

September 17, 2024 Council Minutes-Amended

Attendees: Randy Baskerville. Dave Hill, Sarah Manro, Steve Middleton, Mary Jo Mikulski, Jeff Reising, Linc Schneider. Harold Seamon, Annette Lang

The meeting was called to order at 6:32 pm by Mary Jo Mikulski. Mary Jo opened with a devotion referring to the stewardship campaign theme of the gratitude factor.

The Minutes for the Council Meeting on August 20, 2024, were not approved.

Glenn Conn from Marilyn's Place came to speak on his concerns for lack of money and that Marilyn' Place may have to close. Glenn said the demands are increasing and the needs of the community are great. A grant would be useful to Marilyn's Place. Marilyn's Place is considered a mission of Bethel and Glenn is willing to provide the church with a list of items needed so it can be brought to the attention of the church. Holly is working on getting the electric bill paid for Marilyn's Place.

Proposed motion was made that missions will give Marilyn's Place \$1000.00 for expenses and the council will review how to move forward with helping Marlyin's Place.

Jeff Reising moved, and Randy Baskerville seconded, to approve the donation to Marilyn's Place. Motion passed unanimously.

Finance Report:

- Revenue – Contributions in July totaled \$43,222. This is down compared to June which might be

expected since June was a "5 Sunday Month". Monthly contributions this year average \$50,307

- Expenses – Total expenses in July were down over \$6,000 compared to June. The decrease was due to lower utility expenses, lower property expenses, and no property insurance premiums due in July. Salary and Benefit costs were up

in July because three payrolls were paid in July compared to two in a typical month.

- Revenue Minus Expenses – We had a \$5,192 deficit in the General Fund for the month of July. We now have a \$996 deficit through seven months.
- Designated Fund – Most of the changes we talked about for the designated fund at our council meeting last month have been made. The updates are still “a work in progress”.

Steve Middleton proposed a motion to accept the treasures report, Randy Baskerville seconded the motion. Motion passed unanimously.

The next item discussed was the proposed budget for 2025. Because this involved a discussion of Pastor Dave’s salary he volunteered to leave the meeting.

A proposed motion was made by Steve Middleton, for a proposed budget Pastor Dave’s salary is increased by 3% in his compensation package.

Randy Baskerville seconded the motion. The motion passed. One council member abstained from voting.

Amendment to the motion regarding Pastor Dave’s salary.

This amend occurred after it was discovered by a board member there was not a quorum. There was a quorum when the meeting took place. However, one member was attending virtually, and internet connection was lost during the time that the voting took place for an increase in Pastor Dave’s salary. The discussion of Pastor Dave’s salary will take place when a quorum is present. Please see the minutes on 10/15/2024, for the official vote on Pastor Dave’s salary.

It was also decided that the \$150.00 allocated to Mutual Ministry should be left in the budget for 2025.

Council Budget Discussion 09/17/2024

1. **Budget Preparation** - Materials were sent out to council and staff members September 12 through September 15. The due date for return is **October 6**. Jim hopes a final council decision on the 2025 budget to present to the congregation can be made at the October meeting.
2. **Revenue Comparison for Last 12 Months** – See chart on back.
3. **Lead Pastor Compensation in 2025 Budget** – Last year we included compensation for a Lead Pastor in the budget for July through December, the total entered was **\$11,279** per month. What is the council decision on what to plug in the budget for 2025? At the same rate plugging salary and benefits in for 12 months would be **\$135,342**. The exact amount cannot be known until a Pastor is called and we know what insurance plan he/she needs (family, member and spouse, single), tax status, what the Pastor negotiates, etc.
4. **Staff Compensation and Benefits** – Will compensation stay the same or increase (raise)? In 2023 the staff received a 4% increase. There was no percentage increase for 2024. When Holly went back to hourly pay this August she got the equivalent of a 4.99 % raise. For reference, the SS COLA for 2024 was 3.2% and is estimated to be 2.5% for 2025. The Federal planning Bureau forecasts, average consumer price inflation should be 3.2% in 2024, compared to 4.06% in 2023 and 9.59% in 2022.
5. **Mutual Ministry** – Line item 5250 in the budget. Nothing expended from this account since at least 01/01/2020. Budgeted \$150 in 2024. Leave Mutual Ministry in the budget?

12 Months Revenue - September 2022 through August 2023													
	9/30/2022	10/31/2022	11/30/2022	12/31/2022	1/31/2023	2/28/2023	3/31/2023	4/30/2023	5/31/2023	6/30/2023	7/31/2023	8/31/2023	Totals
Revenues													
Contributions Receipts	41,949.70	73,369.32	52,658.94	69,211.80	53,604.68	43,444.94	52,283.40	68,197.66	45,338.04	46,297.43	45,570.99	37,171.04	629,097.94
Interest Income	9.48	10.12	11.60	10.42	11.78	11.96	9.76	10.55	11.13	10.17	10.65	10.55	128.17
Other Income	213.11	5,095.65	683.57	90.00	1,346.63	318.16	397.50	134.00	2,519.75	11,746.05	360.00	90.00	22,994.42
Missions Receipts	(2,500.00)	(2,500.00)	(2,500.00)	(2,500.00)	(2,500.00)	(2,500.00)	(2,500.00)	(2,500.00)	(2,500.00)	(2,500.00)	(2,500.00)	(2,500.00)	(30,000.00)
Total Revenues	39,672.29	75,975.09	50,854.11	66,812.22	52,463.09	41,275.06	50,190.66	65,842.21	45,368.92	55,553.65	43,441.64	34,771.59	622,220.53

12 Months Revenue - September 2023 through August 2024													
	9/30/2023	10/31/2023	11/30/2023	12/31/2023	1/31/2024	2/28/2024	3/31/2024	4/30/2024	5/31/2024	6/30/2024	7/31/2024	8/31/2024	Totals
Revenues													
Contributions Receipts	50,574.71	53,489.51	54,659.98	77,675.99	44,072.20	58,975.16	61,482.92	38,934.03	54,640.53	50,819.53	43,222.06	63,960.35	652,506.97
Interest Income	9.83	9.86	10.28	10.69	12.51	10.92	10.90	10.98	1.01	1.09	1.00	0.92	89.99
Other Income	140.00	200.00	5,812.00	11,464.00	360.00	40.00	1,819.75	1,780.00	580.00	180.00	60.00	80.00	22,515.75
Missions Receipts	(2,500.00)	(2,500.00)	(2,500.00)	(2,500.00)	(2,500.00)	(2,500.00)	(2,500.00)	(2,500.00)	(2,500.00)	(2,500.00)	(2,500.00)	(2,500.00)	(30,000.00)
Total Revenues	48,224.54	51,199.37	57,982.26	86,650.68	41,944.71	56,526.08	60,813.57	38,225.01	52,721.54	48,500.62	40,783.06	61,541.27	645,112.71

The next congregational meeting will be on Sunday November 10th at 5:00 pm.

Ministry reports are to be given to Jim Herr by Nov 1st. The reports need to start in June and go through October 2024.

Stewardship- Mary Jo Mikulski

The Gratitude Factor. There will be videos recorded by people willing to share why they give to Bethel.

Packets for stewardship will be available for pickup on October 6/7, any packets not picked up will be mailed by October 9th.

The first week will be October 12-13, 19-20, 26-27.

Commitment Sunday is November 9-10

Historical Committee – Mary Jo Mikulski

The room was cleaned out and one wall was painted. There are documents and recognition papers and flags that go back to WW I from members of Bethel.

Pastor Dave Report

The NALC church in Hammond was bilked for over \$300,000.00 by their treasure. Legal charges are being pursued. The mission committee voted to give the church \$3,000.00 at the upcoming convocation meeting in a few weeks. The interterm pastor is not accepting pay for 2 months. The Interim

pastor was the one who discovered that the treasurer was stealing the money. A total of \$9,000.00 has been raised from several different sources to date.

Worship/Music Ministry

The repair person is coming to repair the keyboard do to keys sticking on the piano.

There will be some alterations being considered to the 11:11 service to draw a younger generation and people with families and children who may need the nursery.

Youth Ministry- Sarah Manro

Conformation and Midweek have started.

Missions Ministry – Randy Baskerville

Missions gave the pastor from Ethiopia, \$100.00 as a gift to help him with the pastor's new baby son. In addition, the missions committee paid for the other son's school expenses which totals \$500.00 for the year. The family now has all their passports, and they are planning on coming to America in August of 2025 for the convocation that will be held in Pittsburg, PA. The church in Ethiopia has been bombed once. The Pastor himself just happed to get off a bus that blew up after he got off at his stop. It is very volatile in Ethiopia.

More money is needed for the food pantry. Missions gave the food pantry \$20,000.00 in November of 2023 and they now have \$8.400.00 left. The church budget has \$10,000.00 allocated for the pantry this year.

New Business

The directory needs to be updated and printed. There is a database with all the information that is needed pictures are not needed.

Mary Jo Mikulski motioned to adjourn the meeting at 8:18pm, Sarah Monro seconded the motion.

Ministry Reports and Agenda for Council Meeting on 10/15/24@6:30pm

We will have our next Council meeting at 6:30PM on 10/15/2024 at Bethel (upstairs in normal room). This meeting will be heavily weighted on budget approvals.

AGENDA

Devotion – Pastor Dave

Minutes – Annette

Finance – Jim Herr

Budget – Jim Herr

November 10 Congregational Meeting @ 5PM in Sanctuary at Bethel – Jim Herr

Reports/slides by 11/1/2024, if have any you wish to share

Mail and Email announcement to congregation on 10/24/2024

Announce and on screen at services weekends of 10/26&27 and 11/1&2

No meal planned

Classical Conversations Payment Schedule – Jeff

Upcoming Building Projects – Jeff

November 2 Festival in conjunction with Legacy Christian School

Senior Pastor Report

For God, who said, “Let light shine out of darkness,” has shone in our hearts to give the light of the knowledge of the glory of God in the face of Jesus Christ. 2 Corinthians 4:6

SEPTEMBER

WORSHIP SERVICES

9 Services (Saturdays/Sundays)

1 Healing

MEETINGS

3 Office Staff

1 Executive Team

1 Church Council

1 Mission Team

1 Heartland Mission District @ Bethel

1 Hamilton Heights Pastors

PASTORAL CONTACTS/CALLS

Homebound Members (2)

Families w/ Pastoral needs (3)

PASTORAL ACTIVITIES

+ 2 Discovery Sessions

+ 1 Confirmation Intro. & 1 Class

+ Scherer Birthday Party

+ Zack Reising's Birthday Party

+ Moody Bridal Shower (BSF related)

OCTOBER

WORSHIP SERVICES & FUNERALS

5 Services (Saturdays/Sundays)

1 Healing

MEETINGS

4 Office Staff

1 Executive Team

1 Church Council

1 Hamilton Heights Pastors

PASTORAL CONTACTS/CALLS

Hospitalized Members (2)

Families w/ Pastoral needs (3)

PASTORAL ACTIVITIES

+ Heartland Mission District Convocation

+ 80 + Luncheon

+ Called to Vote Bible Study

+ Midweek Advent Service work

+ Reformation & Post Reformation Services

PERSONAL

+ Trip to New Jersey to see my Gand

Daughter 19th – 25th

Music

We are getting the piano repaired on 10/12/24 and hope they can get the keys repaired for the main piano. Carols are selected and the music groups are assigned for Advent. Working on the Christmas schedule now. AV, Altar Guild, and other worship areas still need volunteers. We have not gained much momentum in getting nursery help to cover all services.

Fellowship

We had to postpone the trivia event due to lack of interest. We are planning a joint event with Legacy Christian School for November 2.

Stewardship

Our Stewardship Campaign is always scheduled for October and November of the year for the coming year. Consequently, our campaign for 2024 was held in late 2023 and was centered around Overflowing Generosity. During 2024 we have continued to emphasize our ability to give out of thankfulness to our Lord.

As we go into 2025 we are centered on a new campaign that is entitled “The Gratitude Factor” We are presenting the tenets of this Campaign in our worship for the four Sundays before our Congregational meeting. We lift up the following tenets of this campaign as follows:

THE GRATITUDE FACTOR

1. Gift of Gratitude - Because of God’s overwhelming gifts to us we give out of gratitude to Our Lord.
2. Emblem of Gratitude – We wear a badge on us showing others our gratitude to God for all he has done for us.
3. Telling the Glory of God – As a result we can not help but share the Glory of God with all we see and know.
4. Commit to Gratitude – On Commitment Sunday we show our Commitment physically by pledging our time, talents and our monetary resources to the furthering of the God’s Kingdom with the world.

As we go into 2025 we give thanks for all that Bethel has achieved in 2024 and look forward to a prosperous year in 2025.

Finance Report

Please see the copy Treasurer’s proposed 2025 Budget

