

BETHEL MESSENGER

August 2018



Bethel UCC, W4225 County Line Road, Elkhart Lake, WI 53020
www.bethelucc-ada.org (920) 565-2977

From the President

Pastor Tom Schroeder and I went to visit our shut-ins and served Communion to them on July 24. We started with Violet Raquet at Pine Haven Christian Home and then went to Audrey Ertel at Gables on the Pond in Random Lake. After that we visited Valeria Nohl at Willowdale in New Holstein, and finished up with Marilyn Spindler at Caring Hands in New Holstein. As I introduced Pastor Tom to these four women, it was easy to see how welcomed Pastor Tom and I both felt.

As we continue to move forward with the search for our new minister, I know that Bethel will help to direct us on the right path. Being on the Search Committee and the Consistory, there will be decisions to make to move our church in the right direction. On August 19th we will reconvene our special meeting after our church service to come up with a direction on which way we want the Search Committee to proceed. As we face challenges ahead, I am sure that Bethel will be able to handle the tasks ahead.

Blessings,
Dennis Roethel
President

August Worship Schedule

August 5 - Rev. Karl Kuhn with Communion
August 12 - Fred Meyer
August 19 - Karen Lisowe
August 26 - Cary Johannes

Consistory Meeting Minutes

July 10, 2018

Members Present: Dennis Roethel, Mark Zimmerman, Beverly Voss, Tom Birschbach, Rich Lange, and Lenora Stuckmann

Special Guests: Rev. Tom Schroeder, Cindy Meyer

The meeting was called to order at 6:32 pm. Dennis lead an opening prayer.

There was a motion (Bev/Mark) to approve the secretary minutes from last month. The motion carried unanimously.

There was a motion (Rich/Mark) to approve all the treasurer's reports. The motion carried unanimously.

We discussed making a donation to the Pilgrim Center as Tom recently attended an event there. There was a motion (Mark/Bev) to send

\$100 to the Pilgrim Center. The motion carried unanimously.

Correspondence: A thank you was received from Barbara Knoener for everything the church did for Henry Knoener.

Special Report: Cindy Meyer was at the meeting to make sure with our lapse in a pastor if there were any duties that we needed to start overseeing. She mentioned that the fliers that came in the mail used to be sent to her before they were hung up so she could add it to the announcements. She wasn't sure if we wanted her to continue doing that. Dennis will continue responding to voicemails.

Old Business

Something will need to be done with the parking lot as the cracks keep getting larger every year. We decided to discuss the plans for this at the annual meeting.

New Business

Rev. Tom Schroeder was at the meeting. He will be starting on September 9th. We discussed with him on how he would like his payment arrangements to be made to him. We decided his pay breakdown would be 10% for his Health Savings Account (HSA), 20% to his retirement fund, 35% for his income and 35% for his housing. We will need to send his retirement and HSA funds to the pension boards. We will need verification that we can send the money without receiving a bill from them first. We can also include the housing and income in one check to Pastor Tom. His W-2 form should show the housing amount and we will need to verify how the HSA is listed on his statements. He will let us know which Sundays he would like to have off in advance as there are 2 months with 5 weeks in them. Dennis will be sure that we have lay person coverage on these Sundays. Pastor Tom will also submit a mileage log of his work, how many people he visited, whether they were new members, hospital visits, or homebound persons, but will not provide us with names. This will be sent to us on a monthly basis.

The Plymouth races went ok according to Bev. The people running the stand would have preferred we had more adults in the stand as they didn't want the kids to do many things at all.

There was a motion (Tom/Mark) to adjourn the meeting at 7:48 pm. We then concluded with the Lord's Prayer.

Respectfully Submitted,
Lenora Stuckmann

Informational Meeting Minutes July 15, 2018

Dennis Roethel called the meeting to order at 10:23 am.

Dennis gave some background on the situation that the search committee encountered. The search committee started meeting in 2017, and they submitted their church profile in January

or February 2018. Once submitted they reviewed 4 profiles total, of those one was interviewed and it didn't work out. Another was interviewed and brought in for a meeting, but again did not work out.

Also, there was a letter that Dennis received from the UCC Conference stating that in January 2020 the shared cost of insurance from the UCC Pension board will no longer be available. Bethel was part of the shared cost community for health insurance, and the larger congregations can no longer afford to help the smaller congregations. This means the insurance for a single person pastor will go up \$10,000 in 2020.

This means that if we were to bring in a pastor right now with the insurance being a shared cost, the minimum recommended salary for a single pastor by the UCC Conference is

\$66,000. Our giving for the past 6 months was \$34,000. If you double that you would have about \$68,000 for the full year.

We have an option to look in to a part time pastor. The pastor would preach every Sunday, but only work one or two days a week. We were informed that usually the part time pastors have major problems where they can't leave the area or they have some other commitment that they can only work part time.

The other option is to look into a shared ministry. Many churches are starting to come together in shared ministries. As many people remember, we did have a yolk at one point with Bethlehem UCC, however a yolk and shared

ministries are different. The pastor in a shared ministry would not be required to attend every event as a yolked minister would.

Dennis did point out that there are a few churches in our area with a shared ministry that he would be doing further research on.

The churches overall giving could increase to accommodate a full time pastor, but we need to keep in mind that a pastor with a family could cost us \$80,000 to \$85,000 including benefits. The churches current budget is set at \$110,000 and that includes all other expenses that the church has, not just the pastors salary.

The plan is to reconvene on August 19th, to discuss the option of the search committee looking into a shared ministry. Right now the search committee is at a stand still because the next graduation is May 2019. This means we will only be receiving profiles from pastors who are looking to change roles, not any fresh graduates.

Dennis also mentioned that on September 9th, we will be working with Rev. Tom Schroeder as our interim minister. He prefers to be called Pastor Tom, and was the minister at Grace Church in Kohler. He will be preaching 3

Sundays a month and working 2 days a week. We believe that he would be willing to help us out at least through the winter and spring until the next set of graduates are done with school. Dennis will be taking Pastor Tom around to all the shut in's between July and August as he will be visiting them for us.

The floor was opened for questions.

Cary Johannes mentioned that since she works in Manitowoc now she found out some information on the shared ministry that is happening there. There are 3 churches and one is Presbyterian and two are UCC, and they share 2 pastors between them. One of the pastors does the administrative work and one does pastoral care. She heard that it works really well for them. The churches do a lot of community outreach and they work together on community events, but they have separate worship services. Each church has their own counsel and then a shared counsel that contain members from all 3 churches.

Dennis did ask Jane Anderson, the conference minister, about the difference between a shared and yolked ministry. The Call Agreement Manual that was given to the search committee does not explain the differences very well. Yolked churches would share a consistory meeting, and the pastor is involved in everything. In a shared ministry, the pastor may not be involved in everything at the church including meetings and events. The conference would also like to see the consistory taking on the responsibility of visiting people in the nursing homes. Also, there may be a change to our church time in a shared ministry because they are sharing their time between two churches.

Carol Matzdorf asked if there are set guidelines in a shared ministry or if we can have a conversation with the minister to see what they would choose to do. A minister would likely need to visit the shut ins because there is certain pastoral care they require and maybe we would be able to pick up some other slack. Dennis mentioned that the conference notates

3 units in a day, the morning, afternoon and evening. And we would need to have a flow between the two churches between weddings, and funerals and other things like that.

Dennis provided a few updates from local churches in the area. Our Shepard's minister is retiring in February 2019 and Schwartzwald got permission from the congregation to look into what would be involved with a shared ministry.

When we meet again on August 19th, we would be looking for a vote to allow the search committee to look into other options for a minister. If we decide that the search committee should look into other options that is when they will move forward.

Carol Eckardt asked if it was possible to split the Sunday services with a part time minister and our Lay people. Dennis said that we could, but we don't want to wear out our lay people. We are lucky to have as many lay people as we do, as most churches do not normally have any.

Dan Huber asked if lay people are compensated for their work. Dennis responded that lay people and any other pastor filling in for us are paid \$125 which is conference guideline.

Jane and Dennis do not agree on the health insurance topic, as when his insurance increased when he was working, that he had to pay more, but ministers do not have to. The reality is that there are fewer ministers than the last time we had to search for a pastor. There are more ministers that are retiring than are graduating from school.

Cary asked if our church would be receiving other profiles if we decide to look into a shared ministry. Dennis said that there may be full time ministers in other churches that may realize that they aren't getting paid what they think they should. Pastors may look at churches with shared ministries because they may be able to earn more money. If we decide to look at churches that already have ministers and approach them to share their minister, we

would make sure that we get along with that pastor before we agree to anything. Sue at the conference is screening profiles to make sure we aren't getting profiles from pastors that don't want to have rural churches or churches in Wisconsin. Dennis is not giving up on finding a full time minister, however it will be tough to find one in our current situation.

Larry Spindler asked if a shared minister was going to be very local to the church, or if it might be someone who is a little further away. Dennis said that we would probably want someone who is a little further away because then we would not be competing with the church for memberships. The minister would also have to be ok with commuting between two churches. It was also asked what the break down between the two churches would be, and we would be hoping for 50/50 or a 60/40. It works out nicer for two churches with similar memberships.

Carol Eckardt asked if churches in other states are going through the same thing, and Dennis said all states are going through similar situations.

Carol Roethel asked if our profile is currently posted for a full time position and if we would be able to mention that we can open it to a

shared ministry. Dennis said yes, if we decide to go that route, then we would need to update our profile.

Janet Wesley added that her sister belongs to Ebenezer in Chilton, and they have a shared ministry with another church in New Holstein and they share one minister between them. They have a contract in place that says if the churches were to ever break the contract, that the pastor would stay with Ebenezer and that Ebenezer would find another church to share the minister with.

The meeting was adjourned at 10:52 am.
Respectfully Submitted,
Lenora Stuckmann

Bell Choir Schedule

Tentative Bell Choir Practices:

Wednesday, Sept. 12th	7 – 8 pm
Wednesday, Sept. 19th	7 – 8
Wednesday, Sept. 26th	7 - 8
Wednesday, Oct. 10th	7 – 8
Wednesday, Oct. 17th	7 – 8
Wednesday, Nov. 7th	7 - 8
Wednesday, Nov. 14th	7 - 8
Wednesday, Nov. 28th	7 - 8
Wednesday, Dec. 5th	7 – 8
Wednesday, Dec. 12th	7 – 8
Wednesday, Dec. 19th	7 - 8

Bell Choir will be playing:

Sunday, October 21st
 Sunday, November 18th
 Sunday, December 2nd
 Monday, December 25th



SCHOOL SUPPLIES

Members of Bethel UCC will again be collecting school supplies for the Kiel, Elkhart Lake-Glenbeulah and Howards Grove School Districts.

Please place items in a bin located in the narthex of church from August 1st – September 16th.

If you would like to instead make a monetary donation, the Mission Team will purchase additional items.

Here is a list of school supplies that would be appreciated:

- | | |
|-----------------------------------|--------------------------------------|
| #2 pencils | pencil pouches |
| <u>Crayola</u> Crayons – 24 | Mechanical pencils |
| <u>Crayola</u> Markers | pens – black or blue |
| <u>Elmer's</u> Glue | Post Its |
| Elmer's Glue Sticks | Scissor |
| Clorox wipes | Sharpie – black fine or regular tip |
| paper toweling | Tissues |
| 3 ring binder – 1" | Ziploc Bags – gallon size |
| backpack | Ziploc Bags – quart size |
| colored pencils | paper plates – large |
| EXPO Dry Erase Markers – fine tip | paper plates – small |
| folders – 2 pocket | healthy snacks – fruit snacks, teddy |
| highlighters | grahams, animal crackers |
| index cards – 3x5 | |

Thank you for your support!