

## Minutes for Church Council –May 17, 2022

**Attendees:** Ros Demaree , Tom Foreman, Sandy Hanke, Mark Heckman, Pastor Dave Hill, Steve Horton, Ashley Mandery, Sarah Manro, Jason Pearson, Jeff Reising, Linc Schneider, Pastor Al Schoonover, Harold Seamon

**Absent:** Randy Baskerville

6:35 meeting called to order. Pastor Al opened with prayer

Jeff made a motion to approve the April minutes, Pastor Dave seconded, and the motion passed.

Pastor Al began the meeting with acknowledging that concerns remain about his leadership. Jeff agreed and said he had proposed a role reversal of Pastor Al and Pastor Dave as an option to refocus the church's leadership. Pastor Al responded that he would not be comfortable with that arrangement and would accept a severance and leave instead. Pastor Al then asked the Council to confirm they still have confidence in him in his current role.

Most Council members were supportive with Pastor Al remaining at Bethel and acknowledged his many strengths and contributions. Some Council members, however, feel that our current leadership structure and roles are not conducive to best leveraging of our pastor's talents and gifts. Mark presented a draft of a plan that would re-organize some of the roles and responsibilities of Pastor Al, Pastor Dave, and Eddie Burks, with the intent of better aligning each leader with their apparent aptitudes and strengths." A discussion followed which culminated in Mark asking each Council Member to review our organizational structure and submit their ideas that focus on a comprehensive solution aimed at putting our church in best position to grow.

There was discussion on how to fulfill our mission by engaging the church and those who do not currently have a church home. Ideas of an outdoor movie night inviting the community and a tent at the Front Door festival were shared along with the need to deploy mission funds locally.

Harold gave the year-to-date financial review and forecast. Four months into 2022 our loss in the general fund is \$55,092. The loss in 2021 for the same time period was \$41,298. The average loss in the general fund this year is \$13,773 per month. If this trend continues, the general fund will go red in approximately 6 months. There was discussion about what to do if the general fund runs out and what we can do to prevent it. Mark said he would send the Council some scenarios of how we get the budget under control and asked the council to send him their ideas on how to deal with our short term financial short falls by May 24. He will compile them and call a zoom meeting for Council to discuss further.

We took in \$2796.25 during Lent. NALC Disaster Relief Fund received \$2616.25 and Jews for Jesus received \$180.

Last Council meeting there was discussion on how to raise interest in the farm and it was proposed to hold a companion event to VBS. Jason and Sarah were going to initiate the event to get the church engaged and involved but due to time constraints it was decided to not to pursue the issue further.

Jason announced that he is leaving council early and tonight would be his last meeting. Mark recognized Jason for his contributions to the congregation through Evangelism and thanked him for serving on Council.

Mark shared a summary letter from Church Church Hittle + Antrim law firm concerning the issues raised about Bethel's HR practices. CCHA explained their findings, found Bethel's HR practices sound, and offered some best practices and remarks for continuous improvement.

One application has been submitted for Council. There are six council seats open and currently there are four applicants. The Council was asked to actively reach out to the members of the congregation to find nominees.

Pastor Al reported that 4 applications were received for the Phyllis Anderson scholarship and 2 applications for the Margaret Newby award. The Scholarship Committee (Pastor Al, Pastor Dave, Eddie Burks, Jill Dietz and Phyllis and Gayle Anderson) selected Ryan Hill to receive the \$4000 Phyllis Anderson scholarship (Pastor Dave recused himself from this selection) and Grant Forrer the \$500 Margaret Newby award. Ashley made a motion to approve the recipients, Steve seconded the motion, and it was unanimously approved.

Sarah started the discussion on where the rummage sale proceeds should go. It was agreed that the profit from the grill and food sales go to the youth group. After discussion about the rummage sale proceeds, Jeff made a motion that \$500 go to the new girl scout troop #222 and the remainder to the general fund. Pastor Al then added that he felt 10% should be given to missions, keeping with the Lord's command to tithe. Discussion followed and council agreed 10% go the NALC Disaster Relief fund. Sandy moved to amend the motion to add that 10% go the NALC Disaster Relief fund, Sarah seconded it. The amended motion passed to give 10% to NALC Disaster Relief, \$500 to the girl scout troop #222 and the remainder to the general fund.

Ashely made a motion to adjourn the meeting, Steve seconded the motion and the meeting adjourned at 9:03.

Submitted by Sandy Hanke