

Minutes of the Leadership Council  
August 18, 2021

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

We were back meeting in person!

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

Robert 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:** We spent a few minutes checking in with the person next to us.

**Approval of Minutes:** M/P Linda Roa to accept the July 21, 2021 minutes.

**Financial Report:** John reported that we ended July with a positive net result of \$3.577K, hanging on to a positive balance after 7 months and not tapping into any Reserves. Local ministry pledges and other gifts are doing well, exceeding 105% of expectations. Wider Mission Pledges continue to come in at 92%. On the good news front, Facilities are starting to pick up at 48% of budget. We hope that the Covid (delta) resurgence doesn't cause revenue to slide back. We also have FICA credits pending that we hope to see before our year ends in December.

**Anti-Racism Updates:** Pastor Ben had sent an email regarding efforts to advocate for agricultural workers in Sonoma County who harvest grapes during fire season. Through North Bay Organizing Project, workers are making five demands concerning worker safety and financial stability. There will be a vigil at Santa Rosa Courthouse square at 7pm on Thursday, August 19. A group, including Pastor Ben, will be visiting local wineries this Saturday to make them aware of the workers demands.

**Budget Priorities and Challenges 2022:** Pastor Ben talked about some of the challenges that we face with the 2022 budget. We now have Andy DelMonte as our full time choral director, a position that was vacant this year. The Personnel portion of the budget will increase approximately \$32K. There are facility issues that will need attention this year. The Gratitude & Generosity team is revving up. Now is the time to start encouraging our church members to consider their pledges and support their church with generous giving.

**Safe Church Policy:** The final copy of the Safe Church Policy was made available by email and a few points were discussed at the meeting. Moderator, Robert, suggested that the motion be decided by Consensus Vote. There consensus was achieved for approval of the the Safe Church Policy prepared by the committee. It was also decided that there needs to be a stand-alone Transportation Policy that includes liability rules and information concerning minors. A committee will be formed at a later date.

**Thank you notes:** Due to Kathy Bell's absence, this item was tabled for next month.

**Rebuilding and Reaching Out:** Ben spoke about Kathy's ideas about coming back together as a congregation. There needs to be a concerted effort to reach out to all members of the congregation to check in and see what the various needs might be. Chris and Pastor Ben said they would be able to provide the membership list. Pastor

Lacey will cross reference for youth and their families. Kathy Matthies, Linda Roa and Robert offered to help.

**Highlights/Quick Updates:**

- Kathy Matthies reported that the Apple Pie mini-event was a success. The new apple machine worked great. Next year will be the 50 year anniversary of making pies. The committee made the decision to hold the event at the church and sell from there. The Apple Fair participation has become more involved and costly. This way, the proceeds all belong to the church.

Joyce reported on the following:

- Conestoga Huts were approved by the City Planning Commission. Construction will start soon!
- Adult Mission to Paradise is planned for September 19
- A new family from Honduras has arrived with help from the West County Accompaniment team.
- Pastor Ben and Robert are preparing a Behavioral Covenant to handle conflict in times of crisis.

**Reflections and Appreciations:** The group agreed that it was great to be meeting in- person again.

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

Respectfully submitted,  
Denelle Tognozzi, Clerk