

**BETHESDA LUTHERAN CHURCH
COUNCIL MEETING MINUTES**

May 23, 2023

PRESENT:	Jeff Molitor (President)	Kate Kurfess	ZOOM:
	Sue Rasmussen (Treasurer)	Paul Larmore	Jaye Lill (Vice-President)
	Rev Heidi Fish	Judy Rasmussen (rec. sec'y)	Joy Halliday

Meeting called to order by Jeff at 5:28pm

Devotions – Jeff led in prayer.

Minutes from March 13, 2023 – Minutes were read and approved.

TREASURERS REPORT: April ended in black with \$12,552.47. Offerings for the month were: \$7,999.91. The promissory note has been repaid in full.

PASTOR'S REPORT:

- Compline is still in operation. We still need to upgrade the technology for those on Zoom. Pastor is still uneasy about being alone when setting up. Jaye suggested moving to an earlier time.
- The Council needs to have a discussion regarding Pastor's proper hours. Is there a better system we can come up with? The Council agreed to help pay for a new phone and to remotely communicate. Kate also pointed out that we need to abide by our promises when Pastor was hired. Pastor is also putting together a great request to hire a part time assistant.
- Pastor plans to be in Europe September 5-26, November 2-5 for a dance camp and November 20 – December 3 in Hawaii.
- Need to let Council know that there is an individual who is not allowed on the premises any longer, including gleaning and Monday night dinners.

OLD BUSINESS:

- **Growth Strategy:** The June 25th Congregational Meeting will concentrate on Growth Strategy.
- **Congregational Meeting June 25th:**
 - Notice of the second vote on the proposed Constitution Amendments was timely mailed out; see attached May 23 letter and amendments from Council President.
 - Draft Minutes of April 23rd and 30th Congregational Meeting will be prepared and ready for the June 25th meeting.
 - There will be no snacks downstairs after the meeting.
- **Block Party Planning:**
 - The Block Party this time will be a fund raiser to be applied to our budget. Suggested donations of \$5-\$20 per person and under 14 years of age free.
 - We need to get advertising out.
 - Pastor has applied for the permit.
- **Alcohol Policy Consideration:** Jeff wants to create a questionnaire, with Jaye's help.

NEW BUSINESS:

- **Additional Administration Support:** We need hard copy reconstruction of council and congregational records (e.g., Minutes, financial reports, Pastor's reports, and other handouts). **M/S/P that the Second Grace Grant application titled "Ministry Innovation" will be for this additional administrative support.** *Executive Committee will discuss.*
- **Vic's Vacation Date (June 18 and 25) and Contract:** Congregation agreed to give Vic a raise and an extra week of vacation. His contract was last written in 2013 and needs to be re-written. *Need to have Executive Committee do.*

- **Metal Recycling Event:** Possible fund-raiser for the van project. Kate contacted Living Green Technology in Seattle who said they do recycling events. BCS did this event in the past, but this time BCS decided the van project needs donations more, so Kate was having Steven Hoag from Living Green contact Bethesda directly to arrange for a recycling event. Judy did hear from Steven Hoag from Living Green Technologies, and the new date for the recycling event will be October 14, 2023. Living Green only does electronic recycling and the only advertising they do is on Facebook, so if we want additional recycling and advertising, we'll need to do that ourselves.
- **Hot Dogs and Hugs, and maybe entry in July 21st parade:** We need better planning this year. We need a grill, propane tanks, hot dogs, and workers (at least 4) for planning, set up and clean up. We need people to make the float.
- **New Member Potluck:** Potluck at the Cottrell's on June 24th to welcome new members.

COMMITTEES

- **Worship & Music (WAM):** Meet often (about every 5 weeks) to choose hymns.
- **Plant Sales:** Final report not yet ready (was close to \$3,000).
- **Facilities:** No report at this time.
- **BCS:** No report at this time.
- **Community Connections:** No report at this time.
- **Nominating Committee:** The President, the Pastor, and the congregation are to each elect a person for the Nominating Committee, which will be done at the June Congregational Meeting.

NEXT COUNCIL MEETING:

- No Council meeting in June.
- Executive Committee Meeting June 4th will take place of June Council meeting.
- No date determined for the July Council Meeting.

Upcoming Devotions:
 June – Sue Rasmussen
 July – Kate
 August – Paul

Meeting adjourned @ 7:15 pm
 Submitted in Christ's Service
 Judy Rasmussen (Recording Secretary) and Kate Kurfess

PLACEHOLDERS Let's not forget:

- **Mountlake Terrace Street Widening:**
- **Reinstate Hospitality Committee**
- **Determine Council Terms**
- **Possible I.T. upgrades**
- **December Congregational Minutes** (per December Congregational Meeting vote)P:
 - Compile Judy's and Pastor's versions into one document
 - approved Amendments (10-12?) need to be attached
- **Event Approval Form:** Appoint a couple people to edit wordage.
- **Visitation Board:** Created?
- **Facilities:**
 - Security cameras
 - New office exterior door
 - Planning meeting TBA
 - Window in rental building fixed?

Tuesday, May 23, 2023

Dear Brothers, Sisters, Kinfolk-in-Christ,

Bethesda is moving forward! Spring is fully upon us, and summer is showing itself, too.

On Sunday, June 25th immediately following worship we will have a (shorter) congregational meeting to vote for the second time on the attached constitutional amendments. Having been approved as written at our April meeting, this second vote will ratify the first and make them effective. (Constitutional amendments require two votes of the congregation at separate meetings.) Please review them once more and plan on attending.

At that meeting we will also elect a nominating committee to recruit new Council members and representatives to several organizations (PLU, Lutherwood, NW-WA Synod, etc.). That committee is made up of one member nominated by the Council President, one member nominated by the Pastor, and one member nominated from the floor at this meeting. Please prayerfully consider whether you might serve on that nominating team.

The bulk of our meeting time will be focused on our Growth Strategy. God is doing good things here, building a foundation for mission and ministry for generations to come. We are "In the City for Good!" Please spend some time this month dreaming and imagining how YOU can contribute to the work of the Gospel through Bethesda. Service, hospitality, outreach, prayer, hospitality, planning, social media, hospitality, evangelism, artistic endeavors, hospitality..... Everyone has gifts and talents that can be put to good use in this place.

Do take some time to review the attached amendments and the draft minutes from our last congregational meeting. We'll have copies of the current constitution available in the entry of the church for you to pick up, and will email that to everyone as well.

Thanks so much for your partnership in the family of faith that is Bethesda Lutheran Church.



Jeff Molitor, Council President

PS: Next Sunday, May 28th, is the Feast of Pentecost, the birthday of the Church of Christ. The liturgical color of the day is red, so WEAR RED! Or other bright colors. We'd love for you to plan on sticking around briefly for a group photo as well.

On June 25th we'll be receiving new members into our little family, so Keith and Jessica Cottrill are again offering their home and patio for a church potluck to get to know these new members. Come to their home on Saturday, June 24th from about 5-7:30 p.m. or so. It's fun to gather and hear each others' stories. Potluck! Bring fun stuff.

#4 TABLED ON 12-18-22:

*C9.12. The pastor of this congregation:

Proposed Addition (Tabled on 12-18-22):

C9.12.d The pastor is to be considered head of staff, responsible for ~~hiring, firing,~~ supervising staff and maintaining a healthy work environment. The pastor shall keep the Council informed of staff functioning, needs, or changes, so that the Council may fulfill their duties in maintaining harmony within the congregation. Compensation for staff must fit within the congregationally approved budget.

Rationale: This balances the need for clarity in lines of accountability while supporting the Council's overall responsibility for employment, budget, and policy matters. The Council will need to establish a full and fair set of personnel policies through which it will set employment management parameters.

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Proposed by Council on 3-13-23

C9.12.d The pastor is to be considered head of staff, responsible for supervising staff and maintaining a healthy work environment. The pastor shall keep the Council informed of staff functioning, needs, or changes, so that the Council may fulfill their duties in maintaining harmony within the congregation. Compensation for staff must fit within the congregationally approved budget.

Rationale: By removing the words "...hiring, firing...", we make it clear that hiring and firing remains the responsibility of the Church Council. Adopting this amendment makes it clear that staff have one direct supervisor, the pastor. The Council will back up the supervisory reports and actions of the pastor. The development of comprehensive personnel policies by the Council will be the primary means through which the Council exercises its supervisory role.

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#12 TABLED ON 12-18-22 Proposed again by Council on 3-13-23 (without change)

C12.08. The Congregation Council shall be responsible for the employment and ~~supervision of the staff of this congregation.~~ Nothing in this provision shall be deemed to affect the congregation's responsibility for the call, terms of call, or termination of call of any employees who are on a roster of this church.

Proposed Amendment

C12.08 The Congregation Council shall be responsible for the employment and supervision of the staff of this congregation through its relationship with the pastor, who serves as head of staff.....

Rationale: The pastor's authority over staff needs to be supported and clarified here. This addition can prevent power struggles between the pastor other staff members, and prevents the confusion of micromanagement by the council.

With the adoption of the revised language for C9.12.d above, this amendment needs no other change to be acceptable, and so is re-submitted for adoption. (Technically we only need to vote on this amendment once more, since we already voted once to adopt it.)

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