

Minutes of the Leadership Council  
April 21, 2021

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

Due to the "Shelter in Place" order for protection from the COVID-19 virus, we met online via Zoom.

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

**Check -In & Connect:** We broke up into groups of 3 and addressed the question "What's on top of you this week?"

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 John Henel to accept the March 17, 2021 minutes.

**Financial Report:** John reported that we ended March with a positive net result of \$55k, due to Revenue running significantly ahead of budget, and Expenses running less than budget. Local ministry pledges are doing great so far, with Wider Mission pledges falling just a little short of budget expectation. While the bottom line looks good right now, it's expected that this excess will diminish as the year progresses. With some luck, our plan to tap reserves may not need full execution. It likely will come down to whether we can generate more Facility revenue.

**Anti-Racism Updates:** Joyce reported that, as a member of the West County Rapid Response group, she and others have been visiting Asian businesses in the area to show support. She has composed a letter to the members and friends of the Enmanji Temple in Sebastopol to let them know that we stand with them in solidarity and will support them in any way possible. The letter will be signed by the Ministerial staff, Leadership council and Members/Friends of the Community Church.

Linda Roa shared that there was an article in the Sonoma West Times reporting on a demonstration organized by a groups of Analy High School students. They are called the BLM Visibility Team. She thought that meeting with members of this group and finding out more about them and their agenda would be a good way for the church to support and participate in their protests and activities. She will contact Marin Broadbent-Bell for ideas about how to reach members of the team.

**LC Meetings & Processes:** the Council engaged in a good discussion about the meeting processes and structures. Some of the positive comments made were about how the conversations were moved along, setting goals and making a plan. It was agreed that getting the agenda out early helps members to be prepared. Some of the suggestions made to improve things were: hearing more from individual areas and what they have been up to, prioritizing agenda items based on the importance and allowing more time for discussion.

**Consensus Model:** Bob and Pastor Ben lead a discussion on the possibility of adopting the Consensus Decision Making Model. The Council members had received a Protocol

Draft in an email to read ahead of the meeting. There was good input and a consensus was achieved to try this Decision making process for a few months. It was also brought up that in official voting; only the 8 Leadership Council members will have a vote. The pastors, clerk and Congregational Administrator may be called on to share their opinions on other decisions.

**Sabbatical Discussion:** Pastor Ben led a discussion on Sabbatical leave. Some of the questions discussed were: What are our values surrounding sabbatical leave, how is a sabbatical different from a vacation and what support the Leadership Council can provide the congregation and the pastors to plan and embrace a sabbatical? There will be more discussion and a more detailed presentation of Pastor Ben's proposed sabbatical in future meetings.

**Highlights or Quick Updates:** Larell reported that the team working on the Safe Church policy has been meeting and will be ready to present an updated policy in the next month's meeting. They have received suggestions from our Insurance company. Kathy Bell reported on the Safe Return progress. The hope is to reach the yellow tier and have outside courtyard worship in the summer. That would mean wearing masks and still maintaining distance. There will be a portable outside speaker system. Pastor Ben and the Tech team are working out sound system details and will also make a video for Youtube and Facebook viewing for each service. We hope to be able to move to the Sanctuary in the Fall.

Chris reported that requests to use the Facilities are coming in. Requests to use the commercial kitchen, as well as 12 step groups and Rotary wanting to start up again. She has been in touch with the Fire Marshall to determine room capacity for all areas. She is also looking at obtaining air purifiers for the larger meeting rooms to make sure there is plenty of ventilation.

Lacy reported that since there are no camps this summer that there will be monthly Covid safe activities for the youth to participate in. There will be community-building activities such as movie night, fire pit time, and tie dye projects. Garth Watson has volunteered his garden for a service project. The goal is also to build up the Volunteer capacity for Fall group meetings.

Kathy Bell reported that contracts have been signed with the Zero Waste project and they are looking at possible June start up.

Bob reported that he is looking for volunteers to write an article for the monthly Salt & Light newsletter. It would be telling a story about the areas that the person is involved in.

The Leadership Council retreat will be held in June. Details will be in an upcoming email.

Robert did a quick review of the meeting's decisions and noted topics for next month. Reflections and appreciations were shared.

Larell closed the meeting with a prayer  
The meeting was adjourned by Robert

Respectfully submitted,  
Denelle Tognozzi, Clerk