

**Bethel Lutheran Church Council**  
**Minutes, July 18, 2023**

**Attendees:** Randy Baskerville, Jill Duncan, Jim Herr, Tom Hooper, Annette Lang, Sarah Manro, Mary Jo Mikulski, Steve Middleton, Linc Schneider, Harold Seamon. Guests: Tim Wuwert, Ros Demaree

Jim Herr called the meeting to order at 6:38, asking Linc Schneider to lead the council in an opening prayer.

Congregant Tim Wuwert made a presentation, asking that the cabinets in the southwest corner of the sanctuary be moved to the northeast corner when the sanctuary lights get changed. In their present location, they cover HVAC vents. A volunteer crew will be needed to empty the cabinets and load them on to furniture dollies. Permission was given.

Tim also pointed out that the worship script, slides and the information the AV booth receives is not always consistent, creating frustration among the volunteers. He asked that there be accountability and the problems corrected. Jim Herr agreed to talk with the office about correcting the problems.

**Minutes**

Jill Duncan moved, and Randy Baskerville seconded, to approve the June 16, 2024, minutes as presented. Motion passed unanimously.

**Finance Report**

While there was a deficit in June, we are \$3,888 in the black year-to-date. The budget includes salary and benefits for a second pastor beginning in August, therefore finance reports will be more positive in coming months. Mary Jo Mikulski moved, and Jill Duncan seconded, to approve the submitted report. Motion passed unanimously.

**Ministry Assignments**

Annette Lang agreed to lead the Communications Ministry.

**Officer Elections**

Mary Jo Mikulski moved, and Steve Middleton seconded, to elect Jim Herr to a second one-year term as president. Motion passed unanimously. It was moved, and Sarah Manro seconded, to elect Mary Jo Mikulski to a second one-year term as vice president. Motion passed unanimously. Randy Baskerville moved, and Jill Duncan seconded, to elect Annette Lange to a one-year term as president. Motion passed unanimously.

**Holly Eldridge Salary**

Due to changes in the federal labor laws regarding exempt employees, the Executive Committee proposed moving Office Manager Holly Eldridge from a salaried to an hourly employee. She would be paid \$24 per hour, which is a 5 percent pay increase. Questions were raised about the number of hours the office is open. Under this change, the office manager would be required to work 35 hours per week. It was moved, and Steve Middleton seconded, to accept the Executive Committee proposal to pay Holly Eldridge \$24/hour with overtime paid at 1.5 times her hourly rate. The motion passed 8-1. Tom Hooper agreed to update Holly's employment agreement and ensure it follows the personnel manual.

**Office Hours**

Concerns were raised about the need for the church to be open more hours to the community, particularly on Mondays, though the pastoral team does not need to staff the office those days. This will involve updating the personnel manual. A motion to increase Pastor Doug's salary to be commensurate with the time he's working was tabled. Sarah Manro moved, and Annette Lang seconded, to have the office open 9 a.m. to 4 p.m. Mondays and 9 a.m. to 2 p.m. Fridays, in addition to the already scheduled hours on Tuesdays-Thursdays. Motion was tabled to the August meeting.

**Fall Festival**

It has been suggested that a Fall Festival replace the annual Trunk or Treat event on Oct. 26. This will be discussed at a future meeting.

**Council Retreat**

The council met in an all-day retreat July 13. Discussions from it will be revisited at the August council meeting.

**Call Committee**

Jim Herr and Mary Jo Mikulski will meet with the Call Committee on July 22, sharing information they have learned through discussions with NALC staff regarding Bethel's call.

**Marilyn's Place Board**

Marilyn's Place has asked Bethel to appoint someone to a seat on the nonprofit's board of directors. Randy Baskerville will make a call for volunteers at worship July 21.

**Go and Tell Ministries**

Given the time and leadership Go and Tell Ministries provided at the July 13 council retreat, Tom Hooper asked Missions to consider a gift to that ministry.

The meeting adjourned by consent at 8:22 p.m.

Respectfully submitted,  
Rosalyn Demaree

**JULY 2024 MINISTRY REPORTS****CARE MINISTRY, JILL DUNCAN**

Pastor Doug has been working diligently delivering graduation blankets to past grads and having a good discussion with parents and/or young adults. So far, he has been able to meet up with 15 or more. These are blankets that never got delivered dating back to 2017.

Creative Spirits group is sharing some of their Prayer Shawls with Hamilton Trace to be used for Bingo prizes.

Circle of Sisters have scheduled November 2 & 3 for their annual Craft Sale. Letters will be going out soon inviting vendors to participate.

**COMMUNICATIONS MINISTRY, ROS DEMAREE**

Thanks to contributions from the various ministries, Pastor Dave and the office staff, the 2023 annual report was published and emailed to the congregation. Hard copies are available in the Narthex, and it will be added to the website.

**FELLOWSHIP MINISTRY, JIM HERR**

Fellowship had a good event on Friday, June 21 with Rick and Holly Garrett singing, and folks were grateful we moved it indoors on such a hot evening. All had a great time and attendance was OK. Might have been better attended if everyone knew we moved indoors, but we did the best we could to notify folks.

We have a very fun event coming on July 21 after the single service with Hot Dogs, Hamburgers, and Bethel Sweet Corn on the grill and folks bringing their favorite sides. This is a true picnic with games, and we look forward to good attendance. We are meeting on Monday, July 8 to finalize the logistics and organize volunteers.

**MUSIC AND WORSHIP MINISTRY, LINC SCHNEIDER**

We continue to seek volunteers for various groups. Would like to build more usher and greeter groups to accommodate new and existing visitors/congregants. Should be a better process. Continued struggles with getting music/script slides correct and in order. Needing more accountability in this area and support. Preparing the 11:11 group to lead a single service outdoors for the 21st of July.

**PROPERTY MINISTRY, JEFF REISING**

1. Painting complete, they did a great job.
2. Concrete work keeps getting delayed due to all the rain. Hoping they can get to it before August 13, when LCS starts their new year.
3. Spoke with Susan Harper - current estimates for enrollment, 45 students on Mon, Tues, Thurs, 27 on Wednesday and 10-15 on Friday. Current confirmed is 34 with 6 in enrollment process and 10-12 more interested.
4. Miles Roberts has backed away from the volleyball project and is instead going to work with Jill to redo much of the wood shelving supports for clothing racks. A great worthy project, he is on vacation but will get with Jill soon.
5. Looking for feedback regarding reupholstering the pews and installing new foam. Is it a job that can be done in house? I will attempt to get pricing going but if someone wants to measure for material needed per pew, that would be very helpful. This project is what we talked about when we sold the bus. \$8000 available for new light bulbs, replacing sensor on the ceiling. It has come to my attention that Phil Lange has taken it upon himself to clean the sanctuary carpet. Not sure how far along he is but has stated he want to work towards the fellowship hall next. Great effort on Phil's part.
6. Not really property, but I sent out a note this past week about a man named Tony Lamp. I don't want this to get lost in the shuffle. Has anyone heard of anything happening yet?

7. It was brought to my attention that our playground that is fenced is in need of more mulch. That was not budgeted and it isn't cheap. Thoughts on this. I'll revisit when I return around the 27th of July.

**SMALL GROUPS MINISTRY, STEVE HORTON**

Dinner groups are ongoing. Some members are vacationing, so substitutes have been invited to fill out the group. Please continue to tell your friends about this fun evening around food and fellowship. Still room for others to join.

I will be organizing a Small Group committee from the Engagement sheets in the next few weeks. This will allow us to identify exactly which groups are active and where we might have opportunities to expand our ministry.

**STEWARDSHIP MINISTRY, MARY JO MIKULSKI**

In June, I preached on Stewardship as a Christian and how to be a good steward in our daily life. I emphasized the way we lift up Bethel through our giving and explained the three ways to give on a weekly basis; through our envelope, online and placing a green card in the offering plate or using one of the orange envelopes in the pew. Being a good steward of all that our God has given to us is our way of thanking and rejoicing for God's grace and mercy. May each of you be good stewards of all that