

Minutes of the Leadership Council  
November 17, 2021

Present: Pastor Ben, Pastor Rachel, Robert Curtis, John Henel, Kathy Bell, Tom Terry, Linda Roa, Joyce Cox, Kathy Matthies, Larell Fineren and Chris Chang Weeks.

Pastor Lacey was absent

The meeting was called to order by Moderator, Robert Curtis.

Pastor Rachel opened with a prayer.

On October 22, Pastor Ben sent an email requesting that Stuart and Olive Wilson be reinstated as members of The Community Church. Robert Curtis proposed the motion that Stuart and Olive Wilson be reinstated as members of our church.

MOTION/APPROVED by email vote: To reinstate Stuart and Olive Wilson as active members of our church.

Bob asked the council members to review and agree the agenda topics and times. This was done and no changes were made, so we proceeded with the meeting.

Approval of Minutes: M/P Larell to accept the October 20, 2021 minutes.

**Check -In & Connect:** Pastor Ben challenged us to find a partner and share something unique about ourselves.

**Financial Report:** John reported that we ended October with a negative result of \$32,884. Local pledges are still coming in strong. Wider Mission pledges are still under budget. We still have not used any of the authorized \$64k in Reserve funds. Chris added that there were some recent Facilities payments received that are not reflected in this report. Plate and Other gifts are well beyond budget. We are spending less than expected at 97% of budget. The approximate amount of \$53K in FICA funds that we are expecting has not yet come in. Those funds would get us closer to a positive close of the 2021 year.

**Anti-Racism Updates:** Pastor Rachel reported that she and Pastor Lacey have finished a 6 hour Racial Justice training offered through the Conference. Pastor Ben reported that he attended a Farm Worker Rally at Simi Winery to encourage the winery to participate in the protections being set up for farm workers during fire season.

**Liability Decision:** Pastor Ben and Chris reported that they are in contact with our Church West agent about the liability issue for small groups that meet at our church. There is currently a policy that requires a Million dollar Certificate of Insurance for groups meeting at the church. This is too costly for small groups. It is the hope to bring a proposal back to Council that identifies the small groups as being part of our ministry and hospitality and thereby covered in our overall policy.

**Budget Team Discussion:** John reported that most of the Budget numbers are in. The Budget team members are John, Robert, Kathy Bell and Pastor Ben. If all the requests made by the various areas were granted, we are \$100k short of balancing the 2022 budget. John presented a spreadsheet with possible solutions on how to reach our goal. Some of the suggestions were:

- Exploring way to increase Revenue
- Use Reserves from the Endowment funds
- Reduce staff
- No Raises

After breaking into small groups, the general consensus was to use Reserves. Nobody wants to reduce staff or cut programs at this time. We need to encourage new membership and continue to be an active and vital church to attract that. This discussion will continue and hopefully new pledges will come in. The plan is for the Leadership Council to present recommended options to the congregation in December before the Annual Meeting in January.

**Behavioral Covenant:** Pastor Rachel shared that she and Robert are hoping to create a Behavioral Covenant for our congregation. She passed out some information from the UCC document entitled "A Sure Foundation". Within the document there are samples from other churches about forming a covenant for our church. There are guidelines on how to communicate with each other, resolve conflict and hold each other accountable to that covenant.

Kathy Bell volunteered to be a part of a team creating the document. The team will come up with a covenant to present to the Council for approval.

**Highlights or Quick Updates:**

- Zero Waste Kiosk will hopefully be installed in December.
- Women's Retreat will be selling wreaths and See's Candy
- Mission & Outreach will be putting together gift bags for the Sam Jones homeless Shelter. They will also be collecting mittens and hats.
- Larell shared that the O&A Webinar on Tuesday (11/16) was very informative. The plan is to make it available for congregational viewing and discussion.
- On December 5th, Rosemary Manchester will be discussing her book "Turn Left at the Big Anthill". Reception to follow.
- Joyce reported that there one of the Conestoga Huts is occupied!

**Meeting Review and Summary: Decisions:**

- The Liability discussion will continue next month.
- Explore using the Reserve funds to balance the 2022 budget
- A team was formed to draft a Behavioral Covenant
- Invite a few members of the Nominating Committee to attend a Council meeting.
- We need to find new ways to encourage volunteering among our members

Kathy Bell closed the meeting with a prayer  
The meeting was adjourned by Robert

Respectfully submitted,  
Denelle Tognozzi, Clerk