11/9.</p>	<p>Pastor Collette Broady Grund</p>
	<p>8. Old Business</p> <p>A. <u>Worship Service & COVID-19 Protocols Update</u>: Good turnout for first indoor service with some audio issues. Fewer attended on subsequent Sundays. First Wednesday service had small attendance affected by no supper & in-person confirmation class. BLC members feel safe & comfortable in worship. Regular cleaning happening after each service.</p> <p>B. <u>Sabbatical Committee Representatives Update & Approval Motion</u> by B. Ihrig; Second by D. Olson to approve Rachel Wood, Dave Hageman & Frank Larsen as members of the committee. Approved.</p>	<p>Pastor Jay, Pastor Collette</p> <p>Bob Ihrig</p>
	<p>9. New Business</p> <p>A. <u>Stewardship Board Responsibilities Revision: Motion</u> by B. Ihrig; Second by D. Olson to approve addition of board responsibility: "Promote and facilitate legacy giving by Bethlehem members." Approved.</p> <p>B. <u>Personnel Handbook Revision: Conflict Resolution Motion</u> by B. Ihrig; Second by J. Arentson to approve addition to BLC Conflict Resolution Process: Add to 2 this language. "The Personnel Committee may elect to directly provide such third-party representation involving staff members if the situation warrants such intervention." Approved.</p> <p>C. <u>2021 Lay Staff Position & Stipend Recommendations: Personnel: Motion</u> by B. Ihrig; Second by D. Olson to approved revised proposal based upon Council discussion of specific positions. Approved. Bob will send revised language to Council for review before meetings with staff.</p>	<p>Bob Ihrig</p> <p>Bob Ihrig</p> <p>Bob Ihrig</p>

	<p>D. <u>November 8 Forum & 15 Semi-Annual Meeting Plans/Agenda</u> 11/8 budget forum to be held via Zoom starting at 6:30 pm with Budget Committee. 11/15 semi-final meeting to be held in sanctuary starting at 10:45 am. Meeting will be live-streamed for members. Materials to be posted on BLC website and available in print. Print ballots will be available to vote on budget, RIC welcoming resolution & members of Council & boards/committees. Drive-through balloting allowed at side door from 10:45 – 11:15 am with D. Olson & J. Arentson to collect ballots.</p> <p>E. <u>2021 Proposed BLC Budget</u>: Presented by Budget Committee. Total projected income reduced based on uncertainty of pandemic health situation. Total projected expenses reflect both reductions & increases in various areas. Lay staff and pastoral salaries increased slightly to meet performance review outcome and Personnel Committee recommendations. Details to be shared at 11/8 and 11/15 meetings.</p> <p>Motion by D. Olson; Second by M. Bliesmer to recommend approved budget to congregation. Approved.</p>	<p>Wendy Keenan</p> <p>W. Keenan, J. Arentson, D. Olson</p>
	<p>10. Next Council Meeting: Tuesday, November 17, 2020 7:00 p.m. Devotions: Diana Olson</p>	
	<p>11. Adjournment Motion by B. Ihrig; Second by M. Bliesmer to adjourn at 9:22 pm. Approved.</p>	

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