

CGSLC Jan 2020 Council Minutes

Tuesday, January 14, 2020 @ 6:30 p.m.

In attendance: P. Manda, Michael, Jean Herriges, Jean Hope, Skye, Rachel, Joe, Jerry, Petra
Excused: Laurie, Susan

Community Time

- Devotion (Pastor Manda)

Administration

- Approve Agenda **M/S/C**
- 2020 Council guidelines
 - Meeting days and times
 - **Confirmed that 2nd Tues evenings at 6:30pm will be our normal meeting day and time.**
 - Sign up for prayer at meetings
 - **Sign-up sheet was distributed, and here is the schedule for 2020:**
 - **Feb - Jean Herriges**
 - **Mar - Skye**
 - **Apr - Rachel**
 - **May - Petra**
 - **Jun - Susan**
 - **Jul - Jerry**
 - **Aug - Laurie**
 - **Sep - Jean Hope**
 - **Oct - Michael**
 - **Nov - Joe**
 - **Dec - P. Manda**
 - Reading the Behavioral Covenant

Reports

- Treasurer's Report
 - 2019 [Budget vs. Actuals](#) and [Balance Sheet](#) and [Profit and Loss](#)
 - Finance Ministry membership - Council to appoint three members
 - Gregg Zigler (**has agreed to participate**)
 - Kevin Visscher (**has agreed to participate**)
 - **ACTION: Council members will consider who would be good to participate and ask them prior to the next council meeting. We will appoint these people at the next meeting.**
 - **For reference: C13.07.B19. The Finance Ministry shall be responsible for the formation and execution of the stewardship ministry of this congregation. The Finance Ministry may have up to five people total: Treasurer, Financial Secretary, and up to three at-large members. The Treasurer shall provide liaison with the Congregational Council. The at-**

large members shall be appointed by the council in January for a three-year term and may serve up to six consecutive years. The Finance Ministry will meet at least quarterly.

- Audit Committee
 - ***ACTION: Council members will consider who would be good to participate in this committee, and ask them prior to the next council meeting. We will appoint these people at the next meeting.***
- Personnel
 - Jean Herriges is departing this committee.
 - Michael is now handling payroll review as of the 1/17 pay date.
 - Need to check with Paul to see if he is still willing to serve after March 2020.
 - ***ACTION: discuss with council additional people to approach for participation.***
 - ***Michael has asked Barbara Malaspina if she would consider. Awaiting a response.***
- Update
 - Michael ordered the Employee Handbook online tool from CalChamber, which he will use to create the handbook. Goal is to have this completed by end of Feb.
 - Our CalChamber membership also includes some great tools and perks. For example, we have access to PayScale which provides comparative salary data for job descriptions by geographic location and industry. Also a significant discount on UPS (45-75%) and FedEx (4-26%), Lenovo (30%), and Office Depot (free shipping + 10% off).
 - P. Manda's additional vacation time (converted from back wages owed), for a total of 223.7 hours which Kristi will add to her 2020 balance.
 - Michael discovered another discrepancy with P. Manda's pay. The accountant incorrectly applied last year's raise. This is being corrected.
- Staff Gift
 - ***ACTION: Michael will request checks, which will be distributed according to the decision at the Oct 2019 council meeting.***
 - Presentation of gift details
 - ***Petra will contact staff to request they be at the service on Sun Feb 2 for presentation of the checks.***
- Pastor's review
 - Jan/Feb input from congregation and staff
 - ***Input will start next Sun (1/19) and Michael will be available. The exec committee will determine the listening schedule for remaining Sundays in Jan/Feb.***
 - The review with Pastor Manda will occur in March.

- Education
 - **Godly play is 2nd/4th Sundays. Volunteers are needed to be the 2nd adult in the room. The committee is actively recruiting.**
 - **Confirmation is starting next week with 1 or 2 participants.**
- Property
 - **Roof rats in the parsonage, and we are moving forward with extermination.**
 - **We need to replace insulation and ceiling panels.**

Old Business

- Nominating Committee Appointments
 - Need 6 members, who were not on the committee last time.
 - Two members should be departing council members, which would include Bob, Theo, and Rebecca this year.
 - **ACTION: These were committee member suggestions, and the following council members will ask them prior to Sun 1/26: Janet (Joe will ask), Theo (Jerry will ask), Bob (Joe will ask), Rebecca (Skye will ask), Bob Blough (Rachel will ask), Amanda Carnes (Petra will ask), Shirley Woods (Jean will ask), LaVerne Mack (Susan will ask), Margaret Valliant (Jerry will ask)**
 - Who will we ask by Sunday the 26th (cannot be: Phil, Sarah J., Chuck Jr., Dio, Kevin, Peter)
- Synod Assembly Voting Member Appointments (2)
 - **Need to be available May 1-3 to go to Fresno**
 - **Council members will approach the following people prior to Sun 1/26:**
 - **Nominees: Michael Flanagan, Beate Teufel (Joe will ask), Rebecca Thomas (Skye will ask), Judy Twitchell (Petra will ask), Ansgar Furst (Rachel will ask)**
- 2020 Budget
 - Review congregation feedback
 - **Concerns about cutting the sexton completely**
 - **Security of facility**
 - **Setting up tables**
 - **Cut synod giving**
 - **Concerns about cutting Daniel's time**
 - **Using more music from hymnals rather than paying for licenses**
 - **Worship needs to be the priority - concern about reducing musician hours**
 - Prepare amendments if necessary
 - **Michael will move that we eliminate the GWOH line item (8500), and apply that amount to the proposed cuts to Church Musician.**

New Business

- Retreat
- Pastor Jared will be ordained February 8 at CGS - all are invited

- Congregational Meeting Agenda
 - Elect Nominating Committee
 - ***Council members that confirm candidates should be prepared to nominate them at the meeting.***
 - Elect voting members for 2020 Synod Assembly
 - Vote on 2020 Budget
 - Ratify Constitutional Amendments
 - Adopt ELCA model constitution updates
 - Safe car park presentation (Sarah Janigian)

Closing Prayer (Pastor Manda)

Upcoming Meetings

Sunday, January 26, 2020	11:45 a.m.	Congregational Meeting
Tuesday, February 11, 2020	6:30 p.m.	Council Meeting