

**Leadership Council Meeting**  
**The Community Church of Sebastopol, UCC**

**Date July 21, 2021**

6:30 - 8:10 p.m.

Via Zoom: <https://us02web.zoom.us/j/85958533063>

The mission of The Community Church of Sebastopol is to worship God and share the love of Jesus Christ, teaching the message of Jesus to all ages and putting our faith into **ACTION**.

Our goal is to consider and promote increased equity during our work as a Council.

**Goals:**

- Debrief LC Retreat
- Review and update decision-making process for LC related to proposals and expectations for process for bringing proposals to LC
- Understand financial report better and begin discerning 2022 budget priorities
- Safe Church

**Agenda**

<b>Item</b>	<b>Presenter(s)</b>	<b>Purpose of Agenda Item</b>	<b>Time</b>
Call to Order	Robert	Starting on time	6:30
Opening Prayer	Lacey	Gathering with purpose	6:30
Agenda Review	Robert	Review and agree on agenda topics and timing	6:32
Check-In & Connect	All	Build stronger sense of connection and get present	6:34
June Minutes	Denelle	Due diligence	6:40
Financial Report	John	Fiduciary	6:42
Anti-Racism Updates	All		6:50
Budget Overview	Ben and John	Begin discerning 2022 budget priorities Understand financial report better and	7:00
Debrief Retreat	Bob and Ben	Overall feedback and discuss next steps. <a href="#">Folder</a>	7:15
LC Decision-Making and Proposal Process	Ben and Bob	How do we create a less anxious system and process where better decisions are made?	7:30

		Review and update decision-making process for LC related to proposals and expectations for process for bringing proposals to LC	
Safe Church Policy	Larell		7:45
Highlights or Quick Updates	Council and Staff (1-2 minutes)	Brief announcements	8:00
August Meeting	Robert	Discuss timing and location	8:05
Meeting Review	All	Review process, decisions and action steps including communication or announcements Meeting <a href="#">Summary</a>  <b>Topics for next month:</b> •	8:10
Reflections and Appreciations	Robert	Sharing reflections on meeting and appreciations	8:15
Closing Prayer	Kathy B	Closing with purpose	8:20
Adjourn	Robert	Ending on time	8:25

**Purpose:**

The Leadership Council is elected by the members of the congregation to carry out the governance of the congregation in-between Annual Meetings in service of the congregation’s mission: “to worship God and share the love of Jesus Christ, teaching the message of Jesus to all ages and putting our faith into action.”

**The Mission of the Council:**

- To prayerfully and thoughtfully interpret and enact the Community Church’s mission, vision, and values, and to provide leadership and strategic direction.
- To safeguard the assets of the church, and to ensure adequate resources (human, spiritual, financial, and facility).
- To support, direct, and partner with the church staff team.
- To be ambassadors to the community on behalf of the Community Church.

**Norms for the Council:**

1. Keep the mission of the Council in mind. No personal agendas.
2. Follow the Bylaws.
3. Attend meetings, arrive on time, and stop on time.
4. Come prepared. Do your homework and follow through.

5. Know the purpose of agenda items and stay focused.
6. Avoid interrupting, digressing, and repeating yourself.
7. Respect the expertise, time, and contribution-style of others.
8. Participate fully. Listen carefully and ask good questions.
9. Be honest. Agree to share disagreements, and agree to disagree amicably. Keep disagreements within the Council.
10. Maintain confidentiality.
11. Enjoy the work and enjoy each other.

**Debrief Retreat:** [Google Folder w Images](#)

1. What was one highlight or something memorable about the retreat?
2. Next Steps? Ideas from breakout groups:
  - a. Group 1:
    - i. Hospitality Committee (Worship and Arts Ministry Area or Care and Fellowship aligned with membership team?)
    - ii. Membership Engagement Team
    - iii. O & A Team
      1. Education
      2. Pride Parade
      3. Reachout
  - b. Group 2 Brainstorm:
    - i. OWL for Adults
    - ii. Reimagining Gender Ministries
    - iii. Renewing O & A

**Review Criteria for Council Topics and Decision Making: How do we create a less anxious system where better decisions are made?**

1. What decisions need to be made by the Leadership Council?
  - a. What makes a good decision?
  - b. What is the criteria we use or should use to determine what decisions need LC approval?
  - c. How do we better delegate and empower other people and groups?
2. What are the expectations of someone who is needing a decision to be made by the council? What are the expectations for the council when something is needing to be approved?
  - a. For example: When a decision is needed that has financial implications, who should help determine the appropriate budgets or be able to suggest

appropriate budgets? What is the role of the treasurer and finance committee in these decisions or in supporting the preparation of a proposal for approval?

- b. For example: Preamble of the Safe Church policy? Is this a decision that should be made in the LC?

**2022 Budget Priorities Questions:**

To ask of committees, teams, and program leaders: What priorities do you envision for your ministry program in 2022 and how would you like to see those priorities reflected in the 2022 budget?

To ask of yourself as a Leadership Council member: What priorities do you envision for your Ministry or Resource Area in 2022 and how would you like to see those priorities reflected in the 2022 budget?