

## **Bethel Lutheran Church Council Minutes- Draft**

### **March 25, 2025**

**Attendees:** Gary Helgemo, Jim Herr, Steve Horton, Steve Middleton, Mary Jo Mikulski, Linc Schneider, Annette Lang, Wes Wells, guest speaker.

Meeting called to order at 6:38pm.

A Motion was made by Steve Horton to accept the minutes from the February council meeting, Motion was seconded by Linc Schneider. Motion passed unanimously.

### **Quick recap**

The church council meeting covered financial updates, attendance figures, and the formation of an Innovation team to address key areas of focus. Updates were provided on supply pastors, service schedules, and plans for upcoming services, including Holy Week and Easter. The council also discussed various administrative and operational matters, including property improvements, council member terms, and challenges with coordinating the food pantry.

### **Next steps**

- Wes to lead the innovation team brainstorming session on Thursday to develop the interim pastor's ministry focus.
  
- Holly to proceed with the \$499 sponsorship for the 4x4 inch ad on Mountain Heights athletics T-shirts.
- Steve to work with Holly on updating the engagement form format and content.
- Jim to prepare for a discussion about attendance tracking methods at the next council meeting.
- Mary Jo to organize a dedication for the historical room before Easter, between the two services on Palm Sunday.
- Jeff to coordinate volunteers for various property maintenance tasks including window cleaning and columbarium cleanup.
- Council members to consider potential candidates for the two upcoming council openings and personally ask them to apply.

- Annette to seek a co-coordinator or replacement for the food pantry management starting June 1st.
- The council will review and vote on changes to the engagement form and clipboard usage at the April 15th meeting.
- Jim to handle any death notifications and visitations until an interim pastor is in place.
  - Council members will review the weekly Excel file sent by Jim containing volunteer information.
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## **Summary**

### **Church Financial Update and Attendance**

Jim provides an update on the church's financial situation and attendance. The February revenue was \$35,003.82, the lowest since January 2021, while expenses were \$37,573, also the lowest since January 2021. The church experienced a deficit of \$4,592.51 for the month. Attendance in February 2024 was 781, down from 458 in February 2025. Jim notes that while February typically sees lower attendance and finances, the 8:45 service has shown some improvement in recent weeks.

A motion was made by Jim Herr to approve the finance report for February of 2025, it was seconded by Steve Horton. Motion passed unanimously.

### **Innovation Team Brainstorming Session**

Wes presents the newly formed Innovation team and its upcoming brainstorming session. The team will focus on five main topics: the interim pastor's ministry focus, the full-time pastor's ministry focus, creating partnership models with building users, the ministry leadership model, and healing within the church. The process involves gathering input from the congregation, holding brainstorming sessions with 5-7 people, and creating storyboards and journey maps to share with leadership and the congregation. Wes emphasizes the importance of involving different members of the congregation in each session and seeks council support for reviewing and approving the team's recommendations before sharing them with the congregation.

### **Supply Pastors and Service Schedules**

The council discusses updates on supply pastors and service schedules. Linc reports that organ coverage is secured through April 26th, and plans are in place for summer services, including a monthly combined service. There are efforts to improve communication with visiting pastors about service flow. Linc shares his

vision for enhancing worship music, including incorporating brass and instrumental elements. The council reviews upcoming service coverage, with Pastor David Smith scheduled for Palm Sunday and Easter, and various other pastors and council members covering other services. Plans are made for Holy Week services, including stations of the cross and sunrise service on Easter. The council also briefly discusses compensation for supply pastors.

### **Council Discusses Property Improvements and Engagement**

The council discusses several administrative and operational matters. Jim provides updates on various property improvements and maintenance tasks, including work on the historical room, parking lot resurfacing, and water testing. They review the announcement schedule and discuss council member terms and reelections. The group also considers sponsoring a t-shirt for a local school's athletics program. Steve Horton gives an update on the friendly engagement form and suggests improvements to its format and usage. The council discusses attendance tracking methods and potential changes to the engagement form. Mary Jo raises a question about the protocol for when someone dies and calls the church. Annette discusses challenges with coordinating the food pantry and the need for additional volunteers. The meeting concludes with a brief discussion on using the pantry for evangelism opportunities.

There was a motion by Steve Horton to adjourn the meeting at 8:10pm, it was seconded by Steve Middleton.