

LEADERSHIP COUNCIL MEETING SUMMARY – DECEMBER 2020

The Leadership Council met for our regular meeting via Zoom teleconference on November 18. A summary of discussions and actions are highlighted below.

Financial Report: The financial report was presented. We ended November even YTD. The PPP loan has been forgiven, realizing \$43k in revenue. Revenues are lower than we had in the 2020 budget. Lower expenses (mostly from low facility use) helped minimize the impact. We still have \$14k in reserves available to use in the 2020 budget. We want to end the year with a strong December.

Budget Update: The Budget committee prepared a workable budget for 2021. Pastor Ben's letter to the congregation generated more pledge income. At our after-church congregation meeting on December 6, the participants' consensus view was to use Reserve funds to balance the 2021 budget instead of imposing cuts to Personnel. The Leadership Council will review the draft budget in advance of agreeing on a balanced budget at the January Council meeting. This finalized budget will be presented to the congregation for approval at the Annual Meeting in January.

Committee/Team Job Descriptions: Ministry and Resource teams and committees will be asked to review and update or create job descriptions for their groups.

Committee/Team Members and Chairpersons: Council Members were asked to reach out to their Ministry/Resource Area Committee/Team leaders to get accurate lists of who is active on each committee/team, determine who will be continuing, and encourage recruitment of additional members.

Leadership Council Nominees: The Council nominees for the coming year are Robert Curtis as Moderator, Tom Terry as Council Member for Facilities (Vice Moderator) and Leslie Warren as Council Member for Care and Fellowship.

Extending Salary Agreements: Temporary changes made to compensation status due to pandemic-related work restrictions will be extended.

Pray Their Names: There were no decisions made regarding the church hosting the Pray Their Names display. We will keep the conversation going about anti-racism and our church's stand on the subject.

Conestoga Hut Update: Members of the Outreach Committee met with the City of Sebastopol. The City has a positive view of the Conestoga Hut proposal. Next step with the City would be to apply for a special use permit. This application will require a \$3,000 review fee. Before committing to this expense, our near-by neighbors will be notified of our plans to build the huts to ensure we have their support.

Facilities: The women's toilet in the breezeway between the school and Fellowship Hall has been replaced. A safe distance cleanup was conducted to remove over growth on the east side of the church facing the highway. The landscape group is in the process of doing some replanting in the main courtyard.

Outreach: Over 100 Christmas bags have been collected to be delivered to the Sam Jones Shelter. There is already \$2700 in Alternative Gifts to be given.

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

Larell Fineren – Council Member for Faith Formation

Bobbie Johanson – Council Member for Care and Fellowship

Linda Roa – Council Member for Worship and Arts