

Minutes of the Leadership Council

March 16, 2022

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

The meeting was held in person in the media room.

- Bob Curtis called the meeting to order and Pastor Rachel led an opening prayer.
- The meeting agenda was approved and a quorum was established.
- The minutes of the February 16, 2022 meeting were approved.

Check In and Connect: Looking to build a stronger sense of connection, council members were asked to share a “fun fact” about themselves. This led to an animated and fun discussion as members shared interesting facts about themselves.

Financial Report: Deidra Dawson reported that we are slightly behind in pledges both to the Church and the World Wide Mission. We have received 3 payments from the Employee Retention Credit (\$21,000, 21,900 and \$8,000.) There is \$5,000 in the Building Maintenance Reserve.

Norms and Agreements: A draft of Leadership Norms and Agreements 2022-23 was distributed before the meeting. Council members were asked to share which norm or agreement “spoke to them” and why. There was consensus that members would like to know more about what LC groups are doing and how to exchange that information. It was decided that committees will send email updates to Bob and he will send them out with the agenda before the meeting. He requested these be sent 6 days before the meeting.

Introducing LC members: Pastor Rachel and Bob are planning to introduce the Leadership Council to the Congregation in the newsletter (so we know “who they are”). Rachel will take pictures, share one or two “fun facts” about them and their ministry. LC members were encouraged to wear their name tags and be available for folks to contact with questions and concerns.

Reflecting on Departures & Opportunities For Growth: Pastor Rachel has been collecting information and comments about concerns that members have shared regarding the recent departures of some members. Some comments that she shared:

- we need to be more welcoming, be better listeners, forgiveness
- be aware that feelings were hurt and not mended
- no “hard” discussions over email

Council discussion followed in small groups, coming back together with ideas and suggestions including:

- we need more relationship building, ways to get to know each other
- possibly have a “restorative process” (“we don’t have a way to fix something”)
- refine and update our current Opening and Affirming statement
- pairing “old” members with new, shepherding, Church wide OWL
- conflict resolution process, space for people to make mistakes.

Discussion about this to continue next meeting.

Facilities Update:

a) Tom Terry explained that there are some serious roofing issues that need to be addressed. He suggested that we approach the whole roofing project in two phases. Phase one is the low sloped roof over the Sanctuary, offices, narthex, and Fireside Room. Phase two is the steep sloped Sanctuary roof and Skylight.

The Phase two issues are more urgent and less expensive to remediate. A total new roof installation here could cost \$80,000. He met with a roofing contractor and presented two options by email for a rehabilitation of the low sloped roof deck in a written format. He called these “less than reroofing but equally effective”. There was discussion of costs, questions and options. Tom will discuss with the facilities committee and work with Deidra Dawson to see if there are some reserve funds that could be

used. It is hoped that a reasonable roof project could be funded and scheduled for late summer/early fall.

b) It was agreed to renew the current insurance, \$5,400.

c) New flooring will be installed in the Fellowship Hall kitchen and annex.

d) The committee is starting to gather information to see if we can redcoat and stripe the parking lot in-house (with a work party / work parties).

Highlights or Quick Updates:

- Debbie Stewart reported that several candidates were interested in Chris' job as Congregational Administrator. She, Kathy Bell, Chris Chang Weeks and Pastor Rachel are will be interviewing candidates in early April,
- Bobbie requested that the Safe Return Policy (meeting Tuesday) include the use of our showers. Residents of the RV Village can set up an appointment for a shower when theirs are not available.
- There is an Open House at the RV Village March 25.
- Pastor Rachel shared there will be three guest preachers including Sarah Neidhoefer. Holy Week will be "awesome".

Kathy Matthies closed the meeting with a prayer.

The meeting was adjourned by Bob Curtis

Respectfully submitted,
Barbara Deedler, Clerk