Bethlehem Lutheran Church
Council Meeting Minutes
Tuesday, November 20, 2018

Present: Greg Andrews, Michelle Kovar, Patrick Dockins, Chad Carlson, Mike Corbett, Joe Boyle, Judy Hanson, Rob Blount

Staff: Pastor Sarah

Meeting called to order at: 6:32 PM
Meeting closed at: 7:40 PM

Agenda Item #1: Minutes from 10/16/18 Council Meeting

Discussion:

Motion: Accept the 10/16/18 minutes as submitted.

Motion: I move to accept the minutes as written
Motion: Patrick
Second: Chad
Outcome: Passed

Agenda Item #2: Staff Review Process

Discussion: Greg discussed the process of this year’s staff review process. He walked the council through the dates that were followed this year.

Conclusion: Council wants to know market adjustments and how some are adjusted based on merit. Council to develop a chart to outline who is receiving what and why. The executive committee will continue to perform the staff review.

Action Items:
___ Patrick to develop a chart for the staff to use to share information with council exec and for council exec to share with all of council.
___ Develop criteria for bonuses and pay raises.

Agenda Item #3: Staff and Council Interaction

Discussion: Greg reminded the council why the document was written and what it hopes to accomplish.

Motion: Accept the Council and Staff Interaction Guidelines as submitted

Motion: Patrick
Second: Judy
Outcome: Motion Passed

Action Items:
___ Council to develop a folder and booklet for future council member
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**Agenda Item #4: Pastor Sarah Report**

**Discussion:** Pastor Sarah reminded everyone about our pastoral coverage while she is on family leave. She discussed the communication strategy that will be used to communicate to the congregation the pastoral coverage and availability.

Discussion occurred over how staff will be supervised while Pastor Sarah is on leave. Pastor Sarah updated the council on expectations set with staff while she is out. This includes having their goals in place so they can work on them while she is gone.

Pastor Sarah provided an update on our Intentional Impact progress. Clarity, discipleship and lay leadership will be our focus.

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**Agenda Item #5: Deacon Heather Report**

**Discussion:** Patrick provided a brief summary of Heather’s report.

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**Agenda Item #6: Pricing on Properties**

**Discussion:**

**Motion:** To accept the recommendation from the realtor to update the pricing on the lots as follows: Lot A $250k (house facing 3rd Ave); Lot B $200,000 (vacant lot if re-surveyed); and Lot C $190,000 (house facing 5th Ave). That brings the purchase price of the entire property to $640,000.

**Motion:** Patrick
**Second:** Joe
**Outcome:** Passed

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**Agenda Item #7: Justice Advocacy Mercy Report**

**Discussion:** Kelly shared a report with the council outlining future advocacy and mercy work.

Tabled until next week.

**Conclusion:**

**Action Items:**

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**Agenda Item #8: Building Update**

**Discussion:** Michelle discussed the first communication. A couple of things are happening behind the scenes. The next meeting will be a number crunching meeting where more final numbers will be determined.

She reminded the group that a monthly newsletter will be going out about the building progress.

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**Agenda Item #9: Thank yous**

**Discussion:** Tabled until next meeting.
Agenda Item # 10: Preparation for next week

Discussion: Our next meeting will be tough one. As we go into the budget drafting process we will have some tough decisions to make. We will need to decide the appropriate use of the gifts we have been given.

Exec committee will present a recommendation to the rest of the council. We are open to creative ideas. Please pray and consider the choices in front of us.

Please keep the discussions in confidence. Timing is important and sharing information outside that timeline will make things more difficult than needed.

Pastor Sarah shared that Heather will share a few slides with the council next week that will drill down into the details and help us understand where we are with our finances.

It was recommended that we evaluate the giving campaign over the past few years and determine the issues behind giving.

Agenda Item #11: Pastoral Call Update

Discussion: Progress is moving forward. Some interviews have been scheduled in December for two candidates.

Agenda Item #12: Motion to close

Discussion:

Move: Patrick
Second: Joe
Outcome: Passed