**Bethlehem Lutheran Church, Traverse City, Michigan**

**“We journey with God to serve with love”**

**Council Minutes: 11/21/23**

**CALL TO ORDER** President Cindy Monroe called the meeting to order at 6:35 pm.

**OPENING PRAYER** Pastor Paul provided the opening prayer.

**QUORUM CALL** President Cindy Monroe, Secretary Jana Rockne, Maureen Bauer, Jim Monroe, Denice Bossardet, Tina Dohm, Scott Farley, Gary Ancinec, Jim Hinds, Paul Wiemerslage, and Pastor Paul Busekist were present. Gail Goldsmith was absent.

**APPROVAL OF AGENDA** Gary moved, Scott seconded the approval of the agenda, with the addition of an addition under Old Business: Maureen requested a review of the revised Human Resource Policies (letter D under Old Business). Motion passed.

**APPROVAL OF PRIOR MINUTES** Gary moved, Denice seconded the approval of the October minutes as submitted. Motion passed.

**CONGREGATIONAL AND VISITOR COMMENTS:**  None

**REPORTS**

**PRESIDENT’S REPORT** None

**PASTOR’S REPORT** Pastor Paul reported he will submit a written report within the next week. He read part of his report, including: visioning goals/ideas, community outreach projects, solar projects. Jody Kelly is interested in co-chairing a visioning committee. Gary moved, Maureen seconded a motion to form a sub-committee to explore the Solar and Roof Replacement Projects, with the subj-committee to include a council member, a finance committee member and a member of the Property Committee, along with Pastor Paul. The motion passed. The purpose of the sub-committee is to gather estimates from at least two companies (per project) for each of the major projects the church will likely consider within the next few years. A suggestion was made that Dale Wentzloff be asked to participate and Scott Farley also volunteered from the council. There was additional discussion regarding involving Alanna in exploring community outreach/community needs (such as community meals).

**TREASURER’S REPORT** Gary provided a written report. Please see the written report for more details. Gary also submitted a preliminary budget (see under Urgent Business).

**FINANCIAL SECRETARY’S REPORT** Jim referred council members to his written report. Jim also gave a verbal update on stewardship pledges for 2024. Please refer to Jim’s written report for more details.

**PERSONNEL** Maureen provided a written report, adding comments about the most recent “Stay” Interviews/surveys she has conducted with staff. All were positive. Maureen emphasized the need to be vigilant about recognizing staff and expressing our gratitude for their commitment.

**CONSENT CALENDAR: Committee Reports** Reports were submitted by the Financial Secretary, Personnel, Christian Education/Y2A, Fellowship and Christian Care. All were accepted as reported. Please refer to the reports for more details.

**URGENT BUSINESS:**

1. Approve additional 3 hours per pay period for Bookkeeper position. Maureen moved, Gary seconded a motion to approve up to an additional three (3) hours of work per pay period for the Bookkeeper position. Motion passed.
2. 2024 Budget: There was significant discussion regarding the preliminary budget for 2024, including items that were omitted (Gary will include the omitted line items), the amounts allocated for some items, operating at a deficit. Paul W. moved, Jana seconded a motion to have the council appoint an Ad-hoc Committee from the congregation to obtain hard estimates on projects identified that will aid in the consideration of refinancing our mortgage and planning for future capital expenditures. These estimates will need to be obtained by December 17, 2023. Motion passed.

**NEW BUSINESS:**

1. 2-year Goal of Revision of BLC Constitution: Paul W. reported that he is making progress on this project and has a method of streamlining the process. He will keep us updated and will ask for help with proofreading as the project proceeds.
2. Changes in membership: Chuck and Chris Ardingo have asked to be removed from the membership at BLC. This was acknowledged with regret and appreciation for their years of involvement in the church.
3. Use of our parking lot by 2 cars of different driver’s training program – suggested donation? It was suggested and agreed upon by the entire council that the requesting driver’s training company be given a suggested price of $30 per day per car, with the lowest acceptable “donation” of $25 per day per car.

**OLD BUSINESS:**

1. Safety and Security Committee Update: Maureen provided an update on the installation of security cameras.
2. Building Use Policy: Maureen provided copies of the revised/updated Building Use Policy. After discussion, this was directed back to the Safety and Security Committee for corrections/clarification.
3. Discussion of best approach to use $$$$ including possible 10% tithe of the $$$$ (as in, proceeds from the sale of the rental house). There was considerable discussion on how the church could best serve the community (within our congregation and within our geographical location outside of our church membership). Cindy asked that council members each prayerfully consider our responsibility to use our gifts in the community.
4. Human Resource Policies: Maureen distributed the revised Human Resource Policies and asked council members to review them. Approval will be sought at either the December or January council meeting.

**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 8:40 pm.

**Respectfully submitted.**

**Jana Rockne, Council Secretary**