

**Bethel Lutheran Church
Council Meeting
November 14, 2018**

Council members in attendance:

Pastor David Young, Worship Board Chair (herein, PD)
Tom Milburn, President
Traci Shoberg, Vice President
Rose Mangold Pierce, Treasurer
Julie Shanabrook, Secretary
Beth Garner, Servant Board Chair
Dave Griffin, Congregational Life Board Chair
Mike Asmussen, Ministry Support Board Chair
Pat Blevins, Prayer and Care Board Chair
John Frederickson, Council Member elect

Call to Order (7 pm)

Bethel Reforming Update from Implementing God's Mission Team

Donna Turrill, representing the congregational "Implementing God's Mission" Team, presented the team's proposal. Council had the opportunity to ask for clarifications and discuss the proposal. No decision was made by Council regarding the proposal.

Donna stressed that, from the outset, the team tried to focus on positions, not people, and serving the congregation, not individuals. The plan was devised with the main goal of allowing the pastor more time and energy to focus on pastoral leadership including responsibility for Worship services/Sacraments/Worship Board/Adult Education/Confirmation/Shut-Ins and Visitations.

A full time "Parish Administrator" (PA) position was proposed to oversee the ministries of Bethel.

- This position would be the "go to" for communications including website and Banner and bulletin announcements and email notices
- All positions except for Music Director would report to the PA
- This individual would need to be organized, spiritually sound (but not necessarily formally trained), possess strong communication and team building skills, be willing to work a flexible 40 hr week including weekends and evenings as needed. A suggested salary was \$35-45,000 commensurate with experience (plus benefits perhaps to the employee only but not his or her family)

The team thought that spiritual leadership would be icing on the cake but that full time would be needed just for the responsibilities outside of any direct spiritual leadership.

At the present level of the MSP, the addition of the PA position would require the elimination of the Director of Faith and Family Formation.

Team's proposal puts responsibility for youth leadership to volunteers and Pastor Dave.

Proposed staff structure flow chart (including changes in responsibilities):



* Team suggests the formation of a Personnel Committee to oversee that the goals set forth at a job performance meeting are being met. It is not determined who would be on such a committee (perhaps council member and a few congregational members) Currently pastor does it alone. He or she might meet with the team to get input and then deliver the review alone with the employee.

Old Business

*Motion made by Dave G to approve October Council meeting minutes, seconded by Pat. Unanimously approved.

*Financial Reports

We are currently \$10K under for expenses for the year. Motion made by Rose, seconded by Beth to approve Financial Minutes. Unanimously approved.

Pastor Dave's Report for October 2018 approved (Rose/Pat/Unanimously approved)

Youth and Family Formation report approved. To raise money for youth trip to Guatemala, a motion was made by Dave G and seconded by Beth, and passed unanimously, to allow two fundraisers including Valentines Dinner and Mother's Day Cake Auction.

Board Reports

Servant Ministry: Returning Thanks was held last Saturday. Not many signed up by more showed up the day of the event. Some work was focused on needs at the church itself. Three members cleaned and organized pantry and kitchen, seven members hauled out truckloads of furniture and other objects affected by mold in the Underground. This is a huge help and much needed.

Congregational Life - Is taking on Kurie Beach leadership for the July 4, 2019 trip

Underground: Facilities Team continues to investigate the drainage problem. 11/20 team will meet again. Council should meet with this team soon after that 11/20 meeting. The mold remediation funds are available between the 2 bequests. It was discussed that mold removal prior to fixing the drainage problem itself should not be started. As a short term fix, Cliff is addressing gutters and installing intermediate drains

New Business

1. Security:

Especially in light of recent violence in churches that have occurred in the US, Council voted that we create a Safety Team with a timeline to compile safety needs and suggestions. First by Julie/second Beth/Unanimous vote.

Currently working to address suggestions from staff (Cliff) regarding the rekeying of locks, the replacement of exterior doors, and the option of having coded entry at certain doors.

Pastor Dave will speak to Dale at Our Family to decide where would be best to park vans that are creating difficulty with access to Discipleship Hall. Vans need to be in a safe place as previously broken in to.

2. Finances:

Vote to give PD discretion to use the Consumer Price Index to set rental rate increases to an annual 2-3%. (First Mike, second Dave, unanimous)

Discussion re: whether we wish to reamortize the mortgage. This means we CAN make a smaller payment if needed, although in reality we are meeting our mortgage and more. Vote proposed by Dave G/seconded by Pat/unanimously approved.

