

BETHANY LUTHERAN CHURCH COUNCIL

MINUTES from: Monday, July 20, 2020 (prepared by Tami Bowman)

COUNCIL MEMBERS: P = Present A = Absent

Mal Bailey – P	Paul Baribeau - P	Tami Bowman – P	Pam Crouse – P
Andy Dennison – P	Mike Diercks- P	Rachel Engel –	Bill Evans – P
Alexa Giddings – P	Michael Husak –	Jennifer Nelson –	Ed Skaw – P
Brad Wiedmann – P			

10 present

STAFF MEMBERS: Pastor Grant – P Pastor Luci – P Dawn Paul – P

PREPARATION:

Devotions – Brad Wiedemann...Discussed Bishop Eaton's monthly message which dealt with not relying on a sacred space for worship but instead looking to how to be creative and serve outside of that space.

Sharing Joys & Concerns –

- Joys for Bill's wife, Bea celebrating her birthday
- Prayers for Bill's brother in law (Terry) and sister as Terry deals with his company and their struggle during COVID as the workforce is being reduced which has caused the workload to be emotionally and physically taxing on him.
- Joys for Brad as he is able to see his daughter who lives in Denver soon as he hasn't been able to see her for quite some time. His son is also able to join them.

Open Forum – Amy Brekke..video upgrade proposal...approval vote→ proposal

Amy Brekke shared with the council recommendations for upgrading the current video equipment so that we have video clarity which is important in keeping viewers, especially in this time when we can't meet together but rely on video for worship. Currently we have a stationary tripod in the balcony that works, produces a good product and is easy to use. In our sanctuary, the lighting can block the screen. People are bird's eye view instead of looking directly at them. It can be difficult for viewers to read the words presented on the screen. Presenters need to look up to the camera.

The task force found PTZ cameras that would have the capability to upgrade our current video. They work similar to your eyeballs moving back and forth and can be operated via remote. They are able to pan 180 degrees in multiple directions and can zoom close enough to see a baby's face from 65 feet away. The audience can view straight on and not an angle so that they can feel more a part of what's going on.

Three options were presented, with the cost difference from the least to most expensive being \$5,000. All of the options presented did not include installation as the task force felt that they would be able to complete that on their own and manage the technology moving forward with support from the company. The task force approved all three options, but they preferred the third option as ideal for their wish list.

The task force realizes that there will need to be much communication moving forward with the following ideas/suggestions: team leader (serving as an expert to help with volunteers), a training program which is written and consistent, a volunteer recruitment plan, an artistic director whose role it would be to schedule the shots at which points during the service. The task force also sees the possible need for a technology committee or team.

Discussion:

- If funds are approved, the committee is ready to implement immediately.

- If we go with either of the two higher cost options, it would be easy to upgrade later. If we go with the least expensive option, we would need to start over.
- If we install ourselves, we would be saving approximately \$25,000-\$30,000 which the task force feels that they are capable of doing. Mike had concerns about this and the ability to fix issues when needed and would rather have professional installation. If we go with professional installation, it would be months before this could be implemented as the company is very backlogged. There is not an in between option for installation that is more of a consult basis.
- Cameras could possibly be set under the balcony or off to the side of the wall. They would be down lower than where current cameras are located.
- Two cameras give the ability for seamless switching and a more professional look.
- Funds could come from the memorial fund, the general gift fund and the contingency fund which could cover the cost of the most expensive option. There was also discussion of utilizing money in the wedding fund. There are no grants available for this.

Motion to approve option 3 was made by Paul Baribeau and seconded by Andy Dennison. 8 Yes and 1 No...motion carried

Meeting Minutes 6/15/20: motion to approve minutes (Pam/Ed). Discussion – none. Motion carried.

INFORMATION/ACTION:

Old Business:

1. Safely Re-Opening the church update

- Pam shared that there was another meeting last week. We are still in phase one and in fact, deeper in phase one as we have more cases than we have had in recent months. Barron County has changed the guidelines to less than 25 people indoors and 50 or less outdoors, but they are also discouraging get togethers if possible.
- The task force is breaking into smaller teams for planning of phase two which would allow more to gather inside and outside. The three teams would be building safety, personal safety and worship safety.
- Melissa Tomesh and Mark Nemo were added to the task force.
- The task force is meeting every two weeks, but they are communicating and monitoring the situation more frequently than that.
- The task force hopes to put together a document that is more graphically friendly.
- Discussion surrounding if anyone else in the NW Synod has opened. There is one who has, but they have about 12 people attending. Augustana in Cumberland is holding in-person worship as is Maranatha.

2. Interim Pastor update, approval vote - contract

- Action item is the contract for the interim pastor. There is a standard contract from the Synod that we can use and just fill in our numbers.
- Contract...start date of Oct 1 and end date of Aug 31.
- Budget...neutral to positive using package from outgoing Pastor Grant which also meets Synod guidelines.
 - Pastor Peter has third party health insurance, so there would be a savings of \$1650 per month. The suggestion was that the money be split between him and the church for the first six months and be paid to him upfront for moving expenses. After that, the church would reap the benefit of the saving.
- Motion was made by Paul Baribeau to approve Pastor Peter and was seconded by Mal Bailey. Passed unanimously (7-0).

3. CAT (Congregational Assessment Tool) update

- As of last Friday, 109 replies have been collected with a goal of 280.
- A couple of more emails will be sent by Bill instead of Pastor Grant with a voice mail as well.

4. Building and Inclusive Church Task Force update

- A survey was sent to the congregation asking for feedback on the welcome statement. 70 responses have been sent in so far with more at the church waiting to be opened.
 - At this point, 80% strongly agree with the welcome statement, and only one person strongly disagreed. There were also some in the middle (mildly disagree).

5. Scott Burns, temporarily keep on board, approval vote - funding

- Discussion revolved around supporting current staff through the month of September after Pastor Grant leaves and before an interim pastor is here.
 - Pastor Luci did not want anyone to feel pressured to get her help. She also mentioned that when another Pastor is there for preaching, that frees up some of her time to work on other commitments.
 - Could Scott continue to work on reaching out and making connections at this time?
 - Can we work on small groups of worship?
 - Angie and Luci are discussing this in terms of youth and child programming as well.

New Business:

1. Financial Report

- Motion to accept...Pam moved to accept, Brad seconded
 - Passed unanimously
- Discussion
 - Bus repair, does this come out of the bus fund? yes
 - How have contributions been this summer? Dawn shared that last month, we were ahead \$10,000 than where we were last summer. We are currently \$18,000 behind which is the best we have been behind at this time of year. This does not reflect the \$80,000 PPP Loan.

2. Transition Team Candidates, approval recommendations

- List of candidates...review
 - There is a list of candidates and alternates.
 - Committee worked to get as much diversity as possible.
 - This team will take the results of the CAT survey along with other information and put together a ministerial site profile that the Synod uses for the call process. The call committee can use this profile to review candidates as well.
 - If list is approved, alternates can be moved to list if needed without coming back to council.
 - Motion...Brad motioned that we approve the list of candidates and alternates as stated by the document written 7/16/20. Ed seconded.
 - approved unanimously
 - Pam and Brad volunteered, along with Bill, to call the transition candidates. Bill will look into a common language to use when contacting candidates.

Bill asked for feedback about how we/him are doing as a committee.

- There was discussion about how Zoom is different and we are all trying to adjust to that type of meeting.
- Mal commented that smaller Zoom meetings might be easier when people aren't as afraid of interrupting each other.
- Luci mentioned that we are dealing with many large topics.
- Alexa stated that because the executive committee does such a good job of putting together the order of topics, it makes the council's job easier when it comes to the meeting.
- The general consensus is that we are doing a good job.

Luci reminded us that we need to re-evaluate Wednesday worship at our August meeting.

Strategy Discussion:

Canoeing The Mountains Part Four pages 153-185...need to delay discussion to next meeting

Reports: attached

1. Council accepted the financials.
2. No questions on other attached reports

Committees: attached

1. No questions on Committee Reports

Meeting closed with the Lord's Prayer**NEXT MEETINGS:**

Executive Council Meeting: Aug 10, 2020 @ 10:30

Council Meeting: Aug 17 @ 5:30 pm

Assignments:

August devotions – Alexa Giddings

August Collection/Lockup: