

Bethlehem Lutheran Church Council Minutes

September 15, 2020

Title			Council Meeting		President	Wendy Keenan
Purpose			Monthly Business		Secretary	Bob Ihrig
Date		September 15, 2020	Time	7:00 p.m.	Location	Zoom Online Meeting
Meeting Time		Start	Stop	Total Time		Council Members & Guests
		7:00 pm	9:24 pm	2 hr 24 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				Mary Bliesmer	
	2. Dear Church Book Study: Chapter 2: pp.25-36				Council	
	3. Additions to & Approval of the Agenda New Business: Breeze Database Information Motion by B. Ihrig; Second by D. Olson to approve amended agenda with flexibility. Approved.				Wendy Keenan	
	4. Secretary's Report Approval of August 18, 2020 Minutes Motion by B. Ihrig; Second by Pr. Jay to approve minutes. Approved.				Bob Ihrig	
	5. Financial Report <ul style="list-style-type: none"> • August 31 deficit declined from \$-15,390.44 to -6,114.73. • Expenses declined to benefit budget balance. • Member giving continues at 84% rate. PPP Loan Documentation Update Information not available for meeting. To be shared with Budget Committee in October.				Diana Olson Wendy Keenan	
	6. Lead Pastor's Report A. <u>Updates</u> : Weekly updates provided on pastoral activities. B. <u>Small Groups</u> : Continuing to meet either outdoors or via Zoom. Will be adjusting locations with onset of fall weather. C. <u>Breeze Database</u> : BLC membership being updated through contacts with members on record to be more accurate. Changes made on new Breeze church database. D. <u>Synod Service</u> : Currently serving the SE MN synod as member of Global Missions Table & interviewing pastoral candidates.				Pastor Jay Dahlvang	
	7. Associate Pastor's Report A. <u>Connections Ministry</u> : BLC donations covered cost of additional beds and more. BLC volunteers to be coordinated by 3 BLC members. September 30 BLC Zoom forum planned to update congregation on changes/news at Connections shelter. B. <u>Family Faith Formation</u> : Fall "Wilderness" theme for families with focus on the presence of God in times and place we feel deserted, and how God equips Their people for wilderness journeys.				Pastor Collette Broady Grund	

	<p>New scaled-down and socially distanced plans made for other FFF activities with leadership of Anna Wencil.</p> <p>C. <u>Racial Justice Activities</u>: Collaborating with local pastors.</p> <p>D. <u>Writing Projects</u>: Engaged in several writing projects on personal blog and worship resources site.</p>	
	<p>8. Old Business</p> <p>A. <u>Worship Plans/Reopening Update</u>: Draft proposal shared with Council to provide safe return to indoor services by following MN Dept of Health guidelines. Requesting feedback from staff and Council members. Once finalized, plan will be shared with congregation. Attendance to be limited to 25% of sanctuary capacity = 125 people. Live streaming of services to be provided. Will be prepared to make adjustments as we proceed to accommodate concerns and new understandings. October 4 will be starting date of indoor services at 9:45 am on Sundays and 6:00 pm on Wednesdays.</p> <p>B. <u>COVID-19 Safety Plan</u>: Pr. Jay developing comprehensive safety plan required by state government for COVID-19. Will be shared with staff and Council for approval.</p> <p>C. <u>Racial Justice Ministry Team Appointments</u>: Update provided on BLC members interested in serving on new team. Motion by Pr. Jay; Second by B. Ihrig to approve following members: A. Geringer, B. Ihrig, B. Sullivan, L. Paul; K. Piehl, R. Beckel, Michael Slotemaker, L. Ruthenbeck. One other possible member to be confirmed. Approved. Pastors will contact group to convene first meeting and provide support. Membership to operate on a year-by-year basis. Group name to be determined.</p> <p>D. <u>Sabbatical Committee Plan & Council Representative Approval</u> Budget Committee needs to fund sabbatical in 2021 budget to cover pastoral and church expenses. PPP funding suggested as source. D. Olson volunteered to represent Council & Finance Committee. B. Ihrig will chair committee as it develops plan. Sabbatical for Pr. Jay to run from May 1 – August 1.</p>	<p>Pastor Jay, Pastor Collette</p> <p>Pastor Jay Dahlvang</p> <p>Wendy Keenan</p> <p>Bob Ihrig</p>
	<p>9. New Business</p> <p>A. <u>Fall Semi-Annual Congregational Meeting</u>: Scheduled for 11/15. Action items to include approval of 2021 budget, RIC welcoming resolution and 2020-21 officers & boards/committees. Meeting options to include combination of sanctuary in-person attendance after Sunday service with live-streaming; Zoom attendance; drive-through voting. Details to be finalized at 10/20 meeting.</p> <p>B. <u>Pr. Collette Pastoral Time for Connections Ministry</u>: Discussion held on future allocation of Pr. Collette BLC pastoral time. She is currently working at 2/3 time for BLC with 30% of that time dedicated to Connections. She is now in a leadership role at Connections as a mission developer for the synod receiving a monthly stipend. Pastors confirmed that current church duties are being covered by the combined hours of the 2 pastors. Council affirmed the priority of continuation of BLC support for Connections ministry with 30% dedicated BLC pastoral time for Pr. Collette.</p> <p>C. <u>2021 Lay Staff Compensation Recommendations</u>: Personnel Committee presented required compensation proposal for lay staff, past-time and music employees. Proposal includes hourly wages and health insurance. Budget Committee will consider proposal in developing 2021 BLC budget.</p>	<p>Wendy Keenan</p> <p>Wendy Keenan</p> <p>Bob Ihrig</p>

	<p>D. <u>2021 Annual Budget Planning Process</u>: Budget Committee (President, President-Elect, Treasurer, Finance Chair, Pastors) will meet in October with Elizabeth to develop budget with presentation to Council at 10/20 meeting. Council will finalize budget and present to 11/15 semi-annual meeting for approval. Facilities, Music & Worship and Family Faith Formation groups will be contacted by Elizabeth for budget requests. Other board/committee budgets will be maintained at 2020 amounts.</p> <p>E. <u>Breeze Database Information</u>: Discussion addressed personal information about BLC member children accessible on new Breeze database. Confidentiality concerns discussed. Action: Pr. Collette will visit with E. Heinis about restricting access to this information.</p> <p>F. <u>2020 Annual Pastoral Reviews Reports</u>: Reviews held in mid-August based upon self-assessments & meetings held with review committee. Written reports presented with details & conclusions. Positive results reported.</p> <p>G. <u>2021 Pastoral Compensation Recommendations</u>: Discussion held on proposal to be presented to Budget Committee. Motion by M. Bliesmer; Second by J. Arentson to recommend compensation according to SE MN Synod compensation guidelines based upon pastoral experience and Portico insurance benefits and premiums.</p>	<p>Wendy Keenan</p> <p>Wendy Keenan</p> <p>W. Keenan, J. Arentson, B. Ihrig</p> <p>Wendy Keenan</p>
	<p>10. Next Council Meeting: Tuesday, October 20, 2020 7:00 p.m. Devotions: Bob Ihrig</p>	
	<p>11. Adjournment Motion by B. Ihrig; Second by M. Bliesmer to adjourn at 9:24 pm. Approved</p>	<p>Members</p>

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