

Minutes of the Leadership Council  
January 19, 2022

Present: Pastor Ben, Pastor Lacey, Pastor Rachel, Robert Curtis, John Henel, Kathy Bell, Tom Terry, Linda Roa, Joyce Cox, Kathy Matthies, Larell Fineren and Chris Chang Weeks. Debbie Stewart joined as incoming Council Secretary.  
Due to increasing virus case numbers we met via Zoom  
The meeting was called to order by Moderator, Robert Curtis.  
Pastor Lacey opened with a ritual of release and gratitude.

Bob asked the council members to review and agree on 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 to accept the December 15, 2021 minutes.

**Financial Report:** John reported that we finished 2021 better than expected. There was \$65k of reserve funds allocated to balance the 2021 budget. We only used \$34K of those funds to end the year with a zero balance. We still have not received the FICA money, which is expected to be about \$40K. When those funds are received they will be reflected in 2022. Local Church Pledges held strong all year finishing at 98% of budget. Facility revenue actually exceeded budget expectations at 103%. Wider Mission pledges ended up at 98% of budget.

John also reported that the Memorial and Endowment committee voted to make \$15k available for Grants in 2022.

**Anti-Racism Updates:** Pastor Rachel reported that she heard about a program where other churches were making reparations to an organization of their choice each time they sang an African song during worship. The group thought that was a great idea and more information will be gathered.

**Annual Meeting:** Chris reported that the Annual Report is almost complete. She will add the 2022 budget after tonight's meeting.

**Housing Allowance:** Pastor Ben explained how ministers are allowed to allocate some of their compensation to a housing allowance as non-taxable income.

M/P: Bob/Kathy Bell: To designate \$55K of the 2022 compensation for Rev. Benjamin Broadbent as "Housing Allowance".

M/P Bob/Tom: To designate \$48,628 of the 2022 compensation for Rev. Rachel Knuth as "Housing Allowance".

**Liability Decision:** Pastor Ben and Chris started a conversation at the November Council meeting about the liability issue for small groups that meet at our church. Tom reported that we paid our 1st quarter payment which keeps us current. Before the next payment is due, the time will be used to discuss options. Chris was asked to draft a policy stating that each member of the small groups sign a waiver form. This would be reviewed at the February Council meeting and used for future reference.

**Budget Discussion:** At this time, the meeting was opened up to members of the congregation that were interested in the Leadership Council's 2022 Budget discussion. John shared the proposed 2022 budget on the screen. The budget is balanced to zero by taking \$24,051 from Reserves and \$5k from Sabbatical Reserve. There were questions from the Council and then from the congregation members that joined the meeting. John answered the questions and explained the process.

M/P: Bob to forward the final version of the budget to the congregation for approval at the 2022 Annual Meeting.

**Annual Meeting:** Pastor Ben and Bob led a discussion on location, roles, format and preparation for the Annual Meeting. It will be conducted via Zoom. The discussion revolved around how to vote on motions made at the meeting and making the Annual report available to members. Chris stated that the report will be available via email and also the church's website. Four Council members volunteered to deliver hard copies to members that were unable to access the report electronically. The Leadership Council members were asked to choose 3 "Shining Star" moments from their area and a "Golden Opportunity" of what's coming up in 2022 to present at the meeting. More details of finalized plans will be shared in the coming week via email.

**Sabbatical Planning:** Pastor Ben and Pastor Rachel shared plans concerning Ben's upcoming Sabbatical. They have composed a job description for "Sabbatical Acting Lead Minister". It outlines the duties and responsibilities of that person to make it clear for the members of the congregation. There will be a link in an all- church email as well as on the church's website. Pastor Rachel took a "study week" to prepare for her time as Acting Lead Minister. She is working on getting some "outside voices" as guest speakers. The hope is to have 6 guest speakers. She has various people lined up for leadership roles in the Youth and Children's area of ministry. Terry Harper will lead the Children's ministry. Kathy Bell and Bobbie Johanson will lead the Youth ministry. Brooke Bell is chair for the OWL series. There are 3 people signed up for the online OWL training happening in March.

**Highlights or Quick Updates:**

- Linda reported that Larry Stallings has agreed to be Usher Coordinator
- Kathy Matthies reported that Andrea Furber Card has joined the Floral Design team

**Reflections and Appreciations:** Appreciations were shared for the departing members of the Leadership Council: Kathy Bell, John Henel, Joyce Cox, Larell Fineren and Denelle Tognozzi. Chris Chang Weeks also was appreciated for her hard work on the Annual Report.

Pastor Rachel closed the meeting with a poem "Evening Vespers"  
The meeting was adjourned by Robert

Respectfully submitted,  
Denelle Tognozzi, Clerk