

## LEADERSHIP COUNCIL MEETING SUMMARY – SEPTEMBER 2019

The Leadership Council met on September 18. A summary of discussions and actions are highlighted below.

NCNC Annual Meeting Summary: Laura Pearsall attended the 2019 Northern California/Nevada Conference (NCNC) annual gathering as the Community Church delegate. She gave a very informative summary of her experience. The Community Church was awarded for our 130 years of service to the Conference. Speakers at the conference emphasized the importance of all churches acting on what we stand for and having a voice in the world during these times.

Financial Report: The financial report was presented. Pledges are 100% to budget. We spent \$5K more than we received in August, but are still \$50K ahead. Wider Mission pledges are 98% paid to pledges made. Facilities revenues continue to be strong. Revenues are 103% over budget and Expenses are 97% under budget. The 2020 budget process will begin in October.

UCC Golden Gate Association Fall Gathering: Pastor Ben reported that our church has been asked to host the UCC Golden Gate Association Fall Gathering on November 2. Kathy Bell volunteered to lead a team to organize food and provide welcome. Larry Stallings and Joyce Cox volunteered to assist.

Council /Staff Partnership Proposal: At the August meeting Pastor Ben presented a Leadership Council/Staff Team Proposal to facilitate effective collaboration and communication in governance and ministry functions. The proposal was converted into a policy statement for Council vote and was approved.

Rev. Knuth Sabbatical Proposal/Call agreement: Pastor Rachel presented her Call Agreement for Council review. The Call Agreement includes a section regarding Sabbatical leave. Rachel has served the church for 5 years next year and is interested in a future Sabbatical leave. There was discussion about making sure that Sabbatical leave is staggered between pastors. Council approved Pastor Rachel's Call Agreement and authorized council officers to sign the Letter of Call.

Personnel Items: Pastor Ben reported that annual performance reviews have been completed for personnel that have been with the church for at least a year. Job descriptions were reviewed and given to the Personnel Committee chair. The committee will review and make any salary recommendations. Exit interviews were completed with Emily Syal and Julie Reimer.

2020 Pledge Drive: Pastor Ben handed out Pledge packets; (personal letters and pledge cards) to each Council member. This year's pledge drive theme is "Finding the Way". The Advanced Phase includes the ministers and Leadership Council bringing their completed pledge cards to church on Sunday, October 6. This year's goal is for 150 households to pledge \$375,000 to our

local church ministry and \$39,000 to our wider mission. This is a 10% increase over 2019. The focus of the pledge drive is to expand our ministry, fund our staff, and deepen our caring.

Leadership Council Job Descriptions: Kathy Bell, Council Officer for Personnel, asked council members to finalize their updated job descriptions and to email them to her.

Facilities: The Facility committee plans to contract for gutter cleaning on Memorial Hall. All other gutters will be cleaned by committee members. Dale Phillips is meeting with Recology to energize our recycling efforts. The beam repair project permit was signed off by the Building Department. The permit for the roofing project will be signed off soon. The Landscaping committee is preparing for the rainy season. Health & Safety Committee is working on disaster preparedness.

Care and Fellowship: Family Camp was a success. Church Directory pictures will be taken in November. Women's Retreat is changing their date and Pastor Lacey and her partner Sharon will facilitate.

Finance: The Finance Committee is preparing a proposal for a policy on handling reserve funds.

Outreach: The Adult Mission Trip participants gave a presentation on Sunday, September 22. Our sponsored family from Honduras has the following needs: someone with computer skills to set up programs, donations for rent, dental care, and counseling.

The congregation is invited to discuss these items as well as any other issues, concerns, ideas or appreciations to any of the Council Members. The Council Members are:

Michael Ott – Moderator

Kathy Bell – Council Officer for Personnel

John Henel – Council Officer for Finances

Larry Stallings – Council Officer for Facilities

Joyce Cox – Council Member for Outreach

Linda Inman – Council Member for Faith Formation

Bobbie Johanson – Council Member for Care and Fellowship

Linda Roa – Council Member for Worship and Arts