

Bethel Lutheran Church Council Minutes

November 14th, 2024

Attendees: Jim Herr, Steve Horton, Jill Duncan, Sarah Manro, Steve Middleton, Mary Jo Mikulski, Jeff Reising via phone, Linc Schneider, Harold Seamon, Annette Lang.

Property Report- Jeff Reising

Before the meeting was called to order, the concern about the need for lighting to be replaced in the sanctuary. There was also discussion about the need to replace a old fire alarm that is not working properly. After discussion of dates and the need for volunteers to help. There was also concern about getting special equipment in the sanctuary to be able to replace the lighting. It was decided that November 21st and 22nd were the dates for getting the equipment needed to replace the lighting in the sanctuary and the fire alarm would be looked at during that time. Harold Seaman will help in coordinating the volunteers.

The meeting was called to order at 6:30pm. Devotion was given by Mary Jo Mikulski.

There was discussion on the minutes for the month of October. In those minutes there was a discussion point made that the Congregational meeting needed 51% attendance to have a quorum. This was misinformation. There was a request that this information be removed.

There was also discussion on annual reports that are needed for the annual congregational meeting in June of 2025. Ministries annual reports are due at the end of December in 2024. The annual reports are from December to January. Copies of the minutes are to be put in a binder and a hard copy of the newest minutes are to be posted in Narthex with other information regarding the church.

Proposed motion was made to approve the minutes for October of 2024. Steve Horton moved the motion Sarah Manro seconded to approve the motion. Motion passed unanimously.

Financial Report

The CDs were rolled over again with interest for 6 months. They currently have a balance of \$256,065.00 and at the end of six months at 4.4% interest the council can decide what to do with the CDs when they mature again in 6 months.

The Designated Fund report has a report called Bethel LCS that accumulates \$1,750.00 every month from Legacy. There was discussion about whether to leave that money in that account or to transfer it to the building fund or to the general fund. It was decided to leave the money in that account and to transfer the money to specific accounts when it is needed at that time.

The proposed motion was made to approve the financial report for November of 2024. Jill Duncan moved the motion, Steve Middleton seconded to approve the motion. The motion passed unanimously. (15:10)

There was discussion regarding the congregational budget meeting. There 29 votes that accepted the current budget and this was enough to pass the current budget.

The discussion with the council was that the meeting went well and all the questions from the congregations were answered openly and honestly. In the council discussion it was noted that the evaluation process is being reviewed for Bethel to use in the near future. There was concern about how Bethel's HR manual compares to NALC guidelines for evaluations and PTO for employees. Currently all of this is under review. (36:00).

Call Committee Report-Steve Horton

There was a virtual interview with a candidate. The initial interview was with 2 members on the call committee. A second interview was scheduled with the

candidate and more members of the call committee were scheduled to be present. Before the second interview was scheduled the candidate decided he needed to reconsider. The candidate was concerned about moving so far from where most of his family currently lives. The Second interview never occurred. The position is now posted as a lead pastor role versus a senior pastor role. The committee has also decided to put a posting on Church staffing.com to see if this would help in getting more candidates that are available and to see if there is any interest in the position.

There was discussion of the December council meeting and what the council wants to have a party with spouses or not and what to have as far as a meal. It was decided to have a just the council and it would be a pizza party and Annette will order and pick up the pizzas. The next council meeting will be on December 17, at 6:30pm.

Classical Conversations-Jeff Reising

Jeff will be talking to Classical Conversations about paying some money to offset the cost of the addition water testing that is now needed due to the increase in the number of people in the building using the facilities. Jeff plans on having a conversation with the administration of Classical Conversation this week. Classical Conversation has received a letter, but they have not responded to the letter.

Old business

The focus was on the need to have volunteers in the office on Mondays when the Classical Conversation group is in the building. The council is interested in trying to make a connection with the 150 plus people that are using the church and to be available to answer any questions that may come up regarding Bethel as well as any possible emergency that might occur.

New Business

Linc Schneider is requesting a pay increase for Sharon the organist, so that he can get her to organize and lead the bell choir. Linc could also use Sharon's help in getting all the music covered for Advent and Lent. For the Advent services there are 10 additional services and for Lent services there will be 12 services that need the music programming organized. Sharon is interested in helping more and Linc needs help. Linc will work on getting the proposal put together for the December council meeting.

Steve Horton moved to adjourn the meeting; Sarah Monro seconded the motion.

Agenda for Council Meeting on 12/17/24

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|----|-------------------------------------|---------|
| 1. | Devotion | Jim |
| 2. | Approve Minutes | Annette |
| 3. | Approve Financials | Harold |
| 4. | Pastor Dave Vacation Request | All |
| 5. | Volunteer Coordination | All |
| 6. | Sarah Manro Discussion | Sarah |
| 7. | Old Business | |
| a. | Re-visit office expectations | |
| b. | Retreat topic and possible actions | |
| 8. | New Business or reports | All |
| a. | Council Communications | |
| 9. | Prayer and Adjourn Ministry Reports | |

Ministry Reports

Staff Report-John Patterson

Attached are Comcast documents for their proposed new 24-mo. phone service & equipment agreement. Our security/service vendors (Nelson Alarm, Elwood Fire Eqpt & Sharp IT) agree with this proposal which meets all of Bethel's requirements pertaining to our elevator & alarm systems. Legacy will still have their own dedicated internet ip address as they do now.

NEW 24 MO. COMCAST SERVICE/EQUIPMENT AGREEMENT (\$428.40 mo.)

- COMCAST BUSINESS SERVICE ORDER

\$204.95 / mo. for internet & 4 phone lines. (includes dedicated emergency elevator ph line required old existing copper line)

- SERVICE ORDER AGREEMENT—BUSINESS VOICEEDGE SERVICES

\$223.45 / mo. for VOIP (voice over internet protocol) voice system with new leased 24 mo. equipment. (Replaces old obsolete owned phone eqpt./system—charges recently increased from \$550 to 778 off agreement.)

- INTERNET SPEED 1.25 gbps

Updated speeds: 1.25 gbps download/300 mbps upload much better with streaming video services / playing videos on our network (old system is 1 gbps download/35 mbps upload)

- VOIP PHONE SYSTEM—phones movable to anywhere in church with ethernet port. (Integrates with computers/cell phones.)

- o 5 Poly VVX 250 Desk Base Phones (church offices)

- o 1 Poly Rove 40 Wireless Phone (to use throughout church)

- o 1 Poly Base station with 2 Poly RB Repeaters (extends wireless phone)

- 1 MOBILITY LINE FOR ELEVATOR (existing copper line)

- \$500 CREDIT will be issued after the agreement is executed.

Once documents are signed & approval, Comcast will ship the phones/equipment to church. Installation will be scheduled. New billing will begin after completion of the accepted documents.

Finance Report-Harold Seamon

The documents that comprise the November 2024 General Fund treasurer's report are attached. Some notes about the report:

- Revenue – November revenue totaled \$43,761.30, up slightly compared to October's revenue of \$42,664.30. Revenue was up due to farm income of \$5,500 in November. You may note contributions in November were down approximately \$4,800 compared to October. Last year November total revenue was \$57,982. Revenue January through November this year totals \$535,044. Last year revenue January through November totaled \$546,313.
- Expenses – Total expenses in November were down \$3,711 compared to October, primarily due to lower salary and benefit expenses. Much of the reduced expense came from fewer pay dates for John Patterson and fewer insurance payments in November.
- Revenue Minus All Expenses – Revenue minus expenses in November equaled \$1,695.68. Revenue minus expenses for the year to date is still positive at \$15,402.61.

A report showing monthly in-person attendance is also attached. Weekly attendance reports come out from the office.

If you have questions, feel free to email or call me.

Respectfully submitted,

Harold Seamon

765-432-5433

harold.seamon@comcast.net

Music Ministry Report-Linc Schneider

Bethel Ministry Report: Worship and Music_

Date: __12/11/24_____

Last meeting date of committee (if applicable):__12/10/24

Members of committee (if applicable)

Trudy K, Sharon, W, Ernie S, Mike M, Suzy P, John P

Recent activities:

Advent and Sunday Services – Music

Weekly Worship helpers

Helping with Caroling

Short Term Plans of Activities:

Advent/Christmas Music

Rehearsals

Long Term Plans of Activities:

Coverage of Easter and Lent Services – Music and Helpers

Small Group Ministry- Steve Horton

Bethel Ministry Report:_____Small Groups_____

Date:____12/16/24_____

Last meeting date of committee (if applicable):____Pending_____

Members of committee (if applicable) Jane Nee, Anna Marie Hill, Tom Hooper, Harold Seamon

Recent activities: Attempting to form a functioning committee to determine what current Small Group activities exist, which can be developed, and planning future Dinner Groups and Progressive Dinners

Short Term Plans of Activities: Finalize committee member participation. Understand current scope of Small Group activities. Determine a chairperson who can manage scheduling the next set of Dinner Groups.

Long Term Plans of Activities: Share the current Small Group opportunities with the congregation and increase participation. Determine any new Small Group opportunity and have volunteers organize and drive it based on interest. Lots of chances to get involved but we don't have a clear picture of what is currently happening and need to get the word out much better.

Care Ministry-Jill Duncan

Care Ministry held a Grief through the Holidays workshop on December 8. Very nice and appreciated. About a dozen in attendance.

The Sonshine Cub furnished meals for the Stowells upon Roxannas passing.

Circle of Sisters had their craft sale Nov 2-3. They made +/- \$1400 which half goes to their water mission.

Youth Ministry- Sarah Manro

Youth are taking a break for the holidays since we meet Wednesday nights and that is when the midweek Advent services are meeting. Confirmation kids met with Carol Hansen on Nov 17th and learned all about the pantry - how it is supplied, the people we serve, etc. We have one more Confirmation class this calendar year and then will break until Jan 12th. Comedy Night, to benefit the youth, is scheduled with Rick Garrett, for Friday, February 14th.

