

**Bethel Lutheran Church
Congregation Council Minutes
March 13, 2019**

Council members in attendance: Pastor David Young, Worship Board Chair (PD), Traci Shoberg (President), Julie Shanabrook (Vice President), Tom Milburn (Secretary), Rose Mangold Pierce (Treasurer), Beth Garner (Servant), Dave Griffin (Congregational Life), Vonda Wilt (Prayer and Care), Mike Asmussen (Learning Ministries), John Frederickson (Ministry Support)

Guests from Concerns and Trend Committee: Rachel Carlson, John Gavitt, Donna Turrill

Staff in attendance: Pat Shields (Database), Kim Williams (Finance)

Opening Devotions – Lenten Service

Call to Order approximately 7:45 by President Shoberg.

Minutes and Reports

1. Concerns and Trends Committee report and open discussion.
2. Approved February 13, 2019 Council minutes. Motion – Vonda Wilt. Second – Rose Pierce. Unanimously approved.
3. Board Reports:
 - a. Servant – Beth asked for recommendations for potential members for Giving Back.
 - b. Prayer and Care – Vonda noted plans for Healing Service.
4. Financial Report presented by Kim Williams.
 - a. Reviewed monthly giving trends through February.
 - b. Discussed attendance report and process.
 - c. Discussed Ministry Spending Plan process.
 - d. Noted large gift/offering in March.
 - e. Updated line of credit application process. Kim working with bank to complete process – very in depth.
 - f. Motion to accept Financial Report – Vonda Wilt. Second – Beth Garner. Unanimously approved.
5. Pastor's Report for February 2019. PD referenced report emailed prior to meeting. Highlighted excitement for Lenten services and theme.
6. 200th Anniversary Update – PD met with Jennifer Lafollette. Noted various themes that Jennifer has uncovered in her research of Bethel annual reports since 1966 – faithfulness, steadfastness, youth, generosity, and music. Events to be scheduled around those themes.
7. New Member Class – PD is preparing to reach out to potential members for invitations to class.

Discussion and Action Items

8. PD presented Bethel Campus Update – plans to propose a team to consider our facility and grounds and generate ideas for updating, reimagining and presenting our space. In preparation and honor of our 200th anniversary.
9. Discussed appointment of new Personnel Committee – 3-4 members with human resources skills to assist with staff evaluations. Committee to develop process for job descriptions and evaluation process. Motion – Rose Pierce. Second – Beth Garner. Unanimously approved.
10. Proposal for Trade Show for local business group (Traci Shoberg connection) to be held in Discipleship Hall. Potential to raise \$2-3,000 for Bethel. Motion – John Frederickson. Second – Rose Pierce. Unanimously approved.
11. Better Angels workshop to rent Discipleship Hall for \$350 for room and \$50 for kitchen. Stipulation that group get umbrella policy for the day. Motion – John Frederickson. Second – Rose Pierce. Unanimously approved.
12. Music Ministry action item – tabled from February meeting. Proposed job descriptions for Director of Music Ministry (Part Time) and Associate Director of Music Ministry (Part Time). PD discussed the positions in general and expected duties as well as development of salaries from various sources of information on church musicians.
 - a. Proposed salaries for two positions would be combined \$30,000 per year (\$9,000 increase over current annual music salaries) but based on church music salary information, the cost is affordable and reasonable.
 - b. Proposal included George Donovan as Director and Sue Correll as Associate Director with increased cost and change in positions to begin July 1, 2019.
 - c. Council voiced concern to vote on this action item related to staffing without having additional time to consider Concerns and Trends Committee report and in context of full staffing proposal.
 - d. Item tabled. Council to meet in work session on Sunday, March 17, 2019 to continue discussion of music ministry position and entire staff model/compensation.
13. Discussed changing use of remaining bequest funds previously earmarked for sound system and steeple painting to be used to begin Underground repairs. Motion – Tom Milburn. Second – Rose Pierce. Unanimously approved.

Closing

14. General discussion of Congregational Concerns and Thank You's.
15. Closing prayer by PD.
16. Adjourned at 9:48pm.