

Bethany Lutheran Church Council Meeting

Mission: We INVITE all; We GROW in Faith; We GO to share God's love and grace

MINUTES from: Monday, September 11, 2023 (prepared by Wanda Bock)

COUNCIL MEMBERS: P= Present A=Absent Z=Zoom

Jodi Babineau-P	Jack Berkseth-P	Wanda Bock-P	Pat McCann-P
Bill Evans-P	Ted Hakala-P	Bun Hanson-A	Tammy Lundquist-P
Audrey Kusilek-P	Dave Myre-A	Tammy Roberg-P	
Mike Diercks-P	Ed Skaw-P		

STAFF MEMBERS:Pastor Arthur

PREPARATION:

Audrey read a letter from Amy Brekke explaining our programming/campaign for this year. It is called "Shine Jesus Light". Pastor Arthur has written a special prayer for committees and groups to use as they gather this year.

Devotions: Jack led devotions with "More than we can ask or imagine".

Sharing Joys and Concerns.

Pastor Arthur offered an opening prayer.

Approval of the Agenda: Motion to approve the agenda with the addition of Deb Slagstad to give an update on ETC and correct the date of Exec. Meeting to October 2nd. ES/JB. Motion passes.

Approval of Council Minutes April 17, 2023: Motion to approve minutes. TH/TR. Motion passes.

Financial Reports: Ted brings up we are behind on budget and what are we going to do to figure out why and what can be done. He suggests putting together a committee composed of council members and congregational members to come up with strategies. Ted and Bill volunteer to be on the committee and anyone else who might want to join can contact Audrey. A few more people from the congregation may be asked to join along with Wendy Markgren and Joe Erickson. Motion to approve the financials. PM/TH. Motion passes.

ETC final report: Deb Slagstad gave her final report from the ETC. See written summary report in council packet.

OLD BUSINESS

Financial Services: Amanda, Jenny, Pastor A and Audrey met. They are working on getting Amanda access to the Trust Account files (view only) and also would like to get an online credit card working. Maybe when Jenny gets fully trained she can work to make that happen.

Staffing: Jenny requested changing her title from Director of Finance to Business Coordinator. She feels it better describes her job. Everyone was in agreement.

Employee Handbook: Tom Lundquist from the Personnel Committee joined us. Pat asked if the committee had looked at PTO versus vacation/sick time. Also, maternity/paternity leave. Tom stated they had not discussed those things. They are mainly looking at making sure vacation was competitive in the current job market, how we will pay out vacation upon separation of employment in the future and how vacation will be accrued. We will plan to vote to accept the changes next month.

NEW BUSINESS:

INFORMATIONAL ITEMS:

Audit: Audrey reported she has done some checking about how often other churches within our synod have audits done. Most do not have one every year and when they are done they are internal. So it appears our plan to have another internal audit is acceptable. Wanda reports she will be contacting Eric Pelle and Dan Ellefson in the near future and will report back at the next meeting if they are willing to help with the audit.

Hail Damage: Audrey reports we have gotten some damage estimates. Insurance says there is about \$160,000 total damage. This includes asphalt roof, soffits and fascias on the church, garage siding and roof, and french fry booth siding and roof. We now need to get some quotes to see how they compare to insurance coverage. The work may have to wait until spring.

Capital Campaign: Audrey brings up that we need to discuss a capital campaign in the near future. This would go to cover the cost of fixing the stained glass windows and possibly to fix the air conditioning for the Gathering Room. The Property Committee received an estimate of \$75,000 from Trane. We will need to get another estimate.

150th Year Celebration: Pastor Arthur will lead the planning starting towards the end of the year.

Fall Stewardship Campaign: Pastor Arthur reports the Stewardship Committee has been putting together a campaign called Grow 10%. It is a campaign Pastor Arthur has used before and has found to be successful. It will include temple talks. More info to come.

Other comments/suggestions: Pat suggests that with our budget shortfall maybe we should consider a freeze on spending. Ted brings up that he has heard comments about changing to only one service on Sundays. Pastor Arthur concurs that it is something to consider. Jack offers to host a potluck at his home the Saturday night of the Women of the Church presentation on October 14th. Mike will check with Anita to see if that is something she is interested in. Wanda notes someone needs to take Mackenzies devotions for November and offering/lockup for November 10:00 and December 10:00. Ed will take November devotions.

REPORTS: Pastor Arthur reports that new employees are in place and morale is high. See other staff and committee reports.

Meeting Adjourned.

NEXT MEETINGS:

October Executive Team: Oct. 2, 2023 4:30 p.m.

October Council Meeting: Oct. 9, 2023 5:30 p.m.

ASSIGNMENTS:

October Devotions: Mike Diercks

October Offering/Lock up: 8:00 a.m. Mike Diercks 10:00 a.m. Wanda Bock

