

Bethlehem Lutheran Church Council Minutes

September 21, 2021

Title	Council Meeting			President	James Arentson	
Purpose	Monthly Business			Secretary	Bob Ihrig	
Date	September 21, 2021		Time	7:00 p.m.	Location	Grounds for Joy
Meeting Time	Start	Stop	Total Time			Council Members & Guests
	7:00 pm	9:04 pm	2 hr 4 min			
Council Members – Terms of Office				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.	To Be Named					Associate Pastor
11.	Pastor Barb Streed			X		SE MN Synod
TIME	TOPIC					PRESENTER
7:00 p.m.	1. Devotions & Balcony Question					Jason Bruns
	2. Additions to & Approval of the Agenda Printed agenda approved with flexibility.					James Arentson
	3. Secretary's Report Approval of July 20, 2021 Minutes <u>Motion</u> by M. Bliesmer; Second by J. Bruns to approve printed minutes with flexibility. Approved.					Bob Ihrig
	4. Financial Report August 31, 2021 Report A. <u>August 31 General Fund Balance</u> : Deficit of -\$2,130.57 compared to July 31 deficit of -\$6,384.46 and June 30 deficit of -\$15,805.13 B. <u>August General Fund giving</u> at 95% of budgeted income. August giving = \$49,457 (\$989 above budget) C. <u>Mortgage Balance</u> : \$1,147,433 D. <u>Mortgage Investment Fund Balance</u> : \$116,138.99 (Used to make monthly \$8,187 mortgage payments)					Jeremy Carter
	5. Lead Pastor's Report A. <u>Interim & Associate Pastor Call Process</u> : Pr. Barb Streed of synod will assist us. 2 interim candidates identified. 6 call committee volunteers signed up thus far. B. <u>Strategic Planning Task Force</u> : Still looking for volunteers. C. <u>Personnel</u> : Completed 3 lay staff reviews (Kevin, Christine, Elizabeth) with committee. Meeting weekly with Charlie & Laurie on music offerings. Recruited BLC members to help lead Wednesday worship. Met with Personnel chair to develop 2022 lay staff compensation proposal. D. <u>Small Groups</u> : Various groups meeting in person (BLC Men, Book of Faith, Life in the Spirit). No Financial Peace group due to no sign-up interest. E. <u>Worship</u> : Going well with Rally Sunday & Wednesday turnout. Pleased with Praise Band return to worship participation. Looking forward to future music collaboration with Charlie Leftridge & Christine Schulz.					Pastor Jay Dahlvang

	<p>F. <u>Family Faith Formation</u>: 9th grade confirmation class started. Consulting with Anna Wencil to coordinate FFF activities.</p> <p>G. <u>Pastoral Care</u>: 43 visits to member homes and care facilities since August 2. Presided over 3 memorial services.</p>	
	6. Associate Pastor's Report	NONE
	<p>7. Old Business</p> <p>A. <u>BLC COVID-19 Plan Update</u>: Required mask policy for worship and other activities has been well received by BLC members. Council will continue to monitor & follow federal CDC and state health guidelines.</p> <p>B. <u>Facilities Update – Lower Level Flooring & Painting</u>: Lower Level hall flooring & wall painting completed. Positive reaction to the new look.</p> <p>C. <u>Personnel Committee Update</u></p> <ol style="list-style-type: none"> 1. <u>Completed Lay Staff Performance Reviews</u>: Summer performance review completed for 6 full-time and part-time BLC lay staff. Positive process with opportunity for staff and Personnel to assess & acknowledge their work. 2. <u>Weekend Janitor Hiring Approval for Official Records</u>: Motion by B. Ihrig; Second by J. Auel to formally approve email approval of hiring of Alexa Bolstad as new weekend janitor to replace Melissa Wayman. Approved. Alexa started on August 22 with orientation provided by Melissa. Alexa, Grayson Bolstad & Kellen Schaefer comprise our weekend janitors. 3. <u>2022 Lay Staff Compensation Recommendations</u>: Personnel Committee recommendations presented for review and forwarding to Council Budget Committee for consideration in 2022 budget proposal. Motion by Pr. Jay; Second by J. Bruns to add \$50 monthly phone stipend for K. Liebl to provide needed access during work hours. Approved. 	<p>Pastor Jay Dahlvang</p> <p>James Arentson</p> <p>Bob Ihrig</p>
	<p>8. New Business</p> <p>A. <u>Interim Pastor & Associate Pastor Call Process</u>: The following information was shared to guide the selection of an interim pastor and the call process for a new Associate Pastor:</p> <ol style="list-style-type: none"> 1. <u>Assistance</u>: Barb will work and meet with us to facilitate the 2 processes. 2. <u>Interim Pastor</u>: Options for the transition to a called pastor reviewed. 2 candidates are available for consideration. Council will review background information, interview and select interim pastor. Congregational approval not required for interim pastor. 3. <u>Call Process</u>: Expect 6-12 months to complete. Could be linked with new strategic planning process if desired. Check BLC constitution for call committee requirements. Reviewed synod 4 detailed phases of call process and resources. Essential to keep congregation informed step by step. 	Barb Streed – SE MN Synod
	<p>12. Next Council Meeting: Tuesday, October 19, 2021 7:00 p.m.</p> <p>Devotions: Bob Ihrig</p>	
	<p>13. Adjournment</p> <p>Motion by J. Auel; Second by B. Ihrig to adjourn. Approved.</p>	

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