

LEADERSHIP COUNCIL MEETING SUMMARY – JULY 2020

The Leadership Council met for our regular meeting via Zoom teleconference on July 15. A summary of discussions and actions are highlighted below.

Financial Report: The financial report was presented. We are still ahead of budget. Local pledges are still strong. We have not used any of the \$23K in reserves set aside to balance the budget. Wider Mission pledges are still under budget.

Council reviewed three projection scenarios to estimate end-of-year finances. It may be difficult to end the year ahead of budget, and we may need to use all or part of the \$23K reserve.

Employee Handbook Policy Changes: Kathy Bell reported that there is a new law requiring all employers with five or more employees register employees in the CalSavers retirement plan. This change will be made in the Employee Handbook. A second change to the Handbook involves changes to the medical insurance section to include dental Insurance as a choice for employees that don't need medical insurance, to be voted on next month.

Community Life Team: Pastor Rachel presented a job description and Mission Statement for the new Congregational Life team. They have met and have had positive results from their brainstorming about ways to connect during this social distancing time.

Safe Return Task Force: Kathy Bell presented the background for the Task Force's recommendation to Council on the timing of future church programs.

Rationale: The infection rate of Covid-19 is rising, no vaccine is available and widespread testing and contact tracing are not in place. For the purpose of ministry planning and fundraising, it will be helpful to staff and program leaders to set a realistic date for when indoor programs may commence. Spiritually and psychologically, a decision on a date will encourage church members to explore and embrace what It means to "Be the Church" In new ways. A motion was approved that our congregation will not plan to meet indoors for programs, including worship, until February 1, 2021 at the earliest.

Book Study: Pastor Ben will lead a four-week book study of Ibram X. Kendi's "How to be an Antiracist" with Council members beginning on July 22.

Facilities: The Grounds team is working in accordance with the Social Distancing rules, cleaning up the campus every Tuesday. Health & Safety team is communicating through email and sharing any updates. Facilities team repaired a roof top power cable. A power audit of our electrical and natural gas consumption is being conducted.

Outreach: The North Bay Organizing Project (NBOP) has compiled a list of urgent recommendations to send to the Sonoma County Board of Supervisors regarding the statistics showing higher infection rates in Latinx residents. NBOP is asking for the Community Church to compose a statement of support that they can attach to their recommendations being sent to the Board. A general statement of support was approved.

Care & Fellowship: Feedback regarding the outdoor worship service on July 5 was positive. There are no firm plans for future services. The Men's group has met in the courtyard and will continue to do so. The roadside activity supporting Gay Pride and Black Lives Matter was well received and had good turnout.

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