

**Bethel Lutheran Church  
Congregation Council Minutes  
May 8, 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, Beth Garner (Servant), Mike Asmussen (Learning Ministries), John Frederickson (Ministry Support). Absent: Vonda Wilt (Prayer and Care).

Staff in attendance: Kim Williams (Treasurer/Director of Finance).

**Opening Devotions** – Led by Tom Milburn.

**Call to Order** approximately 7:10pm by President Shoberg.

**Special Welcome** to Liz Whitacre who is considering becoming a Council member.

**Minutes and Reports**

1. Approved April 10, 2019 Council minutes. Motion – John Frederickson. Second – Mike Asmussen. Unanimously approved.
2. Financial Report presented by Kim Williams.
  - a. Reviewed monthly giving trends through March. Noted two large gifts/offering in February and March.
  - b. Noted need to tap emergency fund that had not been paid back as of end of April and some bills have been held.
  - c. Staff plan to communicate some positive developments at Bethel along with reminder to keep up with giving.
  - d. Motion to accept Financial Report – Rose Pierce. Second – Beth Garner. Unanimously approved.
3. Pastor's Report for April 2019. PD referenced report emailed prior to meeting.
  - a. Highlighted continued excitement for growth of late service attendance.
  - b. Discussed his support for Heidi's candidacy for Board of Supervisors as a spouse, not as a partisan. He plans to be careful to separate his work as pastor and his role as supporting his wife.
  - c. PD noted the positive impact of his Mutual Ministry committee.
4. Director of Youth and Family Formation Report for April 2019. Noted report emailed prior to meeting. Council noted their support for Bryan to take needed time with his wife and family this summer amidst a very busy youth calendar.
5. Board Reports:
  - a. Servant – Beth noted success of Returning Thanks on April 19. Next major event will be Hoe Down in June 21. Beth also shared update from Global Missions team.
  - b. Ministry Support – John deferred report to agenda item discussing Underground work.

- c. Prayer and Care – PD noted significant activities planned in near future.
  - d. Worship – PD noted plans for prayers. Plans after Easter to begin fundraising for new piano. Organ technician has assessed the organ – noted that it was in better shape than we initially thought and did some maintenance to improve performance. Noted some new members in near future.
  - e. Learning Ministries – noted end of Sunday School coming in May. Board will be reaching out to teachers for fall. Noted participation of 20 adults in background check process (Safe Gatherings).
6. Parish Administrator Report – Referenced report previously sent via email. Positive momentum and Pat’s energy for the position and Bethel were noted and appreciated.
  7. Underground Repair Update - John Frederickson reported that excavation has not begun. John and Cliff plan to communicate to excavation contractor that digging needs to begin even if weather remains poor.
  8. Line of Credit Update - Kim is still in process of completing application. To be completed in coming weeks.
  9. Bethel Logo/Brand – PD gave update on process and team. Process is moving forward well with creativity surrounding story of Jacob’s Ladder/Bethel. Mel Sibert plans to attend next board chair meeting to discuss and gather information.
  10. Council Member Open Positions – Liz Whitacre in attendance to potentially complete David Griffin’s term through 2019. Council voiced appreciation for Liz’s interest/attendance and hope that she will accept the invitation.
  11. Personnel Committee Update – John Frederickson reported that committee is looking at other church example personnel policies.
    - a. Committee is attempting to keep policy simple and enforceable and also to look to follow synod guidelines. Current personnel policy is a good beginning with minor revisions for committee to develop.
    - b. Committee is also examining ways to take pressure off Pastor Dave in evaluation, staff supervision, and goal setting processes.
  12. Safety Committee Update – Pat Shields has contacted Clark Jackson and Charlie Moyer for ideas for safety during services and what doors will be remain unlocked. Pastor Dave noted some other members that are interested in helping. In the near term, plans are to be proactive in terms of what doors are unlocked during services.
  13. 200<sup>th</sup> Anniversary Update – still in process with nothing new to report.

### **Discussion Items**

14. Volunteer Appreciation Event – Traci proposed an event with personal invitations to any volunteers at Bethel when we have a one-service Sunday. This would be a Volunteer Appreciation Sunday. PD proposed Sunday, June 9 for spring and another later in fall. Plan is to highlight a few specific individuals but also recognize all volunteers.
15. PD continued discussion from April meeting regarding the “New Day Initiative” for Bethel moving forward in the three-dimensional life of Jesus (Up, In, Out).
  - a. Plans are still being refined but to be rolled out after Easter. Idea to coordinate Up, In, Out into stewardship process and logo/brand.
  - b. Pat Shields and PD will discuss this more fully at next board chair meeting.

- c. This new language could impact how Bethel is organized.
- 16. Staff has begun conversations about longer-term plans to be offered to the Congregation to generate excitement, in all areas, staffing, financial, facilities, and others.
  - a. Pastor Dave proposed a 200 for 200 campaign (\$200,000 by 200<sup>th</sup> anniversary) to help pay off existing and potential future debt.
  - b. Official kick-off would be in fall after a silent campaign to develop larger pledges prior to kick-off and pledges from council, trustees, and staff.
  - c. Staff has also been discussing ways to share inspirational stories that are happening at Bethel all the time.

**Closing**

- 17. General discussion of Congregational Concerns and Thank You's.
- 18. Closing prayer by PD.
- 19. Adjourned at 8:47pm.