Bethel Council Meeting Minutes

Date: October 21, 2025

Time: Meeting called to order at 6:30 PM
Location: Bethel 2nd floor conference room
Present: Pastor; DJ Smith, President; Logan Wells, Treasurer; Harold Seamon, Jim Herr, Lon Mills, Linc Schneider, Annette Lang, Karen Moffitt, Jill Duncan, Secretary; Tom Hooper, Steve Horton, Randy Baskerville, (Note: Sarah Manro was present remotely by web for a portion of the meeting)
Secretary: Minutes prepared by Tom Hooper

1. Opening

• Devotion & Prayer led by Pastor DJ Smith, reflecting on 1 Peter 5 (servant leadership, compassion, and stewardship). Being Shepherds of God's Flock.

2. Approval of Previous Minutes

Minutes from the previous meeting were reviewed.
Motion to approve: Moved to accept by Jim Herr, Seconded by Randy Baskerville. Approved unanimously.

3. Treasurer's Report (Harold)

• Monthly financials were distributed in advance.
• Some expenses were delayed due to staff absence and will roll into October.
• A $2,000 contribution was received from Classical Conversations.
Motion to approve Treasurer's Report: by Steve Horton, Seconded by Jim Herr. Approved unanimously.
Note: Harold's first vote recorded as Treasurer.

4. Pastor's Report (Pastor DJ Smith)

• Attendance stable; variations around special-event weekends.
• Sunday School: First six-week session completed. Planning meeting on Nov 9 to set future topics and support small groups.
• Upcoming Services and Seasonal Items:
 – Thanksgiving Eve Communion service (with possible pie fellowship).
 – Advent Wednesday services at 12:15 PM and 7:00 PM.
 – Christmas Eve services at 12:15 PM, 7:00 PM, and 10:00 PM.
 – Potential "Longest Night" service (around Dec 20–21) and "Watch Night" (New Year's Eve).
• Healing service continues monthly (~10 attendees).
• District update: Several congregations transitioning to NALC; anticipated district growth (~40%).
Motion to accept Pastor's Report by Randy Baskerville, Second by Lon Wright: Approved unanimously.

5. Old Business

a) Interim Pastor Contract Renewal

• Six-month renewal of Pastor DJ Smith's interim contract under existing terms.

• Previously approved 10% pay increase to take effect with the new budget on January 1 (pending congregational approval).

Motion: Renew six-month interim contract by Jim Herr, Seconded by Jill Duncan. Approved unanimously.

b) Mileage Reimbursement

• Total miles: 1,349; reimbursement: $115, per agreement.

Motion to approve mileage reimbursement by Steve Horton, Seconded by Tom Hooper. Approved unanimously.

6. Budget (FY2026) & Finance

• Proposed Budget presented: $701,713 (approx. 8% higher than last year's actual revenue).

• Pledge income is 5.8% lower year-over-year.

• Discussion included Missions line, reserves, pantry support, and balancing active ministry funding with prudent reserves.

Amendment: Reduce Missions line from $42,000 to $30,000.

Motion to amend and approve the budget as amended by Steve Horton, Seconded by Jim Herr. Motion carried. (one dissent)

• Final Approved Budget Total: $689,713 (approx. 7.4% reduction from the proposal).

7. Personnel

Office Manager Position (Holly Eldredge)

• Completed evaluation and accountability review: Holly failed to meet 4 of 5 goals set~~;~~ Furthermore, there was continued breach of employment contract regarding financial responsibility of Office Manager position.

• Recommendation: Terminate employment based on continued violations and failure to meet reasonable expectations.

• Council discussed separation logistics: offer resignation option, otherwise terminate; pay through Nov 7 (final paycheck), and cease stipend/benefits effective termination date.

Motion: Terminate the employment of Holly Eldridge as Office Manager by Steve Horton; Seconded by Tom Hooper. Motion carried with one abstention.

• Meeting with Holly scheduled for 9:00 AM on October 22, 2025 with witnesses present.

8. Other Business

• Fire/Safety: New exit lights to be installed; volunteers needed to assist Randy Baskerville. Emphasis on safe work practices for volunteers.

9. Closing

• Meeting adjourned. Closed with the Lord's Prayer.

Adjournment time: 8:32PM