

Bethel Church Council Minutes
March 19, 2019

Present: Paul Aspinwall, Margie Czechowicz, Kym Davick, Jeanne Hilton, Kim Kindschi, Sigrid Knuti, Bonnie Orvick, Pastor Margo Martens, Tom Pierce, Soren Schoff, Pastor John Swanson, Renee Tennant, Nancy Young (via conference call)

Absent: Kathy Pielage, Dirk von Below, Kay Wickland

	Lead	Discussion
Introduction of Pastor Mike Brown, candidate	Kim K	Pastor Brown introduced himself. He is from Texas originally. Has appreciated the warm reception from Bethel.
Q & A		<p>Kim K – After spending some time here, share your thoughts about where we are as a church.</p> <p>MB - Bethel has been in transition. The Transition Task Force has described where the church has been. There is deep attachment to Bethel. There is a soberness at Bethel because of declining membership. This is a general concern throughout the nation.</p> <p>SK – spoke about the population of people downtown including retirees, young professionals. She sees a lot of potential.</p> <p>MB – Bethel has tremendous potential and resources. There is a treasure chest. Churches like Bethel are places of inclusiveness. Young professionals are not going to church any more, which is a concern regarding church membership.</p> <p>For Lutherans in general, we have the goods and the art to share with a new generation. He feels we can come together and find ways to connect. He said he would be interested in living downtown.</p> <p>BT – There is another group of people downtown (e.g., homeless). How do you feel about that and being more welcoming?</p> <p>MB – Bible is clear that when we feed the hungry and help the needy we are doing God’s work. The untidy part of life interrupts us. Our responsibility is to embrace it. Remember, Jesus was the outsider. If we follow him to the outside, we are</p>

<p>Questions from Pastor Mike Brown</p>	<p>enriched and empowered. Whenever we are around Jesus it's good.</p> <p>SS – Should we align with the ELCA model constitution?</p> <p>MB – It is a model. There is a lot of room and flexibility.</p> <p>KK – What have you done in your church related to this?</p> <p>MB – there was outdated language. They found the model constitution of the ELCA as a resource. They dovetailed his church's language with ELCA model constitution.</p> <p>KK – Jeanne said your church's model is similar to the one Bethel has adopted. Please share your process.</p> <p>MB – there are different roles for people and it is a self-directed work base. It depends on volunteers. Implementation and planning happens unevenly. The teams are in different stages of evolution. Some are robust and active and others are not. The teams that form and are developing include a variety of people. The key to the process is leadership development (e.g., collaborative conversation and making decisions). They did leadership training with team leaders. It's a matter of equipping people to do the job. They have written job descriptions for the team leaders. There is a need for process and procedure.</p> <p>SK – Does your church keep track of members and their jobs?</p> <p>MB – Yes, they keep track of members and what they do for a living. They ask people every year after sermons and dramas, they ask/recruit people through a campaign. Many people want to give. The records are used for purposes of outreach. The volunteer coordinator is responsible for reaching out. There is built in accountability. Give people permission to quit ministry.</p> <p>MB - Bethel is in a good place but it will take work. How hard does the church work?</p> <p>Nancy Young – Why would you want to come to Bethel?</p> <p>MB – Bethel is in a good spot. It's poised to make a turn around. Bethel has the gift of resources. He is attracted to Bethel</p>
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		<p>because it is ready. He likes the emphasis on collaboration and teamwork.</p> <p>NY – How will we do it?</p> <p>MB – I don’t know yet. I don’t know enough about Bethel to tell you. Bethel can be exceptional.</p> <p>MC – Please share your story about your parents being unchurched.</p> <p>MB – My parents were “heathens” they did not go to church. My folks were fun, liked-to-party kind of people. They had no time for the “judgment” they received from the various churches and members. When I was about 7 years old, a mission church was started in town...from the Lutheran tradition. My Aunt Betty started to attend there and really liked it. Later, my Aunt Betty invited my folks to come to church. The pastor was especially good at showing grace and teaching about grace. My parents never missed a Sunday after that. Mike said he felt alive with the spirit after leaving church. Mike said he had a God moment at one point and he felt God calling him to be a pastor. He wants to build a fire at Bethel.</p> <p>Kim concluded the Q&A and excused Pastor Brown.</p>
Meeting Called to Order	Kim Kindschi	Called to order at 6:10
Kim Davick Devotions on Leadership	Kym Davick	Blizzard of the life. Blizzard of the world has overcome the order of the soul. The soul’s order can never be destroyed.
Reading of book, Forward Faith	Kim Kindschi	Asked for comments about the book. Margo was struck by the chapter about belonging before believing. Bonnie shared her insights about the non-Western church. Kim suggested that we discuss it further next meeting.
Consent Agenda	Kim K	Asked if there were additions to the agenda. Kim stated that we need to approve the minutes. Jeanne Hilton moved and Bonnie O seconded approval of the minutes. Motion unanimously carried Treasurer’s report – Paul A moved to file, Margie C seconded. Questions about Treasurer’s report: SS – the numbers are down, what are your thoughts?

		<p>TP – Always want more. It will be reviewed in April to get a full and accurate review of the situation.</p> <p>Motion unanimously carried</p>
Homeless Ministry Issues at Bethel	Bev Thom	<p>On March 24 there is an Open Forum about the issues related to Homeless at Bethel. Council members are encouraged to come. Bev Thom – The Homeless Ministry Board met. They discussed the forum on 3-24-19 in Borgwardt Hall. The format for the meeting:</p> <ul style="list-style-type: none"> • Brief history of homeless ministry by Bev Thom • Dirk will state the purpose of the meeting • Let people ask questions and talk without criticism • Invite solutions from the congregation • Provide background on the survey done about Homeless Ministry • A handout will be given <p>MC asked about partnering with Social Justice Ministry. Bev said they would. She also said the church is the Homeless Ministry.</p> <p>Pastor John said they voted to approve the Homeless Ministry on September 30, 2015.</p> <p>SS asked what we are expecting as far as solutions. Bev said this meeting is about the Sunday morning issue.</p> <p>RT – asked about recording concerns at the forum. She suggested that there may be additional resources that are necessary to resolve the issues. There may be times when people are in conflict and escalating and require intervention. John B. said the problem is different for different people. Kim encouraged people to attend the forum on Sunday at 10:15.</p>
Penny Duane’s Salary	Kim	Our position is that we will ask HR to research and continue to monitor. We’ll consider on an annual basis.
Hiring of new Director of Admin	Kim	See the report from the HR committee done by Carolyn A. The recommendation is that the new lead pastor has the opportunity to weigh in and be involved in the process.
Signing checks and give Pastor John Swanson authority in the absence of lead pastor	Kim	Bonnie moved to give signing privileges to John for checks and contracts. Jeanne H. seconded. Motion carried.
Organizing Pastor Visit	Kim	Call Committee will meet and make a decision about the call. There are two Sundays/two weeks in between call and vote.

		The Joint Council needs to vote. The council has to vote about when to announce it.
Planning for 2019	Kim	See chart, Key Activities. Kim referenced the Transition Task Force report as the basis for the Five Teams and said that each team needed to have measureable goals prepared for the budgeting process. The goals need to be connected to the team's budget. Kim gave an assignment to the Council to look at each of the teams and identify possible goals. The Council needs to provide input to the teams. The criteria for goals need to meet: mission and vision, affect all, encourage experience and action, expand our tent, and engage internal and external communities. Budgets are due late summer/early fall. The Joint Council will make recommendations that are aggregated and given to the liaison of each team. The liaison will get ideas/input from the team and take back to Council. Margo interjected that there was an idea to have each team come to the council throughout the year to check in regarding their work.
Other Business	Kim	Margo suggested that John B update the council regarding team building with the Bethel staff. John B. shared information about the process that the staff went through based on a process he used by Patrick Lencioni, Five Dysfunctions of the Team. The five dysfunctions that were discussed within a Bethel staff meeting were: Lack of Trust Avoidance of Conflict Lack of Commitment Lack of Accountability Inattention to Results
Adjourn	Kim	Jeanne H moved to adjourn and motion carried