

Minutes of the Leadership Council  
June 16, 2021

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

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 Lacey 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.

**Check -In & Connect:** Bob provided us with various pictures. We were asked to choose one that resonated with us as we look forward to summer. We broke up into small groups and shared our thoughts and summer plans.

**Approval of Minutes:** M/P Kathy Bell to accept the May 19, 2021 minutes.

**Financial Report:** John reported that we ended May with a positive net result of \$19,574. Local ministry pledges are still steady, with Wider Mission pledges falling 10% short of budget expectation. Plate and Other gifts are ahead of budget. Expenses are under budget. There is hope for an increase in 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 and pay full rent.

**Anti-Racism Updates:**

- Ben reported that he recently had a conversation with the pastor of the Wellspring Samoan Church in Santa Rosa. They discussed hopes for the sharing of fellowship between our churches.
- Bob hopes to have a conversation about the book White Privilege during our July meeting.
- Joyce posted that Religions for Peace is having a Webinar June 24.

**Sabbatical:** Pastor Ben updated the council on the details of his proposed Sabbatical leave to take place from February thru April of 2022. He will work collaboratively with pastors, staff and lay leaders to anticipate duties needing coverage.

Pastor Rachel is open to the possibility of increasing her position from half-time to work fulltime during Pastor Ben's absence. The budget cost of this increase would be \$10,598. Additionally, 3 guest preachers, one for each month of the sabbatical would cost an additional \$600 total. Possible ideas for funding are: Member giving - could be a feature of the Annual Appeal and the "Sabbatical Reserve" Restricted fund (8369.3) which has a current balance of \$5,193).

M/P Kathy Bell to approve Pastor Ben's Sabbatical proposal and Pastor Rachel to work fulltime during those months.

**Meeting Norms and Agreements:** Bob asked us to review the Norms for the Council. We broke into small groups and picked out 2-3 of the Norms that we felt were the most meaningful. All the groups shared the Norms they chose. A master list of all the chosen Norms will be compiled and discussed next month.

**Leadership Retreat:** Pastor Ben shared that there have been planning meetings and conversations on the retreat happening on July 3. There is more work to do to finalize plans.

**Proposals for iWave in All Buildings and upgrade of WIFI:** Tom had sent out an email with a synopsis of the discussion by the Facilities Committee on proposals to have Robert's Mechanical install iWave air purification systems in the HVAC systems in the Sanctuary, offices, Fellowship Hall, Pilgrim Center and Media Center. The proposal included the cost of two stand-alone Medify air purifiers which can be ordered online for Memorial Hall. There was much discussion and questions which were answered by Chris Chang-Weeks and Tom Terry.

The end result of this discussion was a final motion:

M/P Larell to approve the proposals for the air purification systems installed by Robert's Mechanical in the buildings mentioned for a cost of \$8214.73, with further research being done on the best air purifier for Memorial Hall.

It was also approved to go ahead with the WIFI improvements at a cost of \$3000.

John has agreed to submit a proposal to Memorial & Endowment for all of the above.

The original thought was to take the cost out of General Undesignated Reserves (8399), but John felt it made more sense to go to Memorial & Endowment and save the Reserve for unplanned on expenses that might arise.

#### **Highlights or Quick Updates:**

- Kathy Bell reported that the Recycle Kiosk will possibly be installed by the end of June
- Larell reported that bookkeeper, Deanna Euritt, found a law stating that hourly employees have a right to be paid every 2 weeks. We have been paying them monthly. She is looking in to the possibility of the employees having the option to sign a waiver stating they are agreeable to remaining on a monthly schedule. All other staff members are paid monthly and it would make things more convenient to keep all on a monthly paid basis.
- Joyce reported that there have been no updates from City of Sebastopol on the status of the permit for the Conestoga Huts.

Kathy Bell closed the meeting with a prayer

The meeting was adjourned by Robert

Respectfully submitted,  
Denelle Tognozzi, Clerk