## Bethlehem Lutheran Church Council Minutes September 20, 2022 Title Council Meeting President Mary Plicemer

Ti	itle Cou	8			President	Mary Bliesmer			
Purpo	ose Moi				Secretary	Bob Ihrig			
Da	ate Sep	tember	20, 2022	Time	7:00 p.m.	Location	Grounds for Joy		
Meeting Ti	me S	tart	Stop	Total Time			Council Members & Guests		
	7:0	00 pm	8:31 pm	1 hr-31 min					
Cou	ncil Men		Terms of O	ffice	Present	Absent	Position		
1. Mary Bliesmer 2022-2023					X		President		
2. Jason Bruns 2022-2023					X		President-Elect		
3. Marie Slotemaker 2022-2023						X	Vice President		
4. Bob Ihrig 2021-2024					X		Secretary		
5. Jeremy	Jeremy Carter 2021-2024						Treasurer		
6. Aaron	Aaron Geringer 2020-2023						Member at Large		
7. Matt D	-						Member at Large		
8. Jessica	Jessica Auel 2022-2025					X	Member at Large		
9. Pastor	astor Jay Dahlvang				X		Lead Pastor		
10. Pastor	Jacie Ricl	hmond					Associate Pastor		
TIME	TOPIC						PRESENTER		
7:00 p.m. <b>1</b>	. Devotions						Bob Ihrig		
2				of the Agenda			Mary Bliesmer		
	Printed agenda approved with flexibility.						214		
3	3. Secretary's Report August 16, 2022 Minutes  Motion by P. Ibrig: Second by I. Pryns to approve minutes. Approved.					es Annroved	Bob Ihrig		
4	Motion by B. Ihrig; Second by J. Bruns to approve minutes. Approved.  4. Financial Report August 31, 2022 Report					es. Approved.	Jeremy Carter		
	A. General Fund: Deficit increased to -\$39,834.95 compared to July					pared to July			
	deficit of -\$28,459.21. Discussion of underlying reasons & how								
	to address this with membership.								
	B. Quarterly Financial Statements: To be mailed in effort to inform								
	members of their giving with hopes that they will catch up where								
	needed.								
	<ul><li>C. Year-To-Date Giving: 83% of planned giving.</li><li>D. Mission Investment Fund Giving: Contributions made have</li></ul>								
	extended available mortgage funding to 15.32 months to 11/23/23								
	E. Mortgage Balance: \$1,029,555 as of end of August.								
5	5. Lead Pa			. ,	<u> </u>		Pastor Jay Dahlvang		
	A. Pr. Jacie Richmond Update: Scheduled to start 10/23 with					T water vary 2 min vanig			
	<ul><li>installation planned for 12/4. J. Contreras asked to assist Pr. Jacie with move to Mankato.</li><li>B. Financial Deficit: Concerned about increasing monthly deficit.</li></ul>								
	Addressed by Finance Committee. Plan to mail quarterly giving								
	statements to members with hopes that they will remind them of								
	pledges & actual giving.  C. Capital Campaign: Preparation has been excellent. Campaign to					Tammaiam ta			
				eparation has be . High enthusia:					
			-	/23 congregatio	-				
				~ ~		to increase			
	D. <u>Endowment</u> : Board is developing investing strategy to increase revenues. BLC member David Morgan authorized to manage								
	fund. Adult Forum scheduled on 11/6 to update congregation.								
	E. Strategic Plan: Goals & background information posted on BLC								
				ork on support o					
				any groups have	started up this	s fall with			
	po	sitive pa	rticipation.				1		

G. Community Events: Participated in BLC Blood Drive, YMCA Corn Roast & Pride Parade.  H. Pastoral Care: Made 31 home/care center/hospital visits since last report. Officiated 3 funerals/memorial services & 2 weddings.	
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6. Associate Pastor's Report No Report	
7. Old Business	
A. Strategic Plan Update: Continuing to complete supporting  Pr. Jay Dahlvang	
objectives for 5 goals that have been placed on website. Will	
consult with Pr. Jacie for feedback on objectives.	
B. <u>Capital Campaign Update</u> : Positive progress thus far. Weekly Pr. Jay, M. Bliesmer, B. I	hrig
meetings held with steering committee & GSB reps to monitor	
activities. BLC leadership event scheduled for 10/8. Congregation	
event scheduled for 10/23 at Courtyard Marriott.	
C. Wednesday Night Supper Update: First supper served on 9/14  Bob Ihrig	
with positive turnout. Menus set for September -December. 4 serving teams organized. All is going well thus far.	
8. New Business	
A. <u>Pr. Jacie Richmond Transition &amp; Installation</u> : Start date will be 10/23. Installation will be 12/4 with synod representative. Pr.	
Jacie exploring housing option in preparation for move.	
B. 2023 Lay Staff Compensation Recommendations: Personnel:  Bob Ihrig	
Proposals for 2023 increases from Personnel Committee	
presented & discussed for consideration by Budget Committee.	
J. Carter & E. Ruiz will develop costing impact worksheet for	
consideration.	
C. <u>2022 Pastor Jay Performance Review</u> : Completed on 9/19 with M. Bliesmer, J. Bruns, B.	Ihrig
M. Bliesmer, J. Bruns & B. Ihrig. Positive outcome reported.	
Motion by B. Ihrig; Second by J. Bruns to approve report.	
Approved.	
D. 2023 Pastoral Compensation Recommendations: Budget  Mary Bliesmer	
committee to meet on 10/5 to prepare proposed 2023 budget.  Discussion of synod guidelines for pastoral compensation &	
current BLC financial situation. J. Carter will work with E. Ruiz	
to update pastoral spreadsheet of projected expenses.	
Motion by B. Ihrig; Second by A. Geringer to recommend	
payment at synod guidelines for Pr. Jacie at 5 yrs of experience	
for 2023. Approved.	
Motion by B. Ihrig; Second by M. Drewitz to recommend 5%	
cost-of-living increase for Pr. Jay for 2023. Approved.	
9. Next Council Meeting: Tuesday, October 18, 2022 7:00 p.m.	
Devotions: Marie Slotemaker	
. <b>10. Adjournment</b> at 8:31 pm on <b>Motion</b> by B. Ihrig; Second by M.	
Drewitz. Approved.	

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