

Bethel Lutheran Church

Council Meeting Minutes

August 17, 2021

In attendance: Mark, Ashley, Pastor Al, Pastor Dave, Harold, Tom, Sarah, Sandy, Steve, Jeff, Linc, Ros, Maddie

Guest(s): Jason Pearson, Laura Houser, John Arbuckle

7:04pm: Mark calls meeting to order.

7:12pm: Jeff introduces John Arbuckle from Mission Mechanical to discuss Air Handler Replacement. Discussed that there are 8 units total throughout the building. Must replace at least 2 units because one blocks the other in the way units are designed/installed in our building. John states logistically it makes sense to change out all 4 units at once. Current equipment is 24 years old. The updated proposal John is to send Jeff would encompass a completely updated system, complementary maintenance proposal for 1st year, updated pricing, and warranty information. Name brand is "Water Furnace". 4 units stacked would cost \$88,000. If decision was made to replace all 4 units at once it would cost \$136,000. John stated there would be about a 7-10% price adjustment due to industry increases. Jeff brings up concern for someone to oversee Building Management System, suggests property person if we hire a new one. New system expected life span is 18-21 years. 14-16-week lead time on equipment and 2 week swap time from old to new system. Council will vote on this before next meeting after updated proposal is received.

7:34pm: Mark moved to table discussion on Air Handlers. Pastor Dave 2nd. All in favor, motion passes.

7:36pm: Pastor Al discusses Cicero Christian Church preschool leaving Cicero Christian Church. Discussion on how preschool is operated, what needs would be, transportation situation, etc. Contracts have already been signed for Bethel Preschool families. Laura brings up concerns with Covid and germs. Preschool committee voted against proposal to house Cicero Christian Preschool at Bethel. They do not want to disrupt families already committed to Bethel's Preschool. Pastor Dave is to explore state codes for before and after school care in the state of Indiana.

7:52pm: Steve motions that Bethel will not accept Cicero Christian Preschool at this time. Jeff second. Tom brings up discussion of if we could add kids to our program if there is space? Jason Pearson suggests looking into how Cicero Christian runs and if it would compliment or run against what we do at Bethel currently. Sarah brings up concern on competing preschools. All vote in favor, Motion passes to not accept Cicero Christian preschool at this time.

8:04pm: Jason Pearson submits his application to council. Jason leaves the room. Discussion follows. Pastor Al explains Chapter 12 section 3 of constitution, stating Jason can serve until June 2022. Jeff discusses why Jason would be a good fit. Sandy asks what youth person does. Page 25 in Bylaws explains Sandy's question. Ashley asks to switch to Christian Education and leave her seat in Evangelism.

8:10pm: Sarah moves to approve Jason to serve on Council for 1 year. Jeff Second. Passes Unanimously.

8:12pm: Sarah moves to approve Ashley switching to Christian Education ministry head. Tom second. Passes unanimously.

8:13pm: Sarah brings up concern for deadlines on Council applications. Discussion follows. Mark will announce at Saturday service and publish in Happenings. Pastor Al will include in announcements at service on Sunday.

8:17pm: Pastor Al updates council on NALC discussions. NALC shared the following with him: communication, more upfront and direct on what Al will and will not oversee, direct communication between staff and council, offer more feedback in communication process, work better through groups/council, and that Pastor Al should not be the “ring leader”.

8:24pm: Sarah addresses Saturday’s work meeting and asks if it should be a combination of new and old council attending. Mark said it should be new council ONLY and will follow-up with communication to all.

8:29pm: Pastor Al discusses Mission Ministry Day and what that entails. Sept 12th will only have 1 service. Sunday at 10am, then congregational fellowship time @ ministry day. Will be published in FootPrints, sermon Series, etc.

8:34pm: Adjacent Property status – Tom Foreman describes property and what the plan could look like years down the road. There is a need to create a vision. Steve Horton describes past experiences with purchasing land and taking a “leap of faith”. Tom discusses opportunity with property and that congregation member purchased due to time crunch with selling family. Purchase agreement date is July 26. Property must be transferred to church within 12 months. Stewardship campaign could be for a lump sum vs agreed amount OR payment plan by church OR debt reduction plan. Allow Bethel to invest on other opportunities.

8:44pm: Pastor Dave passes out Pastor Al Vision/Mission Statement. Council will cover this on retreat Saturday.

8:50pm: Mark brings up recommendation from NALC that Doug would need to be inactive in the church for 1 year. NALC wants Pastor Doug to send out letter to congregation. Tom discusses how Doug was confused and the letter would not “willingly” be from him. NALC never brought this up to our council. Tom asks that we discuss as a council. Council has never been in discussion about Doug taking a 1-year hiatus. Discussion with NALC and congregates included misconceptions of “forcing” Pastor Doug out. Jeff asks if there are any consequences for Doug if he does not follow NALC suggestion. Pastor Dave says there is no consequence. Jeff asks Pastor Al if he would have any trepidation if Doug were to stick around. Pastor Al says he has zero concern at all.

9:08pm: Steve motions to vote against NALC recommendation that Doug writes a letter and takes a 12-month hiatus. Tom Second, all in favor. motion passes.

9:15pm: Preschool and Sunday School plan for Covid. Pastor Al discusses who will handle overseeing those decisions. Ashley will take the lead w/ Laura and Pastor Al.

9:18pm: Harold discusses finances. Passes out timeline for the year. He will need budget material by Sept 30th. October 19th he hopes to have proposed budget. November we will purpose budget at congregational forum.

9:31pm: Jeff describes handouts he dispersed during property discussion. Potential ideas with the property.

9:32pm: Pastor Dave motions to adjourn. Sarah second. All in favor. Motion passes.