

Minutes of the Leadership Council
May 19, 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 Rachel opened with a prayer.

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 April 21, 2021 minutes.

Financial Report: John reported that we ended April with a positive net result of \$30k.

Local ministry pledges are still solid, with Wider Mission pledges falling just a little short of budget expectation. Plate and Other gifts are ahead of budget. There is hope for Facilities income with the campus opening up a little more. There is a good chance that the preschool will be able to go to full capacity in June. There is also some news about possible rebate of FICA taxes. This would provide some well needed income. Chris will have further details on that.

Check -In & Connect: We broke up into groups of 3 and addressed the question "What does Community mean to you?" Some of the highlights were: Strength in numbers, being Inclusive, and caring for others.

Anti-Racism Updates: Lacey reported that she has contacted the BLM Visibility team from Analy High School students. She has yet to receive a response.

Rachel reported that the clergy staff is planning a vigil on Tuesday, May 25, the anniversary of George Floyd's death. They are also discussing conducting a forum on Open & Affirming in the future.

Safe Church Policy Update: Larell reported that the group is enjoying the process and is learning more about the topic. She said there should be a policy to review and vote on next month.

Sabbatical Discussion: Pastor Ben led a discussion on Sabbatical leave. He reviewed our values discussed last month. We viewed his specific proposal. His proposal is to take February thru April of 2022 to focus on deepening his writing practice. Some of his goals are to participate in writing workshops, creating an online platform and submitting articles for publication. We also discussed coverage of duties and possible ways to achieve this. There will be ongoing discussions at the upcoming Leadership Council monthly meetings.

What do I need from You?: Bob led a discussion on a practice called WINFY. The point of the exercise is to help people get better at asking for what they need in certain situations. We each took several minutes to write down what we need from the members of this council. Each person said what they need and then the other members of the council replied with 4 different responses of whether or not they could give that person what they asked for. There were a variety of needs expressed. Some of the requests were: being respectful and listening to others opinions, being able to have joy

and humor, spaciousness to explore deeper questions, being efficient and organized and many others. It was a valuable time for sharing.

Flooring in FH Kitchen and Ante-room: Tom reported that the Facilities committee wants to install new flooring in the Fellowship Hall kitchen and ante-room. They have chosen a product and have an estimate for installation. They were asking to take funds from acct#8368 Mem Hall Kitchen Remodel which has a balance of \$2652.58 and acct#8321 Property Upkeep Reserve. Kathy Matthies is in charge of the MH remodel project, (and also a council member), and she reported that those funds are spoken for. There are still improvements to be made to the MH kitchen. Some members of the council expressed concern over spending money on a project that could possibly be postponed until church funds are more secure. Tom will report back to the Facilities committee and report other options to the council by email.

Highlights or Quick Updates:

- Kathy Bell reported that Camp Caz property has been listed for sale for \$3.5 million. They will be looking at offers this Saturday. One offer from a group in Berkley is an all cash offer for \$4million. Larell asked if there had been any discussion about where the money from the sale would go. Kathy said there was mention from the Conference of putting a portion towards youth and the camp program.
- Joyce reported that the permit application for the Conestoga Huts is being submitted to the city of Sebastopol this week. The increase in the church's insurance will be \$750 for liability. We have \$6500 in donations for the building of the huts. Peggy Porter has spoken with 3 neighbors. Two seemed very satisfied and the 3rd still has some concerns. The church is not participating in the Pride parade this year due to lack of lead time for Outreach and so many key people being out of town. There is an idea about repainting the hut doors in Transgender Pride Flag colors due to the recent laws that have been passed that limit the rights of transgender people. The message will say something like "Transgender people belong in; church, sports, classrooms, health care, politics, and our community". A member of the Outreach committee is going to talk to Kathy Matthies, creator of the door exhibit, about this idea and we'll see where it goes.
- Linda reported that the Music & Arts visioning process has finished the brainstorming part, narrowing down their focus and had 2 sessions of prioritizing next steps. Ben shared that the final list will be shared with the music groups and congregation.
- Tom reported that the church already has HVAC fans that can be turned on to circulate the air when we can return to inside worship.
- John reported that an M&E grant was approved to cover the cost of singers' masks.

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