

**Bethel Lutheran Church Council
Minutes, August 16, 2022**

Attendees: Randy Baskerville, Ros Demaree, Mark Heckman, Jim Herr, Pastor Dave Hill, Steve Horton, Sarah Manro, Mary Jo Mikulski, Jeff Reising, Linc Schneider, Harold Seamon; staff, Eddie Burks. **Absent:** Steve Middleton

Mark Heckman called the meeting to order at 6:32 with an opening prayer. Eddie Burks was welcomed and thanked for all he does for the Bethel congregation and youth.

Administrative Business

Pastor Dave moved, and Randy Baskerville seconded, that the July 19, 2022, minutes be approved as presented. Motion passed unanimously.

In light of the resignation of Sandy Hanke from council, the Christian Education Ministry needs a chair, and the secretary position is open. Pastor Dave moved, and it was seconded, to elect Ros Demaree as secretary. Motion passed unanimously.

Treasurer's Report

Harold Seamon reported that there was no deficit in July, a five-Sunday month. The last July weekend saw gifts of nearly \$5,000 given. There will be three pay periods in September, which always creates a hit on the financial picture, but the hit will be softened this time due to the end of Pastor Al's severance pay-out in August. Another \$10,000 was paid on the farm property; Harold reminded council that a payment is made whenever the fund accumulates \$5,000.

Steve Horton noted that so far giving has been stronger in the second half of 2022 than in the first six months. If this continues in September, momentum will be positive as budgeting for 2023 begins. Harold added that he was hesitant to project the end-of-year financial picture. He thought it would take several months after Pastor Al left in July to adjust but improvement is being seen already.

It was asked why Missions routinely has \$2,500 in receipts. Jim Herr said that tithing as a council was started a while ago, giving funds from the Building Fund monthly to Missions. Randy Baskerville reported that Bethel gives money to missions as it is received; this year about \$19,000 has been gifted worldwide. That includes about \$4,500 two or three times a year to the NALC and \$5,000 to the Heartland Disaster Relief project to help stock the new Connersville warehouse.

People doing fill-in preaching to help ease Pastor Dave's workload will be paid. The common rate is \$150-\$200/weekend. Pastor Dave said that one fill-in organist returns their payment to Bethel, and Linc Schneider commented that part of the Music and Worship Ministry is giving of one's talents, except in highly skilled positions, such as preaching and playing the organ. Jim Herr moved, and Sarah Manro seconded, that the financial report be approved as presented. Motion passed unanimously.

Harold gave budgeting materials to all council members and asked that requests be submitted to him by Sept. 20.

Organist Hiring

Linc Schneider and several other council members praised the abilities of organist Matt Benkert. Linc explained that Matt, a graduate student at Indiana University, is a great musician, highly qualified to be

the Bethel organist, and because he grew up in the Missouri Synod, understanding of the Lutheran liturgy and wants to work for a Lutheran congregation. Due to his studies at IU, it is likely he can work at Bethel for at least three years. Linc moved, and Randy Baskerville seconded, that Matt be hired as a part-time employee, being paid \$12,000 a year without benefits. Motion passed unanimously.

Building Youth Ministry to Grow Bethel

Eddie Burks characterized the Youth Ministry as struggling currently. He meets quarterly one-on-one with youth and always encourages them to invite friends to Bethel.

Eddie urged Council to consider youth outreach as outreach to all and to ask ourselves how we will reach and serve visitors. When parents are not involved in a church, youth will not attend services, classes or events. He said the council and congregation need to ignite energy and make Bethel a place where people want to be every week.

Greeters are needed at the 11:11 services. Pastor Dave greets members and visitors alike at all services, but people expect that from clergy. Eddie said congregants need to welcome guests because a person can tell within 2 minutes whether they will return. Welcome bags are available in the Welcome Center to give to guests. Greeters should invite people to coffee fellowship; it would be particularly helpful if congregants stood at the doors after the 8:45 service to do this for visitors and members alike.

Bethel needs to return to the practice of using welcome sheets, which greeters could distribute. When those are distributed, ministry and event coordinators must commit to contacting every volunteer and having a plan to use them. It was agreed the office staff would be asked to send the welcome sheet template to council to edit and update before the September meeting.

Eddie is excited that the 3D program returns in late August but is concerned about who/how many will attend the Sunday evening events because so many parents are not involved right now in Bethel. This started as separate events for middle school and high school students, but because kids are involved in so many activities outside the church, there was low participation, so the groups were combined. Similarly, At 517 has suffered from outside commitments.

Bethel's challenge is to create community that supports and cares for one another, to be a church family. Eddie believes we are on the brink of an opportunity to create unity. It was suggested videotaping Eddie's presentation and sending it to parents, and council members were encouraged to host a 3D evening. Our goal is to build excitement within the congregation around 3D and put out a sign-up sheet. An intentional action plan is needed to get things done, and people must be recruited to carry out the plan.

Committee Development

Council members should review and update the committee list that was distributed, identifying where more help is needed, and which areas are no longer active or in need of support and returning it to Mark Heckman as soon as possible.

Campout and Ministry Fair

Sarah Manro is the go-to person for questions about the campout, which is Sept. 24. Mary Jo Mikulski is coordinating the Ministry Fair at the campout. The fair may move into the building so worshippers on Sept. 25 can be part of it.

Pastoral Support

Pastor Dave is getting much-needed support but there are still openings. Pastor Doug will return to the preaching schedule. A broader discussion about whether Bethel has more than one pastor is needed. Mark Heckman will talk with Susan Tobison about forming a committee.

Office Staffing

Mark is working with Pastor Dave and the office staff on job descriptions and time sheet procedures.

Food and Baby Pantry

Rachel Carson will coordinate the pantry. She will meet with two volunteers to plan and schedule operations, create community promotion of the resource and get more volunteers.

Master Calendar

Council members were reminded to give Ros dates and times for all meetings and events so there is coordination with the office staff to get everything listed on the master calendar.

Points to the Good of the Order

Thanks to an anonymous gift, Bethel will sponsor a porch at the Aug. 27 PorchFest in Noblesville. Members are urged to wear Bethel gear at it.

Troop 222 asked permission to keep its trailer on the property. Jeff Reising said that was fine with him, as long as it is parked by the other troop's trailer.

Jim Herr gave public thanks for the time and heavy lifting Linc Schneider has invested in Bethel's music needs and to Ros Demaree for accepting the secretary position.

Pastor Dave said Sunday School will launch Sept. 25. Anna Marie Hill has organized a teacher meeting. All materials have been received.

Gary Helgemo and Larry Gray were thanked for their golf cart evangelism, visiting neighbors to do outreach and offer a package of Bethel information.

Eddie Burks thanked the council for its leadership. He said there are things to do now, and it's important for all (council, staff, etc.) to speak the same language and show our love for Jesus Christ.

There being no further business, Pastor Dave moved, and Sarah Manro seconded, that the meeting be adjourned at 8:37. Council prayed the Lord's Prayer before departing in peace.

Respectfully submitted,
Ros Demaree

MINISTRY REPORTS**PASTOR DAVE'S REPORT**

The transition to sole Pastor began with a meeting at Pastor Doug's (our Mission Dean) house. Besides Pastor Doug (and Terri) and myself (and Anna Marie), the meeting was attended by: Mary Jo (via phone), Eddie & Natosha Burks, and Joe Rudy. We discussed preaching, teaching, and visitation ministry support. Mary Jo and Joe both signed up for future preaching dates.

Pastoral Functions:

- ✝ We held a Memorial Service for the Schonk Family,
- ✝ A Healing Service with a congregational meeting that followed,
- ✝ A Wedding Rehearsal was conducted by Pastor Doug for a Jackie Bell & fiancé' from Saint James, and
- ✝ A celebration of life Service for the Poland family.
- ✝ And all worship Services for the month were officiated by me.

For Congregational Care:

- ✝ Phone contacts were made to some of our homebound membership, and I called those about whom information was shared concerning their health condition, asking if I may visit them. (Most, knowing that I had had COVID, didn't request a visit from me.)

All Meetings:

- ✝ Office Staff, Executive Council, and Church Council were attended.
 - ✝ Heartland Mission District
- The Food Pantry was closed until our new directors (Rachael Carson/Gene Crawley) & helpers (organized by Linda Schutte) are able to meet for re-organization.
 - And Sunday School opening day was delayed until the teaching staff assembled, determined materials to be used, and to determine a suitable day for the opening.

CARE AND CHRISTIAN EDUCATION COMMITTEES

These are open seats on the Council

COMMUNICATIONS MINISTRY, ROS DEMAREE

The Pentecost issue of FootPrints published. It was the 21st edition and featured articles by Pastor Dave, Pastor Doug, Jill Dietz, Carol Jacobs, Gay Hanson and Trudy Kussow. John Patterson produces the 24-page magazine. Entering its sixth year, this continues to be a unique ministry for Bethel.

Smiling faces and warm greetings returned at the Welcome Center before the 8:45 service. Roxanna Stowell and Phyllis Anderson will be greeters throughout August and September. More volunteers for other months and other services will be recruited.

MUSIC AND WORSHIP MINISTRY, LINC SCHNEIDER

We had our organist candidate play Sunday, Aug. 14 at 8:45, and he was well received by the congregants I spoke to. He remains very interested in the position and would like to discuss the offer at our next council meeting so to not delay. He is moving this week to an apartment in Bloomington for continued studies into the Doctorate program at IU, which is a 3-year program.

Our Saturday Services are still being covered by yours truly, and I spoke to Brian Robbins on Sunday about possible coverage with some of our youth in the praise band to assist on Saturday. We will also use canned music as needed if I am unable to attend or we cannot find a live substitute.

The music/worship group plans to meet in September after Labor Day to discuss holiday coverage.

Operations by the AV team, Altar Guild, Readers and Greeters seem to be clicking along.

PROPERTY, JEFF REISING

Carol Jacobs has notified me that she will not be able to coordinate the Columbarium Garden next year due to health concerns. I'm sorry she can't continue because she has been great about getting help. Hopefully one of her helpers will step up for next season.

John Patterson has requested that we consider connecting the Narthex door to the patio to the security system so we can program the doors to unlock and stay open as needed, especially on Sundays and for events that access the patio. I am going to get a quote to do that and will report back.

Mowing equipment is holding up pretty well. We have had little expense in this area.

As budgeting starts, there will be many items that will need to be considered for next year. The church is aging fairly gracefully, but we mustn't kid ourselves and put off any necessary work.

September date will be set soon for a fall work day on the farm and at the church.

SMALL GROUPS, MARK HECKMAN

Mark Heckman will continue to introduce Discovery Classes to our Life Group opportunities and develop new materials and approach to encourage new group development.

The Bethel website's page for Life Groups needs to be updated, and I will work with Gay Hanson on that as well as look into a texting program that could be used to make folks aware of each of our groups and when they meet. (with links back to a sign-up page).

Small Groups has experienced some changes in July and into early August. The recently formed Women's Health Group has paused as Sheryl Hefner and Dan are currently away from Bethel. Sisters Without Misters is paused until the fall, when members are available again to resume meeting,

There is interest in forming a new 365 Bible reading group that would use content from an existing online program. Pastor Dave is reviewing the content before the group convenes.

Mark Heckman will pursue online resources that could be used by our Life Groups to add continuity and connect those groups to our Evangelism efforts with Steve Middleton.

The staple groups of Sausage and Scripture, Women on Wednesdays, Circle of Sisters, and Men's Monday Night continue to meet.

STEWARDSHIP, MARY JO MIKULSKI

A calendar to learn about Biblical giving, give our gifts and give thanks for our gifts has been developed.

Aug. 27/28 – Sermon on the Biblical Giver giving our Time.

Sept. 17/18 – Sermon or talk on the Biblical Giver giving our Talent.

Sept. 24 – Picnic/Ministry Fair

October – Sermon or talk on the Biblical Giver giving our Treasure or finances.

Nov., 1st Weekend – Give a Biblical Giver talk and distribute commitment cards.

Nov., 2nd Weekend – Someone gives testimony about their personal giving.

Nov., 3rd Weekend – Commitment cards will be returned, prayed over and blessed. All will be thanked for their gifts.

Monthly during 2023 – A short talk is presented to remind everyone of their commitments.

YOUTH MINISTRY, JIM HERR AND EDDIE BURKS

Eddie Burks and Jim Herr met the afternoon of August 9 at Bethel. We started by getting familiar with each other and learning about what things in our lives made us who we are today. This meeting was meant to build a relationship and trust for Eddie and me to go forward with the Youth Ministry.

We also discussed how we can connect Youth to the entirety of Bethel and infuse energy and excitement for Jesus and our mission. We discussed mostly concepts at this point to set the tone for our next meeting and actions going forward. Eddie and I committed to each other as accountability partners to work on some ideas around Youth activities and directional focus.

REPORT FROM EDDIE BURKS

Hey there, I hope all is well; we had our end of summer trip this past Saturday to Holiday World.

Summer Camp was a success; 8 high schoolers from Bethel that attended. A few testimonials were that they grew closer to God, bonded with other youth from other churches, and are already looking forward to next year.

3D starts again Aug 18th. The youth are looking for families to host these events. Back 2 School dinner/meeting with the youth and parents was held this Sunday. One on One's with students and parents, our quarterly check-ins to see how I can better serve the student and/or family, continue.

I hope this helps and thanks for your support.