

## November 19, 2020 Red Lodge Community Church Full Council Meeting

The full council of RLCC met at 17:15 via Zoom. Those in attendance were Jim B, Audrey C, Skip B, Renee G, Debbie A, Debbie T, Jay W, Mark S, JoAnn E, Donna R, Steve H, Karen K, and Pastor Pam.

The minutes of the prior meeting were presented for approval , barring any corrections or additions . Skip B moved, Debbie T seconded the motion , which was passed unanimously.

Financial Secretary Debbie T reported that the church has received 47 pledges for a total of \$113,233.00. She does expect more pledges to come in.

Jim presented a lengthy explanation of the current financial Profit and Loss YTD Actual to Budget Comparison statement, the balance sheet as of October 31, 2020, and Profit and Loss statements for October, 2020. Mark S, reviewed the financial reports stating that the income comparison from year to year is favorable. We are receiving contributions from online giving and open collections, though the open collections are down from last year. Mark explained that any income not designated for a pledge or special purpose is considered an open contribution. Hard copies of the above are available in the office. Mark also offered high praise for Mia for her assistance in coordinating the financial information of the church.

The Moderator's Report was presented by Jim. Zina General has been hired for the Education Director's position. She will be serving ten hours a week at \$15.00 an hour. Jim stated that the Executive Committee had recommended increasing coverage for sexual misconduct claims, and to add insurance for "Officers and Directors (the council and anyone conducting business for the church). Steve H reported progress is being made on policies and procedures regarding sexual abuse claims and for creating a "safe space" work environment.

Vice Moderator Karen Kinney reported that the slate of officers to be presented at the November 22 meeting is available. The positions of Vice

Moderator and Clerk are open. Some ministries such as Facilities Management may need additional members. Christian Education Ministry will need to be revamped as Zina General comes on board.

The Annual Budget Proposal for 2021 was presented by Jim, for review and discussion by the full council. Minor adjustments were proposed. Jim will edit to allow for those changes, and will send out to council and other interested congregants, via email on November 20, 2020. The Proposed Budget is attached. Jim did state that we are running a deficit and depleting our savings, money market, and CD accounts to meet our financial obligations.

Potential changes to the bylaws were discussed. They included inserting the term "committee" where "ministry" is currently used throughout the bylaws, and absorbing the Finance Ministry into the Executive Council. It had been a stand alone ministry. The council had recommended this last fall, and we have been operating under that recommendation since that time. It needs to be voted on to become official. The last proposal will be renaming the Stewardship and Missions Ministry as the "Stewardship and Outreach Ministry." This would more accurately reflect current practices of this ministry. These proposals will be submitted to the congregation in December and at least two weeks prior to the annual meeting on January, 10, 2020. Renee moved and Donna seconded that we accept the above proposals. The motion passed unanimously.

At the October 24, 2019 meeting the executive Council had approved a Policy Statement granting Access to the Breeze individual financial information to the Breeze Administrator, and continued access by the Financial Secretary. Pastor Pam has requested access. After lengthy discussion and a vote of 7 to 1, it was decided to confirm the original Policy Statement giving access to the Breeze Administrator, and to the Financial Secretary.

Renee G reported on the progress of the Diaconate Ministry. She was happy to report that there were 9 attendees at their most recent weekly Zoom gathering. Mia, Jay, and Lori F are preparing care packages for those church members that are unable to participate in electronic worship and other church activities. They will include devotionals, recorded music and services, and a signed Christmas card.

Renee added that the paraments in the sanctuary are being changed to be in keeping with the church calendar.

The Facilities Management ministry was represented by Skip B. Painting has commenced in the fellowship hall. The old carpet will not be removed until the new carpet is delivered in December. When the carpet is in, the countertops will be replaced. A new person has been hired for snow removal this winter. Video doorbells have been installed at the church.

Christian Education . Reorganization may be necessary due to the employment of Zina General as Education Director.

Stewardship and Outreach activities were reported by Russ L. He wanted to clarify that Stewardship and Outreach had not requested access to individual contribution information. (This was presented at the October 24, 2019 meeting, but it was not noted who presented it.) They wished only to forward written thank yous for pledges through the financial secretary, thus retaining privacy in this matter.

A lag in pledging has been noted, most likely due to Covid fallout. Russ suggested that the council send a letter of thanks to all church contributors, informing them of our budgetary needs for the coming year. All present were in agreement with this idea.

Outreach has been stymied by Covid restrictions. Resumption of these activities will occur when it is safe to intervene with our partners in outreach once again.

Pastor Pam's Report. Pam announced the success of, and her appreciation for the successful completion of Harvest Dinner project. It was a community wide effort, with Red Lodge Community Church leading

the way. Pam expressed concern with interpersonal interactions that occurred after her most recent time out of the office. Her full report is attached.

Prior to adjournment, Jim reported that the church had received a grant in the amount of \$14,998.00 from the Montana Covid Relief Fund. It is to fund covid related expenses related to childhood education, technology, and health safety measures. Jim thanked JoAnn Eder for finding the grant application, and promised to verify if it needed to be spent by the end of the year.

The meeting was adjourned at 19:00.

Respectfully submitted,

Audrey Clark, Recording Secretary.