

GPC Governing Board
Interim Meeting Minutes
November 10, 2020

Via Zoom conference call: Rev. Doug Cederberg, Dennis Christo, Robert Converse, David Raphael, Kim Paré, Lyn Wasilewski, Charles Whittall

This Zoom conference meeting commenced at 7:07 p.m.

Lyn offered an opening prayer to carry out God's will, with the resources that we have, in Jesus' name. Amen.

The GB Minutes from the October 27, 2020 minutes had been previously distributed and reviewed prior to this meeting. Dave asked to amend the minutes on page three for his motion to include who seconded the motion. (Bob had seconded that motion.) Bob moved to approve the minutes as revised. Lyn seconded. No discussion. Unanimously approved. No opposition and no abstentions.

Bob issued October Financial report last week. He said Toby told the Finance Team that the PPP probably won't be completed until the end of January, since the federal payroll taxes need to be filed first, usually by January 10th. Karen has written out a publication for this Sunday's virtual service and will present the same announcement as last Sunday regarding Thanksgiving and Christmas offering reminders. Kim asked if the PPP has required additional documentation. Charlie said ATP will print the necessary reports when requested.

Opening the church was the next agenda item. There was a discussion about the extracted minutes from the 10/13/2020 GB minutes.

Dennis said there is mounting pressure and inquiry to open the church. The Deacons have developed a plan, in accordance with CDC guidelines, for re-opening. Bob said the likelihood of a resurgence is expected. There are only a few people who are managing all of the parts of the virtual service. Do we really want to have in-person and virtual service?

Dave is not in favor of opening the church. We do not know who's been safe outside of the church. He would not want to be responsible for opening the church and knowing he was part of a decision where someone caught the virus. Bob agrees with Dave, especially in light of Worcester being a red zone with a recent higher number of increased cases. The number of positive cases keeps increasing.

Lyn posed several questions that were asked from the Task Force several months ago. It boils down to individuals and groups being responsible for enforcing CDC protocols, monitoring their guests, and proper sanitization. Churches that are in session must have more people to support all of the components of the CDC expectations and state limits.

There was a discussion about only continuing with the virtual service. Dave moved to continue with the virtual service until the end of January. Dennis said there are upcoming traditional holidays with Thanksgiving, and Advent/Christmas. We should re-evaluate opening the church in discussion with the new pastor.

Dennis said an option would be the hybrid model, watching the virtual worship on the monitors and only the person to continue with the virtual service until the end of January delivering the message would do the speaking live in the sanctuary. This discussion will continue at our next Interim GB meeting on 11/10.

Dave made a motion that the GB agrees to defer in-person service and in-person use of the building/facilities/all church property for an indeterminate period into the future until circumstances allow us to review and evaluate new information regarding this matter. Lyn seconded the motion. No further discussion. Unanimously approved. No opposition and no abstentions.

Rev Doug asked how adequate the virtual coffee hour is as a means of social unity and fellowship. Lyn said anywhere from 9-15 Zoom squares are occupied on any given Sunday. Bob added that it's often the same group of people which is about half of those who used to regularly stay and socialize after in-person services. Rev Doug asked if there's opportunities for people without technology to have outreach to address loneliness and isolation. Kim said the Diaconate Team will address this question at their monthly meeting tomorrow evening.

Rev Doug has been checking out the virtual services and volunteered to read scripture but has been recruited to deliver the 11/22 message. He asked about the choir singing together. Charlie said Annie has sent out youtube videos to the choir. Lyn said not all of the choir has the technology to record themselves. Lyn has also volunteered to assist anyone who wants to record on her laptop. The third challenge is that the music selections are too fast tempo for the arrangement. Lyn will be chat with Annie tomorrow for her weekly check-in about similar opportunities such as when she and Sue Sundquist recorded separately but Carolina layered them together.

In a recent meeting, on 10/13, the GB discussed an annual review for Carolina and Annie. Matt will not need one at this point in time since he's a relatively new hire earlier this year. The reviews were not completed by Rev Kev before he left. The GB needs to affirm all of the good work both employees have done this year. Dennis said someone needs to talk to each of them and solicit feedback from them regarding their input. Lyn said she took the initiative, following the 10/13 meeting, to check-in with both Carolina and Annie regarding this issue. Lyn said they were both made aware that their annual review was not going to be completed in the same way it had been done last year. She said that the GB should make a statement of Thanksgiving and affirmation. Dave suggested a letter of appreciation from the GB and that in the future Rev Doug will complete their annual review. Kim added that as much as an annual review is an opportunity to shout praises and give accolades, employees should be given an opportunity to complete a self-assessment of their own accomplishments, challenges and goals for the next year. Lyn said she'll check-in with both of them for their input. We will revisit this matter at the regular, monthly GB meeting on 11/24.

Dennis asked whether the Policy Manual needs to be updated regarding employees. Lyn stated that neither Carolina nor Annie have a Letter of Appointment, an annual agreement or accompanying job description. Clarification needs to be affirmed regarding the accurate documentation of part-time staff's sick time accrual of 1 hour earned for every 30 hours worked in accordance with state law. Dennis said these items are not urgent issues but will be addressed after the annual meeting in January.

Ken White had sent an email to Dennis regarding the Boy Scout's Troop/Pack 9 re-charter. Due to the Troop/Pack not being able to meet at the church they do not have the \$60 fee from dues for the re-issue of the charter. Ken White said he would sponsor the fee and Dennis said he would pay the additional \$60. if the re-charter costs are separate for the Troop and Pack. Dennis asked if anyone had any issues with re-issuing the charter.

Kim asked if the Troop/Pack has reconciled the previous issue relative to the Boy Scouts fraudulently using the GPC tax exempt ID. Dennis said that an email was crafted, regarding this issue, and sent to John Atlas. Dave said John said he never received it so there's been no reply addressing this concern. Dave added that John Atlas is not the easiest person to work with and that he still hasn't returned three sets of keys. He has also asked John to move the trailer before it snows. It snowed on 10/30 and he still hasn't moved it and the plow guy can't get around it.

Kim asked whether GPC has received an open letter from the Boy Scouts regarding an opportunity to file a claim of sexual abuse. The question is whether the church has liability coverage for this issue. Bob said he can ask our carrier, Brotherhood Mutual, about this question, whether we need an additional rider, and the cost of the rider. Dennis thinks that the Finance Team can check in with the Trustees regarding this matter. Lyn suggested that John sign an attestation that all adults associated with Boy Scouts are CORI'd and they're following the Boy Scouts of America "Barriers to Abuse" policy regarding the safe supervision of scouts. Healthy discussion of very difficult issues.

Charlie said the Boy Scouts need to resolve the issue regarding the tax ID notice, the return of several sets of keys, the removal of the trailer out of the parking lot, and an attestation of youth protection in accordance with BSA policies before the GB will approve the re-charter. Dennis said he will respond to Ken's email to include these conditions and await John Atlas' response.

Dennis received a phone call yesterday from Marion Wilson that Heather Hartleb reached out to inquire about funeral services for her father. Dennis reached out to Rev Kev. The family was meeting with Miles Funeral Home today. They were informed there can't be a church service. They really don't want a service at the funeral home but Rev Kev is assisting the family with a possible graveside service.

Dave said Matt has the new buffer pads but needs wax. He'll look into ordering from Butler Dearden where GPC has an account. Dennis asked how Matt was feeling. Dave said that Matt is better. Matt wasn't feeling well, and thought he had the Coronavirus, but tested negative.

Lyn asked if things are quiet on the Selah front. Neither Dennis, Dave, nor Lyn has heard anything else from people associated with the denied request for a spring wedding at the site.

Dennis wanted to recognize all U.S. Military Veterans who've served their country as tomorrow is Veteran's Day. He commends all military in the armed forces and their families. Dennis and Bob were thanked for their service as well.

Dave made a motion to adjourn. Charlie seconded. Unanimous agreement to end this meeting. The GB meeting concluded at 8:21 p.m.

The next GB meeting is scheduled for Tuesday, November 24, 2020 at 7 p.m. The next Interim GB meeting is scheduled for Tuesday, December 8, 2020 at 7 p.m.

Respectfully submitted, Kim Paré