

**HOLY TAXIARHAI and ST. HARALAMBOS GREEK ORTHODOX CHURCH  
PARISH COUNCIL MINUTES FOR MARCH 31, 2020**

**Commencement of Meeting:** Meeting began via Zoom Video conference call at 7:30pm. Opening prayers led by Fr Dean; Fr George is also present.

**Attendance:** A Rizos, D Loomos, T Sikoral, A Koutsikos, T Bournias, P Giannopoulos, M Pontikes, G Giolas, T Kanelos, B Bozikis, T Karabatsos, T Zavos, N Megremis, N Gianaris, L Konstantellos, E Kiriazopoulos, R Kozlowski, K Ioannou

**Absent:** C Agalliu, N Andrews, A Demeros

T Sikoral presents various scenarios about what will happen. The first scenario: April 15th: Keep things as is through April 15th, then furlow all non-essential personnel, with the exception of clergy. The second scenario if we can get approval of 8 weeks worth of payroll. Social distancing is in effect through April 30th, maybe extending out to July or August. We need to plan for the worst and scale back as necessary. Hopefully, the church will be able to receive a grant from the Federal Government under The Payroll Protection Act.

Question: What's the status of the payroll protection, because if we can get that, that would solve a lot of problems. Answer: Can apply on Friday April 3 and get 8 weeks covered in 2-3 weeks, if and when approved.

Question: Are the teachers employees of church or of schools? Answer: No, there is no separation, they are employees of the Church.

Question: Eligible for CARES act? Answer: No. It may help independent contractors, but it would not cover a not-for-profit.

Teachers get paid for two of the schools through June; Morning Program and Afternoon Program teachers get paid for 10 months, Saturday Program teachers get paid for 9 ½ months.

Question: Are all the classes doing elearning? Answer: My understanding from communication from the directors, all are doing some form of elearning, the question we should ask what it means for each of your programs (pre-k and k vs afternoon and Saturday school). Need feedback with what is working for the various levels. The goal is to try and get that information by the end of the week. G Giolas has positive remarks for e-learning that his two children are currently participating in.

Question: Scenario, if we were to lay off the employees, how would they be able to get funding? If they can't get unemployment, is there another avenue? Answer: Everyone who has filed taxes in 2017 and 2018 would get a \$1200 check. If we apply for it, we would retain everyone and bring everyone back. Question: if they decline, can we hire someone else? Answer: unknown, more research is needed

Next Step: We are going to apply for the grant, otherwise we will move forward with furloughing.

Question: How much income have we obtained since our last meeting? Answer: The deposits

since our last meeting was about \$10,000, which included a bank deposit and online donations. The final deposit for the schools was due on Tuesday, which was somewhere between \$10-15k. Question: For the employer part of federal taxes: do we have to pay them? Answer: They won't be forgiven, but we can defer them until 12/2021, where we would pay half, and by 12/2022 pay the rest. The last payroll, we ended up paying ~\$4700. \*it would just be the employer portion, not the part the employee pays

Question: Are Juan and Carolina working right now? Answer: I don't think technically they would be allowed because they are not essential employees. Fr George saw them Sunday 7am-12pm and on Monday they were there. We can check the timeclock to see what hours they were there. They cleaned all parts of the schools. They even cleaned the bottoms of the tables. Question on Expenses: Why is the chanter's wages \$2900 a month? Answer: It includes extra services, usual payment is about \$2300.

Construction has been scaling back and may even stop. We will not go through the \$600,000 in the bank.

Question: Have we made any decisions. We need to leave this meeting with decisions, and next steps.

2 options: 1) Furlough based on date of application; 2) Telling them they will be furloughed. Under the Payroll Protection Act, that particular part of the loan will be a 2 week approval process. The government is paying the banks, it's not coming from the government so it will be a little bit quicker. Everything will be done through our bank (5/3 rd). It has to be an approved SBA lender. We hope they are fast, but we don't know for sure. Hopefully if we do get a response the teachers will only lose a few days. If we lose 2 days of payroll, it's retained and brought back. It's from date approval. They fund 2 ½ time the amount of the monthly payroll, they give extra to include utilities. They will not allow a portion for salaries over \$100,000.

Rentals, interest on loans, etc: will only be covered if we show proof

**Motion:** To move forward with informing all non-essential staff that there is a possibility they will be furloughed on April 16th, 2020 unless we get approval for the Payroll Protection Act loan, and if we do get approval, we will bring them back as soon as we can.

**Discussion:** The non-essential is office staff, janitorial, and teachers. It does not apply to all 3 clergy. The chanter is a contract employee, it's an expense line item.

T Sikoral / 2nd T Karabatsos. **Vote 15-1-1 Pass**

Some families are looking for refunds, but the teachers are still providing e-learning.

**Motion** to continue to pay the chanter as long as we are paying the clergy T Sikoral / 2nd D Loomos. T Sikoral **withdrew the motion** and will be decided at a later date.

Question: Notifications can't take later than Thursday, who will inform the non-essential employees? Answer: Tom Zavos will start penning a letter which will be reviewed by Fr Dean. Once the letter is sent to the schools then Richard/Lambros will make the calls, including to office staff and janitorial staff.

Comment: Jr Olympics are cancelled this year. So has the Clergy Laity Congress, Ionian Village has been cancelled. Fanari has not been decided yet.

Fr Dean: Online giving, we have to make it more attractive because we are going to be depending on that type of giving. G Houpis is going to change the image of the online giving button; G Giolas give G Houpis a call so we can put the online giving on Vanco.

**Priest's Remarks:**

Fr Dean is recovering well, he can't put weight on the leg. Has a doctor's appointment on Thursday, he has another 2 weeks before he can put any weight on his leg.

Next meeting via Zoom: For Tuesday April 7th at 7:30pm.

We don't need 2 people at the same time in the office, but one at least to handle calls, checks, etc. People should not be submitting checks to the office. The Office is closed. The drop box outside the building is available. Discussion had about calling parishioners from a list that was sent out to see how they are managing with the Covid-19 crisis and if they need any basic needs like groceries or personal care products (if available). The hope is to have Parish Council members make the calls, which may be received better and more personal. Please call parishioners that you know or already have a connection with first.

Fr Dean: Thank you for what you have done and what you will be taking on to help the Church.

**Motion to Adjourn:** E Kiriazopoulos /2nd A Rizos **Vote: Pass Unanimous**

Closing prayers led by Fr Dean at 10:00pm.

Respectfully submitted by

Krystal Ioannou, Recording Secretary