

Bethel Lutheran

Council Meeting Minutes

July 20, 2021

In attendance: Gay, Sarah, Rochelle, Jeff, Erin, Linc, Ashley, Sandy, Ros, Kris, Pastor Al, Maddie, Mark, Pastor Dave, Harold

Special Guests- Dean Pam

7:08pm Gay opened meeting and all made brief introductions.

7:09pm Special guest Dean Pam introduced herself and gave opening devotions.

7:19pm Gay asks Pam to speak about our current issues and why she was here. Dean Pam discusses the plan going forward. She will have 2 days in August to bring in 4 Pastors to listen to concerns in private confidential meetings with Pastors, Council, Staff and Congregation. There will be sign up sheets for 30 minute meetings. This a plan that Pastor David Wendel of NALC has put together for Congregations going through these types of concerns. The Plan is to seek out what it is God is doing at Bethel. What are we being called to be to make it happen. What steps do we have to take to get to what God wants us to be doing at Bethel. During these individual meetings, it's a time to be honest and speak candidly to these Pastors. The Pastors are looking for current reality, things in the past don't matter and don't have relevance. Pastor Al has recognized he has made mistakes and that it is possible for him to continue to move forward with Bethel. They will give us back a written report to the entire congregation. Nothing will be hidden. No names will be in the report. The whole process is to help congregation deal better with conflict that will come up. Clean the air and get to the heart of things.

7:29pm Council discusses the process and asks many questions to old Council.

8:37pm Dean Pam suggests we form a Mutual Ministry Committee and find a way to work through this. More discussions from all council members regarding how this committee will work. Dean Pam says David Wendel has many resources to help us. New Council decides to not send out Pastor Al's letter to congregation. Instead the upcoming Council Retreat will be changed to a workshop to work through the concerns the past council has brought up and next steps with the old council present at this workshop. This will occur on August 21st from 9am to 3pm. An agenda will be made to include reviewing concerns and issues, making action plans for Congregation and Pastors, the letter to the congregation from Pastor Al will also be rewritten during the workshop.

8:48pm Dean Pam leaves the meeting.

8:49pm Gay asks for motion to accept consent agenda. Ashley motions to approve, Jeff seconds, All vote yes, motion passed.

8:51pm Gay reminds us of upcoming NALC Convocation and the Heartland District Convocation.

8:53pm Gay explains the process of verbally nominating Executive Committee Officers and Pastor Al proposes a new way to do this by writing on a piece of paper the name of who you would like to nominate President. Gay hands eligible voters a piece of paper and the voting begins.

9:02pm Paper ballots are collected and Harold tallies them up. Mark, Linc, Erin and Tom were nominated. Linc declined the position. Erin is not eligible. Another paper vote was taken and collected. Mark was nominated President.

9:04pm Vice President nomination on paper. Tom, Jeff and Maddie were nominated. Tom was nominated in 2nd paper vote. Tom is Vice President.

9:06pm Secretary nomination on paper. Maddie, Ashley and Sandy were nominated. Ashley and Sandy declined. Maddie is Secretary.

9:08pm Gay begins the process of filling the Council spots asking council what positions remaining council wanted to stay in. Sandy filled Care position, Ashley remained with Evangelism, Linc moved to Worship and Music, Maddie remained with Missions, Jeff remained on Property, Mark filled Small groups, Ros filled Communications, Sarah filled Fellowship, Youth remains vacant. Steve and Tom who were not present will decide at future date which position they would like between Finance and Stewardship.

9:15pm Gay discussed Council details on the Agenda, meeting schedule, Staff retreat which is now the Workshop, Church Calendar, Constitution and Bylaws, Emergency Plan and pictures.

9:17pm Jeff gave update on Property. Columbarium purchasing of new benches and picnic tables. Donations covered the cost and these will be delivered in 3 weeks.

9:21pm Harold gives Finance update. See attached below. Harold discusses carrying Pastor Doug's benefits package through August if legally able to do this based on his retirement date on July 31st. Pastor Dave motions to approve, Maddie seconds and all vote yes. Motion approved.

9:27pm Pastor Al discusses staff raises and staff reviews. He is declining the 3% raise this year. Ashley Motions to approve a 3% raise to Michelle, Laura, John, Suzy and Holly. Beginning pay period July 1st. Jeff seconds, all vote yes. Motion approved.

9:55pm Sandy indicates the Food Pantry will not participate and Sponsor the Chili Cookoff this year. She says the Food Pantry doesn't need the proceeds from this event due to low numbers of people coming to the pantry.

9:56pm Pastor Dave motions to adjourn, Ashley seconds, all vote yes. Meeting ends with the Lord's Prayer.