

BETHEL LUTHERAN CHURCH

Congregational Council Minutes

March 25, 2020

An emergency meeting of the Congregational Council of Bethel Lutheran Church was held on Wednesday, March 25, 2020, via Zoom Remote Meeting.

The following Bethel Council members were in attendance:

Pastor Dave Young, Pastor
Traci Shoberg, President
Julie Shanabrook, Vice President
Rose Mangold Pierce, Secretary
John Fredericksen, Prayer and Care Board
Mike Asmussen, Learning Ministries
Beth Garner, Servant Care
Vonda Wilt, Prayer and Care
Mike McKiernan,
Lee Braithwaite, Worship Board

Devotion

Pastor David Young lead us in opening devotions.

Call to Order

Traci Shoberg called the meeting to order at 7:15 p.m.

Emergency Business

Traci Shoberg started discussion informing us of Bethel's financial status adding that with the lack of donations and with the Church closed for at least two months or longer, we as a council need to make some financial decisions with regard to staff. She stated that Kim Williams informed her today that we had a break even for March, but that we are still in the red and we have a cash flow issue.

Pastor Dave confirmed that the church's essential work is being done as well as all utilities are set to the minimum setting to save on utility bills. With that stated, discussion began regarding changes that will have to be made regarding staff for a three-month period of time.

Traci Shoberg opened discussion of John Fredericksen's spreadsheet with various staff pay options and asked for a motion to accept Option Number 1, with Julie Shanabrook motioning first and John Fredericksen motioning second. With that discussion opening regarding the other possible scenarios. It should be noted that Pastor Dave stated that he felt very strongly that if the staff must take a pay cut that he would also take a pay cut. In addition, it should be noted that Patty White stated to Pastor Dave that she believed that if she was not working, then she should

not be paid. Sue Correll also told Pastor Dave that she does not wish to receive a salary for no work.

After great discussion, discernment and review of the spreadsheet showing the various options, Julie Shanabrook motioned first with Lee Braithwaite motioning second. With all in favor the following motions were approved:

- 1) That this budget review and any motions made should be for a three (3) month period, with the caveat that this be revisited in June or sooner should it be necessary.
- 2) That the following percentages of current staff salaries be set beginning April, 2020:
 - a. Pastor Dave: 90% with mileage reimbursement
 - b. Kim Williams: 75%
 - c. Pat Shields: 75%
 - d. Terry Hollingsworth: 50%
- 3) In addition:
 - a. George and Sue would be on a “as needed basis” and paid hourly at a rate of \$20 per hour.
 - b. Patty White will continue to receive her health care option benefit of \$707.00 monthly and placed and paid on an “as needed basis.”

ADDITIONAL NOTES:

Pastor Dave Young added that he has continued to be in contact with our youth and has updated the weekly Bethel Schedule on our Webpage and our weekly email has gone out as well.

He and George are discussing options on how to do both Palm Sunday and Easter Service Worship to include additional music. He added that our live “Facebook” services are being reviewed by over 700 people. It was suggested that he end his service with instructions on how people can continue to donate.

Lee Braithwaite opened discussion on Bethel’s telephone service and if there had been any calls and if there was a way to get our phones lines to forward to Terry Hollingsworth so that calls could be answered. Pastor Dave said Terry Hollingsworth was checking emails remotely and that he was not aware of any calls.

Vonda Wilt asked if we were tracking who was coming and going into the church and if there was anyone assigned to check for leaks, periodic flushing of commodes, etc. Pastor Dave said that he was going in periodically, as well as Cliff Crowder and they were checking to ensure all was ok. A suggestion was made that an email be sent by anyone going into Bethel and that it be sent to Pastor Dave so people can be accounted for. Pastor Dave said he would be the point person for this. He also stated that he would speak with the staff regarding the motions made at this meeting of council.

Closing Prayer

As there were no other items, the council meeting was closed with Pastor Dave leading our closing prayer at 8:30 p.m.