

Bethel Lutheran Church
Council Meeting Minutes
November 16, 2021

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

Guest(s): Pastor Pam

6:35 Prayers and Bible Passage/message

6:47 Meeting Called to Order

Introduction of Pastor Pam again to discuss the 90 Day Plan Progress. Pam reads a letter to Council that she sent to the council. Reminds us of the Pastoral Team submitted the Final Proposal on August 27th. Therefore our plan was established and puts the final review/reveal to be mid December.

Reminds us what the calling of a pastor per the NLAC - that it is a covenant between pastor and congregation. This is a discernment process if it is ever thought to be an end of a calling. Council could decide to end the call and go to a congregational vote. It would take 2/3rds vote from the congregation to remove a pastor. She advises that we don't do this if at all possible as it becomes messy.

7:05 Mark asks Pastor Pam on guidance w/ congregational meeting and how to handle concerns w/ final determination of Pastor Al and how that will not be communicated until after the 1st of the year. 90 day plan came into action after council created action steps. Severance package could potentially be 6 months of salary compensation. Pam shares concern w/ lack of pastors available and large list of churches seeking. Tom Foreman asks Pastor Pam what legal action would be if we cut ties w/ Pastor Al, she could not answer, tells Tom to take it up w/ NALC lawyer.

7:18 Jason Pearson discusses process that was followed w/ Windle on Pastor Al's call. Call process was for associate pastor not for Doug's replacement. Jason brings up how congregation needs were at the time. Pam's son interviewed at Bethel in 2015 and said he stated we were looking for a replacement for Doug.

7:22 Sandy asks what will be presented to congregation on status of Pastor Al. Mark states that at the end of the 90 day plan we will present on Pastoral leadership issues.

7:30 Steve Horton asks when we formulated our 90 day plan. September 18 was when plan was finalized. 90 days from that day.

7:33 Sandy asks what our progress or how we evaluated issues w/ the Pastor. The 90 day plan is more of a check point and to council/leadership accountable for shared vision.

1. Not vote on Status – Mark communicates to congregation – call special congregational meeting in January.
2. Vote tonight w/ no plan in place – call another pastor, which is long way out.

7:41 Tom discusses surveys during 2017 and how we are unsure of pulse of congregation.

7:43 Jason discusses how there is division, we are not creating it, it already exists. Steve asks if either side has seen positive progress in the church. People are not coming but want to be involved in long range planning.

7:51 Creating excitement in congregation is not solely Pastor Al's role. He states it is the holy spirit. When someone is frustrated or in a negative environment we must keep looking forward.

8:04 Tom asks what our for, of feedback should be. We are not receiving accurate feedback from congregation. Mark says we should gauge "temperature" after 90 day plan.

8:10 Pastor Pam brings up Pastor Al's intentional actions.

8:11 Jeff discusses concerns on at least giving an update on 90 day plan. Jason discusses transparency and issues that follow presenting 90 day plan. Steve moves we do not vote, we give an update on 90 day plan, Ashley seconds.

Jeff discusses feedback we may receive on 90 day plan and when/if it should be completed.

Motion passes – 10 in favor Abstentions – 2

8:26 Tom discusses how/what format we can get the feedback we need. Pam discusses open mic or survey but survey should not be unanimous. Pastor Al agrees survey would be good tool but it should be distributed to all @ meeting and via email blast.

8:35 Harold discusses finances and budget. Estimated revenue depends on Nov/Dec. Harold has a notes page for proposed 2022 budget. 28-29k less if take Holly back, Suzy has volunteered to go to volunteer status to make Holly work.

8:41 Linc discusses balanced budget and how many volunteers can we get to support admin. Jason brings up concerns on job description for general manager and Holly's position and how they are full time positions.

8:45 Steve reviews job descriptions and how IT may not be a full time position. Holly will be taking over a lot of John's responsibilities. Mark discusses finance committee and how Jessica Foreman brought up when we invest in people that is where we make up in budget. Most of our budget is in labor/supplemental/facilities. If we are really a growing church, what is our leap of faith? We need to list that out. When there is tangible need, congregation steps up.

8:55 Jeff asks what if we go in w/ a budget and get voted down. Mark states we are going in 6-7% lower w/ same revenue amount. Tom states any budget vote goes 95% or higher pass rate.

8:59 Pastor Dave brings up how do we outreach and get new members to get more people into pews. Sandy says we must intentionally outreach.

9:04 Harold discusses if we keep Holly at what she is currently making, we will lose her. Sandy asks that proposal be Holly goes up in wage and John and Suzy go volunteer status. How do we create an adequate job description for these GM & IT positions?

9:21 Steve motions to accept budget and present to congregation Sunday (\$852,680), 6.2% decrease from last yr budget.

Dave seconds – 3 not in favor, 1 abstention, 8 in favor

Discussion follows vote on office staff and phasing salary out. Mark brings up concerns on why or if there has been any discussion on sharing of giving members in the church. Scaling on Doug impacted our budget last year. Retirement for John must be on an assigned/decided upon timeline.

9:38 Tom moves to amend pervious motion for accepting budget at \$852,680 to \$820, 180. Steve seconds amendment. Discussion follows on how number was derived,

10:01 amendment passes – 8 in favor, 3 not in favor, 1 abstention

10:09 Steve motions to change amendment back to original vote: \$852,680 with contingency on John retiring in Dec 2022 from full time status.

Sarah second—10 in favor, 2 oppose—motion passes.

10:11 Sarah discusses girls troop and needing a decision from council. Provide storage for troop but will not guarantee. Main point of contacts would be Sarah and Jeff. Bethel would be chartered rep, jeff will sign, but sarah will be in charge of girl's troop. Maddie motions to approve supporting the girls troop. Pastor Al second. All in favor. Motion passes.

10:17 Tom informs on adjacent property and presentation. Jason shares excitement w/ giving for property, no monetary amount is too small. Chili cookoff Dec 5th will benefit adjacent property. Tom plans to announce monetary amount will be raised above property amount. Adjacent property should start congregational meeting to build on shared vision.

10:24 Jeff received proposal from Precision. \$91,500 total. Jeff motions to all units for total amount. Pastor al seconds. All in favor. Motion passes.

10:27 October minutes -- revise to show sarah was in attendance. Sandy motions to make this amendment. Sarah second...all in favor. Motion passes.

10:32 Tom motions to adjourn. Mark second. All in favor. Meeting adjourned.

