CGSLC Council Minutes
Sunday, October 20, 2019 @ 11:45 a.m.

Attend: Pastor Manda, Theo, Joe, Jerry, Skye, Laurie, Susan, Bob, and Michael
Excused: Jean, Rebecca

Community Time

- Reading the Behavioral Covenant
- Devotion

Administration

1. Approve Agenda. M/S/C
2. Consent Agenda.

Reports

- Pastor's Report: To be done every 2 months, nothing for today.
- Stewardship
    - Laurie (Oct)
        - Actual vs budget Jan-Sept
            - $204,654 (in)
            - $326,316 (spent)
            - exceeded by $121,000
            - sold $120,000 on investments; gain on investments was good
    - Checking acct. $44,000
    - Year-end appeal
            - Weekly message from Council members
            - Appeal Letter out by Nov 15
            - Worship Announcements
                - Nov 17 - jerry
                - Nov 24 - Michael
                - Dec 1 - theo
                - General giving is down 16% -
            - December 8 Worship
    - 2020 Budget
        - Giving down from last year by $30,000
            - Drawing from reserve fund is removed form income
            - $22,000 is proposed to withdraw from budget?
        - Benevolences
            - 10% of what we budget (monthly or quarterly?)

            - no social action (eliminated this item) $4500 will move into this bucket: "Gods work our hands"
        - Education
            - No feedback from youth ministries, use same as last year
            - camp removed from line item, eliminate
            - up the scholarship fund
        - Leadership
            - administration support
            - bumped up council retreat (it's more expensive)
        - Personnel
            - wage sheet
            - accuracy is in question?
            - 3% cost of living increase
            - Portico benefits removed (Laura) gave $500 for insurance
            - retirement funds go away for Laura
            - Sunday school teacher eliminated
            - continuing education?
            - office manager, Pastor, (include Rey and Daniel)
            - this is done … staff personnel: what we are doing?
            - postpone personnel budget
        - Property (Joe)
            - Janitorial (falls under Laura) leave at $3500
            - Landscape reduced to $2500 from $5000
            - Joe to get back to Laurie if any changes
        - Music
            - German language fund should not be part of our budget
            - reduce Ronnie's (drummer) budget as recommended by Daniel
            - need to work on reducing staff
        - other expenses ...
        - Deacon
- Personnel
    - Rey's request, to not be available for Easter, need substitute?
    - Staff Gift
        - Give January 5, collect Dec 1-22 (collect directly)
            - Verify donation: ELCA Treasurer page
    - Pastor’s review
        - Jan/Feb input from congregation and staff
        - Mar deliver review
- Education - no items

- Property
    - Refrigerator is working for now, proposal to have fundraiser for Beyond the Building
    - meet with contractors: scope is bathroom, entry way, kitchen & plumbing
    - raise $250K and develop a proposal
    - Steve has mock-up drawings
    - Bob, have Tesla check the operation with the solar panels
    - Laurie, San Jose Water, why is the bill bigger?

Old Business

- Breeze: Michael and Janet working together on process
- Beyond the Building
- Safe Car Park (Sara volunteering at FCC) - Questions from congregation about safe car park; negotiations still taking place
- Constitution updates
- Mediation wrap up and next steps

New Business

- Rev. Lenny Duncan presentation - security concerns
- Nominating Committee Update
- Congregational Meeting Agenda
    - Governing Documents
    - Present Draft 2020 Budget
    - Elections
        - Council
        - Treasurer
    - Beyond the Building
        - Deacon
        - Reshuffle

Next meeting Nov 17th, 2019
End of meeting