

Bethlehem Lutheran Church Council Agenda
October 19th, 2023
Email

God's family working together to welcome all.

- Dwelling in the Word –
- Call to Order
- Prayer
- Approval of the Agenda
- Approval of Last Month's Minutes
- Pastor Report
- Committee Reports
- Approval of Committee Reports
- Old Business
- New Business
- Pastor Salary

<u>Council Terms:</u> Geoff: 1 st : 2020-2023; 2 nd : 2023-2026 Kory: 1 st : 2020-2023; 2 nd : 2023-2026 Kerry: 1 st : 2021-2024 Tina: 1 st : 2022-2025 Jaimie: 1 st : 2022-2025 Lisa: 1 st : 2022-2025 Brian: 1 st : 2023 – 2026 Mark: 1 st : 2023-2026 Braxton Druckrey – Youth Representative
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A motion was made by Kory Anderson and Second by Tina Thomas to accept the following recommendation from the finance committee and approve the changes for Pastor. This motion carried. 8 yes and 0 no.

Retroactive to be effective on Pastor's anniversary, salary increases to \$44,938. This is 50% delta between the current salary and year 4 of experience of the Synod Guidelines.

Effective January 1, 2024 - Past Salary moves to the year 4 experience level of the Synod Guideline - \$46,089

Each year moving forward on January 1, Past salary changes to the next year of the experience chart- 2025= 5 yrs, 2026 =6yrs, etc...

Additionally, here is the chart from the Synod Guidelines for 2024 that Jerry references. Please let me know if you have any questions. Thanks!

Experience	Base Salary
0	\$ 42,788
1	\$ 43,613
2	\$ 44,438
3	\$ 45,263
4	\$ 46,089
5	\$ 46,914

Snow Plowing Bids

We received 2 bids for this years plowing of the parking lot.
Neither of the bids include the sidewalks.

Dean Schommer Construction – This is who we have used for a number of years.
Plowing \$175
Salting \$175

The second bid was from GDM Landscaping.
GDM does indicate that if the snow accumulation is expected to 6+ inches multiple visits may be required and we would billed for each visit.
Salting- \$110
Up to 3-inch snow depth -\$125
3.1 inch to 6-inch snow depth - \$140
6.1 inch to 9.0-inch snow depth - \$155
9.1 inch to 12-inch snow depth - \$170

A motion was made by Kory Anderson and seconded by Tina Thomas to accept the bid from GDM Landscaping and enter into contract with them for the 2023-2024 season. This motion carried. 8 yes and 0 no
Adjourn

Lord's Prayer

Pastor's Report

Greetings, council members!

This month has been bursting with lots of positive things! Here is what I have been up to.

This past Sunday we had our congregational meeting to vote on the adoption of the new strategic plan and it was approved unanimously! Thank you to all of you for the many, many hours that have been dedicated to this process. I am excited to see where this takes us as a church!

In Confirmation we have been learning about Martin Luther and the Reformation as a class. The 9th graders are also preparing for their Affirmation of Baptism (Confirmation) at the end of this month. We have 5 students who will be confirmed on Reformation Sunday, Alex Hayes, Courtney Hernkind, Shia Grosklaus-Oehlhof, Jackson Randall, and Zoe Zellmer. Please join us in celebrating and welcoming all of them on the 29th.

This month I made one home visit, and I had another pre-marriage counseling session. Some meetings I attended include my colleague group, synod conference, finance, weekly text study, and executive team meetings. Additionally, I led the personnel committee and staff meetings.

I had some continuing education events that I attended this month also, including the Stewardship Kaleidoscope Conference in Minneapolis, The Generosity Story webinar offered by Thrivent Financial, and the Synod Fall Summit in Mayville this past Monday. These were all great opportunities for learning and connecting with new and familiar faces.

In peace,
Pastor Jaime Benson

Committee Reports

FINANCE

PROPERTY

Sept 16 – Oct 16

September 23, Requested to come to church because the East door could not be locked, repaired lock.

Oct 5, Measured and fabricated chair leg holders to secure them to the dollies when moving them around.

Oct 6, Met with GDM Lawn and Garden for a proposal to remove snow this coming winter season. Installed the chair holders to the dollies.

Oct 12, Fabricated marker stakes to mark the perimeter of the parking lot for snow removal.

Oct 13, Installed darkening shades in the pastor's and youth activity room with Steve McNeal.

Emergency light by Sacristy was not working as per Jerry S. Removed and researched to purchase a new one but found it had been recalled in 2014 because of a fire hazard. I called manufacturer and they will send a new revised light within the next week.

Oct 14, Saturday workday-- drained all hoses, final trim of flowered shrubs, install perimeter stakes around the parking lot, weed wacked all weeds in the storm runouts in the retention pond and installed a camera above the East door. All low hanging branches were also trimmed up for mower clearance. Will change blades on mower and pressure wash before putting away for the season within this next week.

Del Molden

WORSHIP & MUSIC –Will be meeting immediately after Church activity planning meeting on Nov 6th