

Minutes of the Leadership Council
December 15, 2021

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

The meeting was called to order by Moderator, Robert Curtis.
Pastor Ben opened with a prayer.

Approval of Minutes: M/P Linda Roa to accept the November 17th, 2021 minutes.

Financial Report: John reported that we made some gain last month, mostly due to facility rentals hitting 95% of our goal. Pledges are holding strong. Wider Mission is holding steady at 90%. Overall things are pretty good. We still have not drawn from reserves or received out FICA payment. We started the month with a -32,884 deficit and ended the month with -24,716

Nominating Committee: Bobbie Johanson led a discussion about the nominating committee's process, and how LC members can help and work with them. It was particularly hard to find people to say "yes" this year. We still need to get a treasurer to replace John. The nominating committee consists of Larry Stalling, Roger Wilson, Norma Watson, Brook Bell and Bobbie. For next year Roger and Norma will be stepping down. Jane Huneke will be joining. We need to find one more person.
For next year;

- Debbie Stewart will replace Kathy Bell as secretary
- Barbara Deedler will be the note taker replacing Denelle Tognozzi
- Pat Furber will replace Larelle Fineren in Faith Formation
- Bobbie will replace Joyce in Mission and Outreach.

Lisa Dawson, Patty Rainey and Judy Petersen are willing to stay on with the Luther Burbank Housing group.

Check -In & Connect: Bob led an interactive exercise

Annual Meeting Planning: The Annual meeting will be Jan. 30 at noon in the sanctuary. We had a discussion about the agenda. Bob will work with Ben on this and report back. There was discussion about how to offer the meeting via live stream. If people want to vote we will have an email in option. But if someone remotely has questions they will need to text a friend who is in the building. There was talk about how to use this meeting to put out a call to volunteers. Rachel had the idea to have the LC choose a "shining star" in their area, and a "golden opportunity" (to encourage volunteers). We will work on this idea.

Annual report: Chris will email out the annual report format and would like us all to get all of our reports from our teams and into her by Jan 5th.

Budget Team Discussion: John shared the summary data. it was very similar to what we looked at last month. The bottom line is that we are about 95K short. Last month

LC decided that we are willing to dip into reserves to make the budget work. Our Insurance has gone up 34%. After we receive the year end numbers, we will finalize our proposed budget for next month's council meeting for a vote.

Behavioral Covenant: Pastor Rachel led a discussion about Holy Manners. She led an exercise using some reading from the book 'Behavioral Covenants in Congregations'. by Gilbert R Rendle. We discussed healthy norms and non-healthy norms. Also - what role might the church have for the wider culture?

Our homework for next month is to think of a time when we had differences with in our congregation and we practiced 'Holy Manners'... and a time when we did not.

Sabbatical plan: Ben sent out the following in an email to LC with the basic coverage plan for his 3 month Sabbatical starting in Feb.

" Here is what the pastors have been working to support pastoral coverage during the upcoming sabbatical:

- Rachel will shift from half-time to full-time
- During the sabbatical, Rachel's title will be Acting Lead Minister
- Rachel and Benjamin have drafted an Acting Lead Minister job description
- Rachel has begun to reach out to potential guest preachers
- A "Sabbatical Support Team" has been created: Bob Curtis, Kathy Bell & John Henel
- Rachel's PPRT will continue supporting her as they have, offering feedback and encouragement

Other supports that should be put into place?
Benjamin

There was a brief discussion and opportunity for questions.

Highlights or Quick when our Updates:

- Kathy Bell made a motion to reinstate Joanna Caldwell to active member. Linda Roa seconded.. It was unanimously agreed to reinstate.
- Bob asked us to go around the room saying what we have down for our To DO list before next month.. Everybody had something but it went so fast I could not record it all

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

Respectfully submitted,
Kathy Bell, Secretary