

Bethesda Evangelical Lutheran Church Council Meeting Minutes

Date: November 10, 2016

Present: Pastor Cheryl, JoAnn Gustafson, Sue Frank, Duane Soukkala, Jen Kuras,
Theresa Vermeersch, Jason Goad, Sue Coady

Absent: Stacy Colich, Jon Kolb

Visitors: Gene Bryant, Lorna Bryant, Marlys McKinstry, Paula Olson, Dave Beatty, Lynn Beatty, Colleen Bernu, Debby Johnson, Mary Saarela, Cheryl Ankrum, Linda Newlon, Alice Kloepfer, Cliff Kloepfer, Wendy Mitchell, Jeanette Korpela, Pat Durkee, Larry Beckstrom, Carol Beckstrom, Chris Kuras, Jane Joki

Meeting was called to order at 5:30 by Sue Frank

Devotions & opening prayer by Sue Frank

Approval of Agenda: Motion by Duane MSC Jen with the following changes:

Under committee report for CYFM add Wendy Mitchell and Colleen Bernu – under New Business remove Christmas Program

COMMITTEE REPORTS:

CYFM – Colleen discussed the youth program map focusing on dates, grades and what the focus of that date will be. This was passed out to all the Council Members.

Wendy gave a heartfelt talk regarding the CYFM committee. She expressed concern how some members of our committee feel as though they are being bullied by council. She also expressed that we are a church community – family and we need to start acting as one. Wendy also expressed the concern of having 4 volunteers on the CYFM committee and we are doing the best we can. This year we are trying a new Faith Formation program, which is not being well received. She suggested that each council member attend the Sunday Faith Formation and the Wednesday night STORY so they can see exactly what the kids are doing. We all know that everyone has commitments, other things going on in their lives, but we feel if they would come and see for themselves, they may look at the program differently. We have no one volunteering to organize/teach Sunday school so this is the program we have chosen for this year. Let's give it a chance and see where it goes. Whose job is it setting up CYFM and setting up curriculum? This needs to be worked on with the Pastor.

Thank you Debby for cleaning the basement. This is the responsibility of everyone not just one person or one committee.

Worship – December 18th is Cristingle. Worship is working on the Christmas program. We will be having a cross-generational Sunday, December 18th. Thanksgiving is planned. Midweek Advent services – we will have Angel services. Christmas Day is setup for readings, carols and Nooma video along with New Year's Day. Just so everyone is aware, there is no one available for pulpit between now and New Year's. On November 27th there will be a potluck, setting up of Christmas and board games. Everyone is encouraged to attend.

Call Committee – Dave Beatty discussed the process of the call committee. He said it is very frustrating getting all the paperwork together. They way Synod wants the forms filled out take forever. The concern is how do we submit a posting? Do we need to wait until the Annual meeting i.e. what type of position, wages, do not wait?

Social Ministry – no report

Bazaar Report – everything going well – signup sheets, bags, etc. all in place. The committee will meet on Sunday, November 13th after worship.

SECRETARY'S REPORT

Correspondence – none

Approval of October 10th meeting minutes – approved by Theresa MSC Duane.

TREASURER'S REPORT

Approval of October Treasurer's Report – Theresa MSC Duane.

PASTOR'S REPORT

(1) Pastoral Acts and Responsibilities

In October met with Executive, CYFM, visitation team and worship committee.

New member class was held on October 2nd and six individuals will be joining Bethesda on October 23rd.

The second session is rescheduled for October 30th.

Pastor Cheryl met with 9-10 7th-9th grade students on Wednesday nights. I highly recommend that council members attend at least one or two Wednesday evenings to see what is happening. We serve dinner at 5:30 and end with ½ hour worship at 6:30.

(2) Contract Tasks

a. Constitution – Rev. Rollie Brockbrader, the Synods' constitution guru, has approved our revised constitution. Now it can be ratified at our January annual meeting. The 2016 Churchwide-approved revisions to the model constitution need to be made available to members so they can approve at the annual meeting. Those revisions do not need a second ratifying vote.

b. Visitation Team – This team is running smoothly, visiting shut-ins and serving communion, and leading worship each month at the local nursing care facilities. I made a home communion visit and led worship at Sunnyside and IF.

(3) Interim Period – Our Call Committee is still working on our MSP. In conversation with Brenda Tibbett's from Synod, there are still two candidates interested in Bethesda; however they are both interviewing at other churches in the next two weeks. So they may have accepted another call by the time you are ready to interview.

There are not bridge or pulpit fill pastors available now until January 2017. You should also be aware that if you decide to end the interim contract in order to save money, you will take a strong hit on attendance and offerings. At the same time, you want to be in the best financial shape possible for your next pastor.

The current timetable for Bethesda looks like this: Most pastors are not interested in interviewing during the holiday season. So even if our call committee got our papers to Synod this month they would not be able to schedule interviews until January. If they interviewed in January, selected a candidate of choice, and the council negotiated the benefits package with that candidate in January or February, you would then call a special congregational meeting, giving the constitution required of two weeks' notice. Once the congregation votes yes, the call letter must be signed by the council president and the bishop and mailed to the candidate. The candidate has 30 days to accept, which is the same 30-day's notice they would need to give their current congregation. So, the best case scenario would be about 45 days after your congregation extended a call before that pastor would begin. All this is to say that you could have a pastor in place, at the very soonest, late March or April 2017.

(4) Other – The Nominating Committee needs to be called together. I would recommend that I be involved in leading their initial meeting to get them organized and off to a clear start. To do that, Pastor Cheryl will need to have from us a slate of the open positions that need to be filled in 2017.

Here is what a Part Time Pastor would look like:

1. A part-time pastor works 20 hours per week. This is designated in 4-hour blocks; a morning, afternoon, and evening. So a part-time pastor would work five blocks per week:

1. For Bethesda's schedule, a part-time pastor's work week would probably look like this:
 1. Sunday; one morning block
 2. Tuesday; a morning and evening block
 3. Wednesday; an evening block
 4. Thursday; an evening block

For a total of 5 blocks.

In the event of a funeral or wedding, any hours worked over 20 would be deducted from the next week's work time.

2. A part-time pastor would still receive full benefits with Portico for whatever the fulltime pay rate would be. You would simply need to complete a change of call form.

OLD BUSINESS:

We had a lengthy conversation regarding the budget and where we can cut our costs. There was a lot of feedback from the congregation that attended the meeting. They wanted to know where we were with the investments, giving, pastor's salary, etc. Had a lengthy conversation regarding the pastor's compensation – what does this include? It was also brought up to have John Estrem come back and do pulpit supply and confirmation. John said he would do this for \$600.00 per month. He would welcome the opportunity to be there a couple of Sunday's per month and work with the confirmation class. John would need permission from the Bishop before he can come into Bethesda and do pulpit supply and no one from council has discussed this John. The council will setup a meeting with John to discuss the council's expectations and John's expectations positive or negative. Whatever is decided, we must give Pastor Cheryl a 30 day notice.

NEW BUSINESS

Synod Contribution - had a good discussion on how we need to re-evaluate the Synod Contribution. We could pay 8.3% monthly giving versus a fixed amount every month. Sue Coady will write a letter to the Synod telling them we are reducing our Synod belevance to 8.3% of what we take in monthly vs what we had budgeted. Jason Goad made a motion for monthly contribution to Synod belevance to be 8% of monthly envelope giving – seconded by Jen Kuras – motion carried.

NEXT MEETING: Thursday, January 12, 2017 at 5:30 PM

EXECUTIVE MEETING: Tuesday, January 3, 2017 at 6:00 PM

NEXT DEVOTION, PRAYER AND TREATS:

ADJOURNMENT: Motion to adjourn by Theresa MSC John followed by the Lord's Prayer

Meeting adjourned at 8:29 PM

Respectively submitted,

JoAnn Gustafson
Secretary

