

**Bethel Evangelical Lutheran Church**  
**Annual Congregational Meeting**  
**November 10, 2019**

1. Welcome and explanation of process and agenda by Pat Shields, Parish Administrator.
2. Opening prayer by Pastor David Young.
3. Meeting was called to order with proper notice and quorum recognized by President Traci Shoberg at 11:07am.
4. Traci introduced and thanked Bethel's staff, congregational council members, and Ella Carlson, youth representative.
5. Traci introduced nominees for congregation council members with terms for 2020-2022, Vonda Wilt, Lee Braithwaite, and Michael McKiernan. Jim Shipp moved and seconded by Rachel Carlson that the nominees be elected by acclamation. Unanimously approved by voice vote.
6. Kim Williams presented a report on Bethel's financial position, performance year-to-date, 2020 Ministry Spending Plan, and giving opportunities.
  - a. She noted recent approval for a bank line of credit of \$100,000 to assist with Underground renovation.
  - b. Kim also discussed the proposed 2020 Ministry Spending Plan and the process for development of the Plan. Kim explained variances from the 2019 Plan and the 2020 Plan. Kim spent additional time to show the details of proposed staff salaries and benefits.
  - c. Various members asked questions about the Ministry Spending Plan, financial update, and Underground repair/renovation.
  - d. Kim presented the most current information on Estimates of Giving. As of the meeting, Estimate of Giving status was \$402,172 (from 167 giving units) or \$12,155 less than proposed spending in the Plan of \$414,327.
  - e. Motion by Lynda Grymala and seconded by Curtis Grymala to approve 2020 Ministry Spending Plan as presented totaling \$414,327. Unanimously approved by voice vote.
  - f. Kim reviewed with the congregation the various ways to give offerings, including electronically. Kim noted the planned focus in 2020 for Thrivent members to use Thrivent Action Team gift cards for ministry projects.
7. Pat Shields presented information on Staff Titles, Descriptions, and Organization. Pat noted the activity of the Personnel Committee during 2019 to interview staff members and develop this information. This organization structure and job descriptions were approved by Council on October 27, 2019.
8. Kathryn Carpenter introduced a new process for altar flower arrangements going forward. Bethel will move to reusable seasonal arrangements.
9. Terri Hollingsworth drew the Estimate of Giving Logo prize.
10. President Shoberg shared some closing thoughts and thank you to the Bethel administrative staff.
11. Closing prayer of the doxology led by the Worship Ensemble.
12. Meeting adjourned at 11:53pm by President Shoberg.