

Minutes for Church Council –January 18, 2022

Attendees: Pastor Al Schoonover, Mark Heckman, Sandy Hanke, Jeff Reising, Ros Demaree, Sarah Manro, Jason Pearson, Harold Seamon, Tom Foreman, Steve Horton

Absent: Ashley Mandery, Linc Schneider, Pastor Dave

Meeting was called to order at 6:40pm. Pastor Al led with a prayer.

The minutes from the special council meeting held January 12 were reviewed and the following additions were added (bolded):

- 1) Sandy mentions that we need to make sure **that the congregation knows** that no one on council
- 2) Tom brings up that he wants to hear from Pastor Al for how he thinks that we can **overcome challenges ahead.**

Jeff made a motion to approve the minutes, Jason seconded.

Sandy presented a job description for general Council position and it was approved by council. It was decided the Council job descriptions and ministry job descriptions will be placed on the church website. They are currently on the Shared Council Google drive. Pastor Al will ask Gay to upload them. Holly is to start a binder with the job descriptions to be kept in the office and also put a live link in Bethel Happenings to the job descriptions.

An application from Randy Baskerville for vacant Mission chair was submitted to the Council. Jeff said he feels we need to make known the two open council positions to the congregation so others, if interested, can apply. Discussion followed and it was decided to make the announcement to the congregation with a 2 week deadline to make application if interested. The Council will not wait for the next Council meeting to vote on interim position but will vote by email after the 2 week period. Discussion followed if bylaws should be updated to state how to proceed when there is an opening on council and it was decided not necessary, that the communication chair, currently Ros, will update her job description with the process that if a council member leaves before their term is up, the communications chair will make notification to the church body and allow 2 weeks for responses.

Sandy said she has already contacted Gay Hanson to help create the Mission Job description. Needs to be completed so it is available for applicants.

Harold commented that the balance in the missions fund has grown from \$58,018 on 12/31/2020 to \$84,813 on 12/31/2021. He feels that if we have any fund we don't want to grow it would be the missions fund because we should be using the funds for missions. If missions does not start using the funds "someone" on council may question why we are moving \$2500 a month from general contributions to missions. Pastor Al stated it was an oversight by the person responsible for requesting the monies for missions.

The agenda item to recruit someone for secretary was tabled until we have full Council present.

Jason gave an evangelism update. There will be an evangelism minute each month sharing with the congregation ways they can do evangelism simply. The evangelism tip of the month will be shared verbally and it will be printed on business cards to pass out to the congregation. Jason wants people to get engaged and build relationships. An example is adopting a firehouse, police station or school and

have people from the congregation bring cookies or gift cards etc. and let them know Bethel is praying for them. He will ask the city where we can help to find avenues for Bethel to reach out. He sees it as climbing a ladder to areas of comfort for the congregation.

Steve mentioned Bethel used to have a live nativity and there would be lines of cars to see it. Then could then drive by and get cookies and hot chocolate the church passed out. Possibility for Evangelism outreach.

Sarah is making the Comedy Night posters available on regular paper so if council knows someone from the church who is currently not going to church or on the fence, they can use the poster as stationary and write on the poster and invite the person to be our guest. It was decided the admittance fee for those guests will come from Missions budget. Chris Byerly is helping with the auction portion of the evening and could use some financial help.

Sandy brought up that when we have fundraisers we should be reporting to the congregation how much was brought in so the congregation stays engaged in what's happening.

Pastor Al discussed the MIA list. He explained 1st of the month the Care Committee and Pastors go over the list, divide the names and make calls. He asked for guidance as to whether the Care Committee or the Council should notify members who have not attended for over 2 years that they will be removed from our rosters. No decision was made. Discussion followed. Attendance is by individual so names on the list are not associated to the family but the individual. Pastor said the names stay in our system but are marked as a nonmember. Tom wanted to know what the process is to help identify people missing, to catch people before they are missing for 2 months. Don't feel John and Gay doing attendance is reliable. He said people need to phone each other. People want to help and we need to let them know they are missed. Discussion followed about reinstating welcome sheet in pews. Mark stated 1st priority is to generate a monthly diagnostic report; how many members, how many active, how many come off list, names of who is off the list. Pastor said that can be accomplished through REALM. Mark will go to next Tuesday staff meeting Jan. 25 to discuss REALM reporting. Will also attend Friday's Care Committee to discuss MIA list.

Sandy asked if members who have been absent from church for 2 months and therefore lose their voting status should be notified. Tom said not necessary; they come back once and they have their vote privilege back- it's a mute point.

Jeff reported the air handlers are stable and working well.

Harold shared that there are over 4 pages of accounts and those accounts have subaccounts and the structure is monstrous. He will be looking at inactive accounts and will come up with possible ones to delete. Larry Eckert would like to have a CPA available to him to deal with tax issues. Tom shared there are CPAs that will do ad hoc work for free—as a donation to the church. He will provide Harold with information.

Larry Gray resigned from finance committee and Finance is working on finding a replacement.

Farm Property: Discussion of payment for the property: Jeff felt we should be cutting a check monthly to pay off the promissory note whether pledges are in or not. Harold will issue a check for what has come in recently--\$60,000+ to Tom Hoover. Mark asked if the property in its current state can be used. Jeff said it needs cleaning up but it is too cold to solicit help right now. Mark asked council to come to the next council meeting with plans on how we may use the property. Jeff said stumps on property are a

hazard and Tom Hooper, who has a stump remover, said he will take care of them. Jeff still working on getting insurance for the property.

Mark reviewed 90 day plan:

- 1) Discussion of Pastor Roles- needs to be a clear leader in the office and the 2 Pastors should not work as peers, need reporting structure defined. There was discussion on how to convey to congregation about families leaving and how we as a church body should respond. Jason reiterated that we are the support system but leadership needs to come from the pastor. Mark suggested the Pastors use the ministry moments to share issues and what we are working on with a possible spin. Pastor Dave and Pastor Al are to put on the calendar their ministry moment dates.
- 2) Pastor Al said he sees himself as the go to person in the office as the Senior Pastor. In his recent coaching session the areas needing more attention were supervising the staff and evaluations of the staff.
- 3) Discussion was held concerning a Shepherding Program and it was decided to start the Shepherding program small with Shepherds being assigned to the next Discipleship class which starts April 24th. Evangelism will head the organization and structure of Shepherding group with input from Care ministry and Mark. By April 1 structure and process are to be in place.

Mark sees 2 major areas to work on. 1) office staff reporting and IT 2) leadership philosophy. How is the pictorial staff working, what's new, what changes are happening to comfort people.

- 4) Mark has been talking to members about organizing the Long Term Planning Committee. Committee will be in place by next Council meeting.

Sarah said she was told that the Boy Scouts had been asked to pay or reimburse the church to cover cost of consumables like hand sanitizer, kitchen paper products, garbage bags etc. Discussion was that it is opposite of our agreement with the Scouts. Pastor Al will follow-up with the office staff. Sarah stated the Girl Scout troop #222 will start meeting at the church in February.

9:36 Steve made a motion to adjourn the meeting, seconded by Sarah.

Minutes submitted by Sandy Hanke