

# Bethlehem Lutheran Church Council Minutes

## May 19, 2020

Title		Council Meeting		President	Dave Hageman		
Purpose		Monthly Business		Secretary	Bob Ihrig		
Date		May 19, 2020		Time	7:00 p.m.	Location	Zoom Meeting
Meeting Time		Start	Stop	Total Time		Council Members & Guests	
		7:00 pm	8:35 pm	1 hr 35 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.	<b>1. Devotions and Time to Check-In</b>				Dave Hageman		
	<b>2. Additions to &amp; Approval of the Agenda</b> <u>Motion</u> by D. Olson; Second by B. Ihrig to approve agenda with flexibility. Approved.				Dave Hageman		
	<b>3. Secretary's Report</b> Approval of April 21, 2020 Minutes <u>Motion</u> by B. Ihrig; Second by J. Arentson. Approved.				Bob Ihrig		
	<b>4. Financial Report</b> A. <u>April 30, 2020 General Fund Balance</u> : +\$2,677.98 with 93% member giving. Expenses are down and income is steady thus far. B. <u>Paycheck Protection Program</u> : Application for federal relief \$\$ approved. 75% of \$64,500 will be used to cover May-June payroll and 25% to be used for mortgage & utilities costs. C. <u>Mortgage Balance</u> : \$1,253,601.65 on April 30.				Diana Olson		
	<b>5. Lead Pastor's Report</b> A. <u>Church Opening – Worship Services</u> : Plans to focus on outdoor worship on 6/14 & 6/28 in 2 services. Details to be finalized. Online worship will continue as well in June and beyond. B. <u>Office Opening</u> : Proposal to reopen office on June 2 with staffing from 9 am to 4 pm Tuesday-Thursday. Doors to be locked and appointments required for building admission. Approved. C. <u>Group Meetings</u> : Several BLC groups planning to meet in person in outdoor settings. Following governor's meeting guidelines. Will continue to promote Zoom & outdoor meetings. D. <u>Mental Health Concerns</u> : First BLC Health & Happy Hour held last Wednesday with 25 participants. Future presenters confirmed and scheduled. E. <u>Leadership Retreat</u> : Planned for June 8 via Zoom meeting. See New Business. F. <u>Strategic Planning</u> : Postponed for now. G. <u>Thank You</u> : D. Hageman & M. Slotemaker thanked for 3 years of service to Council.				Pastor Jay Dahlvang		

	<p><b>6. Associate Pastor's Report</b></p> <p>A. <u>Family Faith Formation</u>: Joint meeting of Children's &amp; Youth Boards held to assess activities &amp; future plans including VBS.</p> <p>B. <u>Online Activities</u>: Positive response from congregation thus far.</p> <p>C. <u>New Connections Position</u>: As of 6/1, will be a Mission Developer to Connections Ministry at 1/3 time (15 hours per wk), funded by ELCA &amp; SE MN Synod. Current 2/3 BLC time will continue. Purpose of position is to determine feasibility of a worshipping community with Connections guests. Will have offices at Connections &amp; BLC. Connections moving to First Presbyterian Church on 6/1. More discussions to be held with BLC leadership on future involvement with Connection Ministry. This new initiative endorsed by Council.</p>	Pastor Collette Broady Grund
	<p><b>7. Old Business</b></p> <p>A. <u>Staff Updates</u>: Staff meetings continue to be held via Zoom each Wednesday. Emily Heinis taking on new responsibilities in coordinating online worship services.</p> <p>B. <u>Planning for Church Restart Update</u>: Concern about health risks of indoor worship so will pursue outdoor services when allowed by governor. Details shared for social distancing, masks, seating, reservations, services considered for June 14 &amp; 28. Detailed instructions to be shared with all BLC members via mail. <b>Motion</b> by B. Ihrig; Second by J. Auel to endorse worship plan designed by pastors in line with governor guidelines. To start in mid to late June as appropriate. Approved.</p> <p>C. <u>2018-19, 2019-20 Financial Review Reports</u>: In progress.</p> <p>D. <u>Election of President, President-Elect, Vice-President, Member at Large</u>: Continued discussion from April Council meeting on how to proceed with election of new officers in absence of spring semi-annual meeting. <b>Motion</b> by B. Ihrig; Second by D. Olson to use constitutional powers to fill Council vacancies as of June 1 to elect the 4 officers. Approved.</p> <p>E. <u>Approval of May 5 PPP funding Council Email Motion</u>: <b>Motion</b> by B. Ihrig; Second by W. Keenan to confirm the May 5 email vote by the Council to approve the federal Payment Protection Program funds designated for BLC. Approved.</p> <p>F. <u>Personnel</u></p> <ol style="list-style-type: none"> <li>1. <u>Employee Performance Reviews</u>: Annual reviews to be organized and scheduled in June/July by the pastors &amp; Personnel Committee. Delayed 6-month reviews originally planned for March also to be scheduled.</li> <li>2. <u>Additional Compensation for BLC staff members</u>: <b>Motion</b> by B. Ihrig; Second by J. Arentson to approve recommendation of Personnel Committee to provide stipends to E. Heinis (\$1,000) &amp; C. Leftridge (\$500) for additional work beyond established BLC duties to support Sunday worship services. Approved</li> </ol>	<p>Pastor Jay</p> <p>Pastor Jay</p> <p>Wendy Keenan Bob Ihrig</p> <p>Bob Ihrig</p> <p>Bob Ihrig</p>
	<p><b>8. New Business</b></p> <p>A. <u>June Leadership Orientation Zoom Meeting Plans</u>: Annual retreat planned for Monday evening, June 8 as an online Zoom meeting. Focus will be on who we are as a church and where we want to go in the future. Members of Council &amp; all boards/committees to be invited.</p>	Pastor Jay, Pastor Collette

	B. Thank you to Dave and Marie for 2017-20 Council Service: Dave Hageman & Marie Slotemaker thanked for 3 years of service to the Council & congregation.	Council
	<b>9. Next Council Meeting: Tuesday, July 21, 2020 7:00 p.m.</b> <b>Devotions: Wendy Keenan</b>	
	<b>10. Adjournment</b> <b>Motion</b> by D. Olson; Second by W. Keenan to adjourn at 8:35 pm. Approved.	

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