

Minutes of the Leadership Council
February 16, 2022

Members present: Pastor Rachel Knuth, Robert Curtis, Deidra Warner, Linda Roa, Bobbie Johanson, Kathy Matthies, Tom Terry, Chris Chang Weeks, Pat Furber, Tom Terry, Debbie Stewart, and Barbara Deedler.

The meeting was held in person in the media room.

Bob Curtis called the meeting to order and Pastor Rachel led an opening prayer, "Gathering With Purpose".

The meeting agenda was approved.

The minutes of the January 19, 2022 meeting were approved.

Financial Report: Deidra Dawson, the new financial officer, has not had an opportunity to meet with John Henel. \$20,000 has been received from the Employee Retention Credit and more is expected.

The financial statements for January were distributed.

Check In & Connect: Bob distributed cards with images and asked council members to choose one that represented themselves. We then each shared how the card represented us and our hope for the current Council - the "reason you are here or your hope for the Council".

Anti-Racism Updates: Pastor Rachel explained possibilities for reparations as she has discussed with others. One suggestion is when black hymns are sung in Church we could consider paying royalties for these songs as we do for copyright fees for other hymns. Perhaps then making a donation of that amount (the amount we pay for copyright fees) to support a local black organization. Discussion followed and the the Black Student Union at West County High School was suggested as a recipient.

Debrief of Annual Meeting: Bob directed us to form small groups to review the Annual Meeting. Several thoughts and ideas were expressed: zoom worked and there was a good turnout. The memorial video was very well done, the Shining Stars and Golden Opportunities were appreciated, reports were well done. Several members mentioned missing sharing a meal and meeting together in person and are looking forward to doing that again. There was also discussion of the absence of the "Member at Large" council positions. Some members felt this gave folks a chance to bring up concerns in a more comfortable manner.

Role and Purpose of Leadership Council: Bob and Pastor Rachel led a presentation and discussion about this. We read aloud and reviewed the Leadership Council Job Description. The concept of the "Dance Floor Balcony" was used as a method to look at how ideas, concerns, etc. can be seen in different ways. Some things look one way when you are on the "Dance Floor" (in the midst of it) and then another way when you are on the "Balcony" (above looking "down"). In the Church picture, the Dance Floor is more the individual groups, teams, activities. etc. The Balcony could be the Leadership Council with a more visionary view. Rachel gave us various examples of each. Rachel presented the various ministries (Worship & Arts, Faith Formation, Care & Fellowship, and Outreach) individually and then showed how they intertwine as a larger circle and use and support the the Facilities, Finances and Personnel resource areas. We then broke into small groups to discuss these concepts and ideas and shared with the larger group.

Norms and Agreements: Bob asked Council to read and review the Norms For Council. In small groups we chose our "top two" choices and shared with the group.

Highlights or Quick Updates:

- Bobbie Johanson is reaching out to parents and looking at restarting mission trips. She will write the thank you notes for this month.
- Pat Furber is planning art classes.
- Chris reports “smooth sailing” in the office. Council binders are being updated.
- Kathy Matthies expressed concern about the resignation letters from Larell Fineren and Pastor Lacey.
- Tom Terry asked that everyone read the email he sent regarding roof issues for the sanctuary, sky light and office complex. He is very concerned that we be “proactive” in addressing this.
- Debbie Stewart will work with Kathy Bell in reviewing Chris’ job description as office manager.
- Pastor Rachel will work on reparations and Larell and Lacey’s resignation letters. She also shared plans for Lent (a nature walk, faith journey cafe, book study (Good Enough), and a Holy Week movie (Jesus and His Life).

Closing Prayer: A very thoughtful prayer was led by Tom Terry.

Adjourn: Bob adjourned the meeting.

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