

LEADERSHIP COUNCIL MEETING SUMMARY – OCTOBER 2020

The Leadership Council met for our regular meeting via Zoom teleconference on October 21. A summary of discussions and actions are highlighted below.

Financial Report: The financial report was presented. We ended September at \$36K over budget. Pledges remain solid with Local Church pledges being close to 100% of budget. Lower revenue from Facilities and Plate/Other gifts account for most of the shortfall. Expenses are 94% of budget. We have submitted final loan forgiveness paperwork to realize the \$43K of PPP funds as actual income. We have not tapped into the \$23K of reserves allocated for the 2020 budget.

Budget Committee Update: The budget committee is making progress. Forms will be sent out to Council members to request budget needs from all the ministry area teams and committees.

Council Meeting Attendance: An updated policy was presented and approved outlining guidelines for posting our monthly agenda and provisions for how members can attend and contribute to Council meetings.

Conestoga Huts: Council approved signing a Master Planning Information Form to submit to the City of Sebastopol to continue the process of gaining approval for purchasing and placing two Conestoga Huts in the parking lot at the church.

Pray Their Names: Our church was given an opportunity to caretake and display a visual art installation called "Pray Their Names", an honoring of people of color killed by police violence. After discussion, Council agreed that they need more time to lay some groundwork and explore ways of getting more people involved, both from the church and the community, with the hope of presenting the installation in the spring.

Pastor Ben Letter of Call: Pastor Ben requested that the format of his letter of call be revised to match our current format that was used for Pastor Lacey's call agreement. The terms of the call agreement were not changed. The revised letter of call was approved.

Safe Church Policy Task Force: Work is planned to update our current Safe Church Policy. Training is ongoing for leaders of our church's children's and youth ministry programs. Feedback from the training sessions will inform how we will go about creating a task force to update our Policy.

Gratitude & Generosity Team Update: The G&G Team has a phone call evening planned to call people who have provided a pledge in 2020 but have not yet pledged for 2021, as well as thanking people that have already pledged. We currently have received pledges from 43% of our households with a total of \$213,645 for local ministries; 57% of the 2021 requested budget.

Marketing Team Update: The Marketing Team is making progress. They have formed three separate teams: Process Team, PR/Social Media Team and Design Team.

Ministry Staff Update:

- Pastor Lacey – Fourteen of our youth participated in outdoor projects at Ragle Park. Future events are planned.
- Pastor Rachel – Noonday prayers, Kindred Group in-person gatherings and game nights are happening. Pastor Rachel will be on Sabbatical from November 23, 2020 thru January 4, 2021. She will be doing deeper work on grief and how it affects our lives. She is currently making home visits and phone calls. The Congregational Life team is offering several opportunities for connection such as game night, bingo, book study, blessing of the animals, wine tasting, soul friends phone calls, and a spirit walk around the church campus.
- Pastor Ben – Pastor Ben would like to have more discussion regarding the roles of the Council members and their ministry areas. It was agreed to do this in February after new Council members are appointed. A hiring committee has been formed to find a replacement for Julie Reimer, our departing bookkeeper. Minister of Music Brian Plaughter's last day will be October 25.

Facilities: Several projects are happening including painting in the Fellowship Hall Kitchen and improvements to the Fellowship Hall storage room.

Outreach: The Outreach Committee is getting ready for Christmas projects. There will be Alternative Gift Catalogs and Christmas gift bags for the residents at Sam Jones Hall. The Safe Parking program is going well. We currently have five safe parking guests. Some of the guests have requested to use the kitchen in Fellowship Hall. It was decided that this would be a decision made by Staff.

The congregation is invited to discuss these items as well as any other issues, concerns, ideas or appreciations to any of the Council Members. The Council Members are:

Michael Ott – Moderator

Kathy Bell – Council Officer for Personnel

John Henel – Council Officer for Finances

Larry Stallings – Council Officer for Facilities

Joyce Cox – Council Member for Outreach

Larell Fineren – Council Member for Faith Formation

Bobbie Johanson – Council Member for Care and Fellowship

Linda Roa – Council Member for Worship and Arts