

Bethlehem Lutheran Church Council Meeting

7/15/25

CALL TO ORDER President Gail Goldsmith

OPENING PRAYER Peggy Burns

QUORUM CALL President Gail Goldsmith, Jana Rockne (acting secretary), Denice Bossardet, Tina Dohm, Pastor Paul Busekist, Jim Monroe (Financial Secretary), Dave Peppler (Treasurer), Bethany Uhl and Doug Cunningham were present. Maureen Bauer, John Halstead and Nancy Pflasterer were absent (all excused)

CONGREGATIONAL AND VISITOR COMMENTS: None

ADDITIONS OR CHANGES TO THE AGENDA Gail requested an addition to the agenda under Urgent Business, to include a discussion of the recent issues with a non-congregational member's harassment and verbal threats.

APPROVAL OF PRIOR MINUTES Peggy moved, motion passed to approve the minutes from June 17, 2025.

REPORTS: Please refer to the written reports provided by Pastor Paul, Financial Secretary Jim Monroe and Dave Peppler. All three reviewed their reports.

Committee Reports: Please refer to the written reports filed as indicated below

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| A. Christian Care (No report) | E. Personnel (Report) |
| B. Christian Education/Youth (Report) | F. Property (Report) |
| C. Fellowship (Report) | G. Stewardship (No report) |
| D. Membership/Evangelism (No Report) | H. Worship/Music (No report) |

URGENT BUSINESS

- A. Rebate Check Distribution: Jim Monroe reported on the check received for the solar panels/roof replacement. The check (\$53,869) will go into a 60-day money market account, as recommended by the Finance Committee and agreed upon by the council.
- B. Jana discussed the recent escalation of harassing and threatening voice mails left on Pastor Paul's personal cell phone and on the church answering machine. Due to extenuating circumstances, Jana made the motion, it was seconded and passed: Pastor Paul will be granted up to 5 additional days personal days, in addition to those allowed him by his current compensation package. He will be encouraged to use them to avoid burn out and personal wellbeing.

NEW BUSINESS:

- A. Peggy moved and the motion was passed, for proceeds from the Cherry Festival Fundraising to go into the Sabbatical Fund

- B. Doug moved and the motion was passed, for the Bayside Travelers Contra Dance to continue using the Fellowship Hall one Saturday evening a month (October – June) with a charge of \$60.00 per time.
- C. Jana moved and motion was passed, to reduce the number of prescriptions for Living Lutheran Magazine from 10 to 5. Gail will notify Phil of this change.

OLD BUSINESS:

- A. Bank signatures for Church accounts: Gail reported this is either complete or will be soon.
- B. Committee updates: Cindy Monroe will continue as Chairperson for Membership and Evangelism with John Halstead as Liaison to the council. There is no chair for Fellowship Committee yet. Bethany moved, motion passed to accept Cindy as the chairperson for Membership/Evangelism.
- C. Synod Leadership meeting October 19-21, 2025 set up planning committee: this topic was tabled until the August meeting.
- D. Jana made the following motion, which was passed: The Council will approve a non-precedent setting maternity leave for Alanna Steffunick-Boomer. During her maternity leave of six weeks, Alanna will first use her accrued paid leave, including sick and vacation, at 100% of her current salary. In addition, she will receive the remaining days of the six weeks leave at 75% of her current salary. If additional time is necessary, thereafter, leave would be unpaid. As a part of this consideration, it will be necessary for Alanna to find coverage for those parts of her job that will need attention. A plan of action will be requested prior to her entering her paid leave. This leave agreement assumes that Alanna has banded a minimum of two weeks paid time off at the commencement of her maternity leave absence. Upon her return from maternity leave and resuming work, Alanna has requested that she work remotely as much as possible except for a three-hour block, without children, weekly to meet with staff. A meeting will be scheduled within three months of her return to work to review the revised working conditions.
- E. Good Samaritan fund drive: Jana discussed the theme of the Good Samaritan Fund Drive which will launch Sunday July 20, 2025 (thanks go to Maureen Bauer for creating the display and theme). All funds raised will go to Good Samaritan giving at BLC. Maureen is awaiting information on last year's giving from Pastor Paul to complete the display.
- F. Current Cleaning Service: Doug and Gail reported on a meeting they had with our current cleaning service, who is providing 2 people per week/2 hours per visit to clean the entire upper level. The quality of the cleaning has been an issue, which Doug and Gail raised with Rocky. Additionally, a quote was requested for stripping the floors in the bathrooms, fellowship hall, kitchen and pantry, as well as rewaxing.
- G. Significant discussion was held on the aging infrastructure of BLC and the status of Keen Technical Solutions doing an assessment of our building needs and energy audit. The building is in tough shape and will need considerable (expensive) attention soon. Gail will be reaching out to Keen to set up a meeting. It cannot be emphasized enough how

much time has been spent in responding to building emergencies over the past year and this is simply not sustainable.

- H. Replace/repair cement in the front entryway. Doug has a great plan to address this issue much more economically than previous ideas. The was given full approval by the council.
- I. Basement/Lower-level update with additional issues: Ayers Basement Systems has dropped the ball and the project is 90 days behind. Doug has done extensive research on this issue. Two additional issues: 1. Doug moved and the motion was passed for the following: BLC will engage in a contract with Rhodes Engineering for a storm drainage study, not to exceed \$5,000. Gail signed the letter of intent that will be given to Rhodes, authorizing them to proceed. 2. Jim reported that an insurance claim has been filed with the church's insurance company (Church Mutual) as a result of damage done by recent rains. The insurance company and a claims adjuster are working with the church.

GOOD OF THE ORDER: Each council member was given an opportunity to comment or share information.

LORD'S PRAYER: Said by all.

ADJOURNMENT: The meeting was adjourned at 9:05 pm.

Respectfully submitted.

Jana Rockne, Acting Council Secretary