

Bethlehem Lutheran Church Council Minutes

June 15, 2021

Title	Council Meeting			President	James Arentson	
Purpose	Monthly Business			Secretary	Bob Ihrig	
Date	June 15, 2021		Time	7:00 p.m.	Location	Grounds for Joy
Meeting Time	Start	Stop	Total Time			Council Members & Guests
	7:00 pm	9:15 pm	2 hr,15 min			
Council Members				Present	Absent	Position
1.	James Arentson	2021-2022		X		President
2.	Mary Bliesmer	2021-2022		X		President-Elect
3.	Jason Bruns	2021-2022		X		Vice President
4.	Bob Ihrig	2021-2024		X		Secretary
5.	Jeremy Carter	2021-2024		X		Treasurer
6.	Jessica Auel	2019-2022			X	Member at Large
7.	Aaron Geringer	2020-2023		X		Member at Large
8.	Matt Drewitz	2021-2024		X		Member at Large
9.	Pastor Jay Dahlvang				X	Lead Pastor
10.	Pastor Collette Broady Grund			X		Associate Pastor
11.	Pastor Kristin Engstrom			X		Interim Pastor
TIME	TOPIC					PRESENTER
7:00 p.m.	1. Devotions					James Arentson
	2. Welcome to New Members: J. Bruns, J. Carter, M. Drewitz Council welcomed 3 new members and introduced themselves.					James Arentson
	3. Balcony Discussion/Devotions Council discussed Pew Research study on decline of religious/spiritual beliefs in America and how the church can better connect with people.					James Arentson
	4. Additions to & Approval of the Agenda New Business topics added: G. Sound System – B. Ihrig H. Announcement – M. Bliesmer I. Endowment Resolution – J. Arentson Revised agenda approved.					James Arentson
	5. Secretary's Report Approval of May 18, 2021 Minutes <u>Motion</u> by B. Ihrig; Second by M. Bliesmer to approve minutes as published. Approved.					Bob Ihrig
	6. Financial Report April 30 & May 31 Reports A. April 30 Balance: +\$3,199.48 B. May 31 Balance: -(\$1,199.55) No deficit concern since this fits trends in prior years. C. May Offerings: \$43,221 = \$10,845 below monthly budget D. May 31 Mortgage Balance: \$1,164,654 E. Available Mortgage Funds: \$116,138.99 to cover future \$8,187 monthly mortgage payments					Jeremy Carter
	7. Lead Pastor's Report – On Sabbatical Leave – No Report					Pastor Jay Dahlvang
	8. Associate Pastor's Report A. <u>Staff & Office Hours</u> : First indoor staff meeting held now with all staff vaccinated. Kaitlin Carter welcomed as new FFF staff member. Building & office access expanded for members. Office will continue to be open Tuesday-Thursday. B. <u>BLC Music/Choir Director Positions</u> : Laurie Rossow has indicated plans to retire from current music director/choir director positions as of September 1. Working with Personnel chair to					Pastor Collette Broady Grund

	<p>make transition to new leadership with Charlie Leftridge. Discussion of how to proceed. Job descriptions will be updated. Laurie is willing to provide support through end of year. Council agreed to operate positions on interim basis through end of year with plans for posting/interviews/selection of long-term staff by start of 2022. To be coordinated by Personnel Committee.</p> <p>C. <u>Interim Pastor</u>: Pr. Collette has communicated with synod about securing an interim pastor to fill her position before a regular call process is initiated for a permanent replacement. Council agreed to the following interim details: -Part-time position = ½ time -September starting date -To fulfill general pastoral responsibilities -To be paid in accordance with synod compensation guidelines -Interviews to be conducted in August by Council members. Pr. Collette will share details with synod office.</p> <p>D. <u>Pastoral Care</u>: 3 funerals, 2 baptisms conducted with additional baptism and wedding to be held in July. Hospital visits to resume.</p> <p>E. <u>COVID Worship Plan</u>: Outdoor worship to start in June. Plans for offerings to resume. Decisions to be made about masking, seating, communion, passing the peace, etc.</p> <p>F. <u>Continuation of 1 Worship Service</u>: Plans to discuss continuation of one service in the fall based upon attendance, staff workload, creating greater congregational unity and enhancing Wednesday service. To be discussed under New Business.</p>	
	<p>9. Interim Pastor's Report</p> <p>A. <u>Thankful</u>: Appreciates BLC member welcome since arrival.</p> <p>B. <u>Transitions</u>: Has accepted new call with ELCA in Zambia starting in August after end of BLC pastoral term.</p> <p>C. <u>Pastoral Care</u>: Visiting BLC members in person & leading worship at Pathstone once per month. More members indicating plans to continue worship from home with live-streamed services. Will need to consider future communion details for these people. Attended Prayer Vigil for Racial Justice on 5/23.</p>	<p>Pastor Kristin Engstrom</p>
	<p>10. Old Business</p> <p>A. <u>BLC COVID-19 Plan Update</u>: Discussion of current plans in place & possible future changes to make. 2 more outdoor services planned in July so indoor worship will be norm for summer. Health concern of parents for unvaccinated children. <u>Action</u>: Council agreed to postpone any changes in current plan.</p> <p>B. <u>Facilities Update: Basement Hall Floor Tile Replacement</u>: Tile design approved for \$13,700 total cost that fits with available \$\$. <u>Motion</u> by M. Bliesmer; Second by J. Bruns to approve tiling installation. Approved. Plans to replace tiles during summer.</p>	<p>Pastor Collette Broady Grund</p> <p>James Arentson</p>
	<p>11. New Business</p> <p>A. <u>Personnel Committee Update</u></p> <ol style="list-style-type: none"> 1) <u>2021 Lay Staff Performance Review Schedule</u>: Pastors & Personnel Committee to conduct annual staff reviews in July & August. 2) <u>Updated Personnel Handbook</u>: Personnel Committee provided updated handbook for pastors & lay staff based upon 2020-21 revisions. 3) <u>Weekend Janitor Replacement</u>: With planned resignation of 1 weekend janitor at end of August, position has been posted for BLC members. Goal is to secure replacement this summer. 	<p>Bob Ihrig</p>

	<p>B. <u>2021 Annual Pastoral Reviews – Process & Timeline</u>: Plan shared for annual reviews of Pr. Collette (July) & Pr. Jay (August).</p> <p>C. <u>2021-22 Council Liaisons to BLC Boards/Committees</u>: Council members volunteered to serve as liaisons. B. Ihrig will report names to E. Heinis for board directory.</p> <p>D. <u>2021-22 Council & Congregational Meeting Calendar</u>: Council meetings approved for 3rd Tuesday each month. No August meeting planned due to scheduled leadership retreat on 8/17. Fall semi-annual meeting planned for 11/14 with budget review forum to be held on 11/7. Spring semi-annual meeting to be held on 4/10 with meeting preview to be held on 4/3.</p> <p>E. <u>Fall Worship Schedule</u>: Discussion held on continuation of one Sunday worship service at end of summer. (See Pr. Collette report) Scheduling details for LIGHT, Adult Forums & Coffee Hour and worship time discussed. No decision made. Action: Pastors will develop survey for congregation to be included in July STAR and on Breeze for member feedback.</p> <p>F. <u>Proposed 2021-22 Council Goals</u>: 7 goals proposed for Council action. To be reviewed & approved at July Council meeting.</p> <p>G. <u>Sound System</u>: Concerns raised about difficulty hearing worship services for in-person attendance. Factors involved and possible solutions discussed. Pr. Collette will follow-up with staff to ensure that current hearing technology is available & operating. Facilities Board directed to explore options to address issue.</p> <p>H. <u>Announcement</u>: Local Mankato businesses on S. Front & Liberty Streets plan to hold block party in neighborhood on Saturday, 8/14. Request approved to use BLC parking lot from 1-5 pm.</p> <p>I. <u>Endowment Resolution</u>: Resolution that established the BLC Endowment Fund & its operating principles in 1983 and amended 5 times was officially acknowledged.</p>	<p>Bob Ihrig</p> <p>Bob Ihrig</p> <p>Bob Ihrig</p> <p>Pastor Collette Broady Grund</p> <p>Bob Ihrig</p> <p>Bob Ihrig</p> <p>Mary Bliesmer</p> <p>James Arentson</p>
	<p>12. Next Council Meeting: Tuesday, July 20, 2021 7:00 p.m. Devotions: Mary Bliesmer</p>	
	<p>13. Adjournment Motion by M. Bliesmer; Second by M. Drewitz to adjourn at 9:15 pm Approved.</p>	

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