Bethlehem Lutheran Church Council Agenda November 17, 2020

| T:41 | Council M | | 1 10 V CIII DCI | President | Wendy Voor | nan | |
|---|--|---------------|-------------------|------------------|--------------|---------------------------------|--|
| Purpos | Title Council Meeting Purpose Monthly Business | | | Secretary | Bob Ihrig | Vendy Keenan | |
| | | | T: | • | | ZOuling Mastins | |
| Dat | | | Time | 7:00 p.m. | Location | Zoom Online Meeting | |
| Meeting Tim | | Stop | Total Time | | | Council Members & Guests | |
| | 7:00 pm | 9:03 pm | 2 hr/3 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 A | uel 201 | 9-2022 | | X | | Member at Large | |
| 8. Aaron G | | | | | | Member at Large | |
| | y Dahlvang | | | X X | | Lead Pastor | |
| | ollette Broady (| Grund | | | X | Associate Pastor | |
| TIME | enew Brown, | 314114 | TOPIC | | 71 | PRESENTER | |
| 7:00 p.m. 1. Devotions | | | | | | Wendy Keenan | |
| 1 | | Rook Study | Chapter 4: pp | 50-62 | | Council | |
| | Additions to & | | | 7. 50 02 | | Wendy Keenan | |
| New Business: Evangelism Board Name Change; Youth Board Update Motion by B. Ihrig; Second by M. Bliesmer to approve amended agenda with flexibility. Approved. | | | | | | | |
| 4. Secretary's Report Approval of October 20, 2020 Minutes Motion by B. Ihrig; Second by D. Brown to approve printed minutes. Approved. | | | | | | Bob Ihrig | |
| 5. Financial Report | | | | | | Wendy Keenan | |
| A. October financial reports to be sent to Council by E. Ruiz as | | | | | | l crossy coordinate | |
| written reports. | | | | | | | |
| | B. Slight g | growth in the | e monthly defici | it reported. | | | |
| 6. | Lead Pastor's | Report - W | ritten | - | | Pastor Jay Dahlvang | |
| | B. Semi-Ann | ual Meeting | : Appreciative | of positive me | eting with | | |
| approval of RIC welcoming statement. Sanctuary & drive- | | | | | | | |
| | | | ctive in also app | | | | |
| | | al reviews & | 2020-21 Cour | ncil/board/com | mittee | | |
| | members. | | | | | | |
| | | | ceived feedback | | | | |
| | | - | on of in-person | _ | | | |
| | | | ID-19 cases. Co | | | | |
| | | | tement: Manka | | | | |
| | | • | ooth pastors wit | | of signature | | |
| | | | ublished in Free | riess. | | Postor Collette Presiden Commit | |
| '' | Associate Past | _ | | nily participati | on in LICUT | Pastor Collette Broady Grund | |
| A. <u>Family Faith Formation</u> : Positive family participation in LIGHT | | | | | | | |
| & confirmation. Likely to move to on-line programming. B. Connections: Working through renovation of new shelter space | | | | | | | |
| and staffing changes including new shelter manager. Positive | | | | | | | |
| | | | ith donations & | _ | 1. 1 0511110 | | |
| | | | Concerned abou | | OVID-19 | | |
| | | | BLC in-person | | | | |
| | | | ly worship servi | | · • | | |
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| D. <u>Mankato Clergy Antiracism Statement</u> : Content of statement & | |
| signatures of supporting pastors provided. | |
| 8. Old Business | |
| A. <u>Semi-Annual Meeting Review</u> : Discussion of 11/15 semi- | Council Members |
| annual meeting: | |
| • 97% YES vote for RIC welcoming statement. Great outcome! | |
| Positive in-person meeting in sanctuary with effective | |
| leadership • Successful drive-through balloting process. Discussion of new | |
| Successful drive-through balloting process. Discussion of new future voting options to accommodate meeting circumstances. | |
| B. Ihrig will draft proposal for consideration at 12/15 meeting. | |
| Written ballot for 4 motions worked well. | |
| Favor continuation of budget forum held one week prior to | |
| semi-annual meeting. | |
| som amaa mooning. | |
| B. COVID-19 Worship Plans Update: Discussion of future in- | Pastor Jay Dahlvang |
| person worship with following points made: | 1 astor say Damvang |
| BLC members appreciate in-person worship option | |
| Live-streaming option provides positive experience and | |
| attended by many BLC members | |
| Concern for BLC members without technology online access | |
| Staff safety concern with in-person worship | |
| Individual staff members okay/feel safe with in-person worship | |
| Provide live-streamed services limited to in-person staff | |
| Increasing COVID-19 health risks challenging in-person | |
| worship | |
| State guidelines allow in-person worship but that does not | |
| mean we should continue to do it | |
| We are following state guidelines facilitated by our large space | |
| People are looking to institutions for safety guidance | |
| • Could we offer services on limited Sundays each month? | |
| Would members be confused about scheduled days? | |
| Suspend Wednesday services due to low attendance Grant formation along the old following a long to the service and the services along the services are services as a service and the services are services as a service and the services are services. | |
| Confirmation classes should follow school learning plans involving in person or distance learning. | |
| involving in-person or distance learning.Concern about exceeding capacity and increasing risk if | |
| Christmas in-person services held | |
| Current & future surge in virus concerns are real danger | |
| Need to communicate Council decision clearly to congregation | |
| Motion by J. Arentson; Second by M. Bliesmer: Bethlehem | |
| will continue in-person worship, while communicating clearly | |
| to all members a preference for the safety of online worship | |
| until further notice or action is taken. Failed 1 Yes; 7 No | |
| • Motion by M. Bliesmer; Second by J. Arentson: Bethlehem | |
| will suspend indoor worship services to end of year with | |
| Council reevaluation of plan for 2021. Emphasis on safety of | |
| online & radio worship. Approved 8 Yes 0 No | |
| C. Personnel: E. Heinis Annual Review & 2021 Lay Staff Update: | |
| •Positive annual review held on 10/23 for E. Heinis with Pr. | |
| Jay, B. Boyer & B. Ihrig. This qualifies Emily for added 2021 | Bob Ihrig, Pastor Jay |
| salary increase as recommended by Personnel & approved by | |
| Council. | |
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| | •In-person meetings & phone calls held by Pr. Jay & B. Ihrig with BLC staff to communicate 2021 position status based upon 10/10 Council action. Positive & understanding response from staff. | |
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| 9. New | y Business | |
| A. | Racial Justice Ministry Team Update/Clergy Statement: Antiracism statement by area clergy shared with Council. Signed by 20 clergy members. Minutes of BLC Racial Justice Ministry Team meeting #2 on 11/9 shared. | Pr. Jay, A. Geringer, B. Ihrig |
| В. | 2021 Stewardship Pledge Update: 162 pledges received thus far. 7.38% increase in total giving. Stewardship Board to make phone calls to encourage additional pledges to meet goal of 200+. | Pastor Jay Dahlvang |
| C. | Housing Allowance Designation for Pastors: Motion by B. Ihrig; Second by M. Bliesmer to approve \$26,000 of annual salary for Pr. Jay and \$25,000 of annual salary for Pr. Collette as housing | Wendy Keenan |
| D. | allowance for IRS tax calculation. Approved. <u>Evangelism Board Name Change</u> : Board has recommended name change to "Welcome & Inclusion Board" to reflect new focus. B. Ihrig will check BLC constitution & bylaws to determine how | Mary Bliesmer |
| E. | to proceed and report at 12/15 Council meeting. Youth Board Update: Board seeks to continue Fat Tuesday fundraiser in the spring with group baskets to auction. An online option would be provided. Details to be finalized. | Wendy Keenan |
| | ext Council Meeting: Tuesday, December 15, 2020 7:00 p.m. | |
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| <u>M</u> e | ljournment otion by D. Brown; Second by B. Ihrig to adjourn at 9:03 p.m. oproved | |

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