

**Bethel Lutheran Church
Council Meeting
December 11, 2019**

Council members in attendance: Pastor David Young, Traci Shoberg, Julie Shanabrook, Beth Garner, Vonda Wilt, Mike Asmussen, Liz Whitaker, Rose Pierce, John Frederickson

Also in attendance were Administrator Pat Shields and council members-elect Lee Braithwaite and Michael McKiernan

Opening Devotions and Prayer by PD inspired by events surrounding the passing of Terry Frye

Call to Order 7:20 pm

Business and Reports

1. Approval of Nov Council Minutes 1st John F, 2nd Beth Garner, passed without opposition
2. Youth Liaison Council Report – Ella Carlson absent as WATTS week but youth report given by PD including candy cane outreach, Winter Cel, Christmas Party, high school youth have been helping with Sunday School Christmas pageant 12/22
3. Financial Reports – meeting monthly obligatory bills for last 2 months. Report submitted by Kim Williams approved (1st motion Vonda, 2nd motion Mike A, passed unanimously)
4. Ministry Reports approved 1st motion Vonda, 2nd motion Mike A, passed unanimously
 - a. Pastor – submitted via email
 - b. Parish Administrator – Submitted via email
 - c. Boards - Vonda raised that the Shepherding and Mentoring committee has been discussing the need to increase number of people willing to visit those who are ill or have other needs as well as shut-ins that Pastor Dave and his team visits. Two persons are interested. Notice of the opportunity to request a visit will be posted in Banner and on website.
5. Establish Funeral Reception Policy - Current proposal is that due to decreased numbers of available volunteers during weekday funeral luncheons, Bethel would provide facility, coffee and cake and list of approved caterers/prices. Current volunteers regret not being able to continue the present full luncheon but this appears to be necessary; the proposal would be voted on at January congregational meeting. (motion to formulate policy for funeral receptions made by Rose, 2nd Vonda, passed unanimously)
6. Personnel Committee Additional Agenda Item – John Frederickson presentation regarding committee’s suggestions about staff evaluations (timing for evals TBD but likely October) and to suggestion to change name from Parish Musician back to Asst. Director of Music. Committee has completed its present assigned tasks. Council reviewed the personnel policy and the method for staff evaluation and considers itself informed about the present staff individual goals and objectives which arose during the individual meetings between staff members and the personnel committee. Thank you to this committee and to PD and Pat for their

work which staff appreciated and embraced. Motion made by Beth: Each Dec staff to set their individual goals and objectives, council to review these at December meeting, and in October the following year they will be reviewed and assessed at annual evaluations 2nd John, unanimous vote by council

7. Pastor Dave led us through the Election of Officers for 2020 with motions brought by John F and seconded by Mike. The 2020 officers are as follows: President Traci Shoberg, VP Julie Shanabrook, Secretary Rose Pierce

8. Pastor Dave led us through the Appointment of Board Chairs for 2020. With discussion of areas to which council members feel drawn, the following board chairs were assigned by acclamation as follows:

Worship Lee Braithwaite, Congregational Life Vonda Wilt, Servant Ministries Beth Garner, Prayer and Care John Frederickson, Learning Mike Asmussen, Ministry Support Michael McKiernan

10. Mel Seibert – Intern Policy – Pastor Dave: As part of an independent study through Shenandoah University, Mel is to serve this spring semester (and possibly fall) as Bethel intern.

11. Council Retreat – 1/10/20-1/11/20 at farmhouse at Caroline Furnace, plan to carpool departing Bethel 5-6 pm TBD, dinner provided by the camp, council to bring Sat breakfast and finish by 11 am. Traci suggested focusing on the word “retention” at retreat.

Closing Prayer and Adjournment 8:45

Respectfully submitted,
Julie Shanabrook