

Bethlehem Lutheran Church Council Minutes

April 21, 2020

Title	Council Meeting			President	Dave Hageman	
Purpose	Monthly Business			Secretary	Bob Ihrig	
Date	April 21, 2020		Time	7:00 p.m.	Location	Zoom Meeting
Meeting Time	Start	Stop	Total Time			Council Members & Guests
	7:00 pm	8:27 pm	1 hr 27 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.	Jessica Auel	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. Devotions and Time to Check-In					Pastor Jay Dahlvang
	2. Additions to & Approval of the Agenda New Business D: Restart of Church Motion by Pastor Jay; Second by B. Ihrig to approve amended agenda with flexibility. Approved.					Dave Hageman
	3. Secretary's Report Approval of March 17, 2020 Minutes Minutes corrected as follows on request by J. Arentson: <u>Other:</u> J. Arentson reported that the lower level lights will be replaced at no cost. This is a result of the wrong lighting being installed from what was ordered and paid for in the renovation project <u>as an energy efficiency.</u> Motion by D. Brown; Second by D. Olson to approve amended minutes. Approved.					Bob Ihrig
	4. Financial Report The March 31 general fund finished with a +\$846.88 positive balance compared to the February 28 deficit of -\$4,774.76. Member giving was at a 92% level of expected total income. This level of giving in addition to reduced expenses contributed to the positive balance. Bills have been paid through mid-April. Members are continuing to fulfill their pledges.					Diana Olson
	5. Lead Pastor's Report A. <u>Returning To Worship:</u> The pastors are developing a draft plan with details on how to resume worship services in person when conditions are safe and appropriate. See New Business D. B. <u>Helping Others:</u> The Endowment Board has made financial gifts to the Salvation Army & ECHO Food Shelf to meet new demands on their services. Monthly mission offerings to provide Arusha Lutheran Medical Center nursing scholarships will be sent with flexibility allowed to meet possible COVID-19 needs. Grace Lutheran in Waseca has provided balance of \$4,200 scholarship funding for Iambi Secondary School and also provided \$2,000 for books. \$2,000 of a BLC family's COVID-19 relief check was donated to the Samaritan Fund to distribute to BLC members in need.					Pastor Jay Dahlvang

	<p>C. <u>Annual Meeting & Leadership Transition</u>: Supports proposal to move forward on BLC Council leadership transition in absence of the April 19 semi-annual meeting. See New Business A.</p>	
	<p>6. Associate Pastor's Report</p> <p>A. <u>Responsibilities</u>: Focusing on worship, Connections Ministry and assisting Family Faith Formation staff in adjusting plans and duties. New flexibility has been required with all three in light of the COVID-19 challenges.</p> <p>B. <u>Connections</u>: Currently sheltering 11 guests at the Hilton Garden Inn. Thus far, no virus-related illnesses have been reported. Sheltering will continue until at least May 5. Connections Board will decide on shelter continuation after this date. Working with other shelters and the city to coordinate efforts for homeless people and use all resources wisely.</p> <p>C. <u>Assistance to BLC Members</u>: Working with Pr. Jay to determine how to best meet needs of BLC members through church Samaritan Fund and available community resources.</p>	Pastor Collette Broady Grund
	<p>7. Old Business</p> <p>A. <u>Staff Updates</u>: Morale of BLC staff is good. They have been flexible in handling duties in light of changes created by COVID-19 challenges. Thankful for their contributions. Discussion held about spring and summer staff performance reviews by Personnel Committee & pastors. Council advised that these should be conducted as planned. B. Ihrig will coordinate with Personnel Committee to start in April.</p> <p>B. <u>2018-19, 2019-20 Financial Review Reports</u>: Written reports being completed.</p> <p>C. <u>Nominating Committee Update – Proposed Ballot for 2020-21</u>: Ballot is complete except for 5 positions: Vice-President, Children's Board, Evangelism Board, Facilities Board & Finance Board. 2 BLC members contacted for VP position but declined. Nominating Committee will continue to contact BLC members willing to serve in one of these positions.</p> <p>D. <u>Council/Board/Committee 2019-20 Annual Reports Update</u>: Most of annual reports received prior to COVID-19. Others deferred for the time being. Reports have been sent to E. Heinis for future distribution when appropriate.</p>	<p>Pastor Jay Dahlvang</p> <p>Wendy Keenan</p> <p>Bob Ihrig</p> <p>Bob Ihrig</p>
	<p>8. New Business</p> <p>A. <u>April 19 Semi-Annual Meeting Postponement</u>: April 19 Semi-Annual Meeting postponed by email vote of Council on April 16. The planned vote on the RIC Task Force Welcoming Resolution will be postponed accordingly.</p> <p><u>Council Member Election</u>: The Council discussed how to deal with the planned election of Council & board/committee members. The BLC constitution allows the Council to fill any vacancy on the Council until the next semi-annual meeting. This could be used to fill the President, President-Elect and Vice-President positions when they become vacant on June 1. The Council endorsed using this option to ensure a leadership transition is implemented but will defer formal action to the May 19 Council meeting. Hopefully, a Vice-President candidate will be identified by this date. B. Ihrig will coordinate this search as Nominating Committee chair.</p>	Dave Hageman

	<p><u>Board/Committee Election</u>: Since no constitutional alternative exists for election of members of BLC boards/committees outside of the spring semi-annual meeting, the Council directed them to move forward with their planned continuing and new members in conducting business as usual. A formal election will be held at the next semi-annual meeting. Council members suggested the need to consider future constitutional changes to provide an option in place of cancelled semi-annual meetings.</p> <p>B. <u>Paycheck Protection Program Loan Application</u>: Churches are eligible along with small businesses and non-profits for federal funding to cover employee costs as a result of the COVID-19 situation. BLC would be eligible for up to \$86,000 to cover employee costs during an 8-week period. Such funding would be provided as low-interest loans with the option of them becoming outright grants if all funding and accounting conditions are met. An application was completed by E. Ruiz, signed by President D. Hageman and submitted to Minnstar Bank. It was suggested that such funding would offset the income BLC normally uses for payroll and that such savings could be used to assist BLC members in financial need. At this date, the available federal funds were spent but a new funding bill was to be approved by Congress on April 22-23.</p> <p>Motion by D. Olson; Second by J. Auel to formally approve the Paycheck Protection Program loan application by BLC. Dave Hageman will sign the application as the representative and chief elected officer of the Council. Approved.</p> <p>C. <u>Financially Supporting Bethlehem Members</u>: The pastors have used BLC Samaritan Fund dollars to provide financial assistance to BLC members in financial need. They are being pro-active in connecting with members to identify needs and assist with church and other resources. Council members were asked to inform the pastors of any special needs of BLC members for which they become aware.</p> <p>D. <u>Restart of Church</u>: The pastors shared details of a draft proposal to facilitate the restart of in-person worship services when they are safe and appropriate as determined by the governor. This would emphasize socially-distant procedures. It is likely that virtual services would still be available in some way to facilitate participation by BLC members. Council members were asked to review this draft and provide feedback to the pastors. More discussion will be held at the May 19 Council meeting.</p>	<p>Wendy Keenan/Pastor Jay</p> <p>Pastor Collette/Pastor Jay</p> <p>Pastor Jay/Pastor Collette</p>
	<p>9. Next Council Meeting: May 19, 2020 7:00 p.m. Devotions: Dave Hageman</p>	
	<p>10. Adjournment Motion by D. Olson; Second by W. Keenan to adjourn at 8:27 pm. Approved.</p>	

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