

LEADERSHIP COUNCIL MEETING SUMMARY – JANUARY 2021

The Leadership Council met for our regular meeting via Zoom teleconference on January 20. A summary of discussions and actions are highlighted below.

Financial Report: The financial report was presented. We ended December even YTD - started and ended 2020 with a zero balance. We were able to do this due to:

- PPP funds of \$43,753 from the government, a loan forgiven.
- Pulling \$22,095 from Reserves – The 2020 budget planned to use \$23,167 from reserves.

Solid pledge revenue, lessened facility revenue, and lower expenses were other key financial drivers of 2020.

Budget Update: John Henel presented the Budget committee's final proposed Budget for 2021. There will be no cuts to Personnel in 2021. There are funds in restricted accounts for Worship/Arts and Faith Formation expenses. There will be \$45K available from Undesignated Reserve #8399, \$15K from Endowment #8701, and \$4497 from Minister Housing Fund #8398 to balance the budget. None of these funds will be used until needed. Council gave the green light for this budget to be submitted to the congregation for approval at the Annual Meeting.

Ministers' Housing Allowance: For tax purposes, Council approved the following housing allowances for the ministers: \$50k for Pastor Ben, \$20,400 for Pastor Lacey and \$36,702 for Pastor Rachel.

Updates on Committees and Teams: Each council member reported on their progress of Ministry/Resource Area Committee/Team job descriptions, members and recruitment.

Anti-Racist Formation: Council had a wide-ranging conversation about racial justice. We shared questions, new ideas and experiences of injustice that inspire us to be a part of justice. The work of anti-racism is a long, intentional process that we are committed to undertaking.

Facilities: Facilities committee leadership was transferred from Judy Peterson to Roger Wilson. Health & Safety is working on emergency response plans and will recruit two additional members. The Grounds team continues to improve the landscape around the church. The Marketing Team meets every two weeks. There have been articles about the church published in local weekly papers. Planning continues to update our brand as presented on our website.

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:

Robert Curtis – Moderator

Kathy Bell – Council Officer for Personnel

John Henel – Council Officer for Finances

Tom Terry – Council Officer for Facilities

Joyce Cox – Council Member for Outreach

Larell Fineren – Council Member for Faith Formation

Kathy Matthies – Council Member for Care and Fellowship

Linda Roa – Council Member for Worship and Arts