

## CMCL Council Minutes, August 8, 2022

**Present** at Leslie's home: Cal Esh (chair), Carol Eby-Good, Leslie Homer-Cattell, Margaret Krum, Pauline Zimmerman, (Drew Brubaker & Ken Nissley joined on Zoom)

**Absent:** Michael Sharpe, Marian Good

**Guest:** Larry Groff (Finance Chair)

1. Opening— Cal Esh; Lament: View of Christianity many Americans are receiving
2. **ACTION ITEM:** Approval of JULY minutes—

**Action:** Pauline Zimmerman moves to approve. Carol Eby-Good seconds. All in Favor. Approved by unanimous show of hands.

3. Covid Protocols— In light of the fact that children 6 months+ can get a vaccine, discussion took place about making masking optional. It was noted that churches who followed protocols lost members; those who didn't were thriving.

**ACTION ITEM:** Motion to make masking optional during services while maintaining Zoom.

**Action:** Carol Eby-Good moves to approve. Pauline seconds. Approved by unanimous show of hands.

This will be announced in bi-weekly announcements and at Congregational meeting.

Youth Education Committee sent proposal to Council recommending shifting to mask optional policy as vaccines now available to all age groups we serve. Lancaster Schools are mask optional.

*Announcement:* Worship and Christian Ed will be mask optional as of September 2022. Cal will compose an announcement and sent to Donna.

4. New Council Members— Cal will follow-up with Kay Reist and John Wiegall about possibility of serving on Council. (emails were sent). It is not the right time for Ken to take on being chair elect. Cal will contact Michael Sharp and Marian Good about that possibility. Carol has one year left and is also on staff relations committee. Marian could serve as chair for one year. Michael could serve for three years.

Pastoral Team is another key leadership team looking for two people. Contacts are being made.

**ACTION ITEM:** Leadership slate is approved as is, with note that there will be updates between now and congregational meeting.

**Action:** Margaret moves to approve. Drew seconds. Approved by unanimous show of hands.

5. Congregational Meeting— Tentatively scheduled for August 28<sup>th</sup>. Attachments to be: budget, leadership slate, land occupation. Land Occupation won't be action item. [?] It should be called Summit Update, not proposal.
6. Staff Reports—
  - A. **Child Safety Training:** Reminder for Council to do child safety training (from Marilou Adams). Many people need to get back on track with child safety policy. Marilou would like us to review policy. It's 17 pages. We should schedule a consultant for September or October to make it leaner and simpler. Adam will be involved as chair for Safe Church. Might be November or December until recommendations come back to council.

- B. **Child Safety Alert:** Announcement will first be sent to discernment group. Council will get first view, along with Pastoral team and leadership selection. This person will be offered a small group to meet with, vs opening up church. Would do church at that level. Like small house church. Next step is to form group. He is interested in meeting with small group. That announcement will likely go out to congregation tomorrow.

The other option is to have supervisor be with him once he enters church and be there 100% of the time. Group decided not to do this. Consultant came and did not recommend church invite him at this point. It felt dangerous to children in congregation.

- C. **Staff Relations** (report by Carol): They've decided to separate out bookkeeping; CMCL will outsource to Parish Resource Center. Hard to figure out how much time bookkeeping takes in office. PRC charges \$4,300 for one year. Will be a one-year trial, starting September 1<sup>st</sup>. Leon Miller from Finance Committee will help with transition. Abby thought 20/hours a week on bookkeeping. Office position will be advertised at 50% of time. Still working through some policies. Discussing health insurance plan. Corinthian plan available for noncredentialed people at .75. Still under discussion whether health care is offered to person working 50% of time. Budget numbers from SRC actually have position as 2/3. (.67 percent) But can be up to 26 hours. SRC didn't want to put in too little and then come in over budget. Council will take up MOU at next meeting.

- D. **Apartment:** We need to figure out the tax portion of second floor apartment. If just two apartments, would be half, but we also have parking lot. Finance & Facilities committees looking at it. Might need to consult a realtor. (We'd be responsible for outside maintenance.) Council will take up MOU at next meeting. Can approve at another congregational meeting.

7. Financial Report— Larry

Income: 412,000 (?); \$83,000 behind projected income; \$40,000 behind last year  
Expenses also down; 92% of year; 80% of budget

Larry tried to pay everything he could; paid real estate taxes, etc. Mural project had \$3,000 budgeted; \$3,000 expected for this year but artist can't complete installation and we're not dispersing funds until it's finished; moved to Grant Street project nonbudget line, so money will be there for next year when needed.

Running \$4,000 deficit

Month of July received: \$42,000; giving is lagging from last year, but things can change; congregant will be sending \$17,000 in August. General fund giving is down, but overall giving is up because of Grant Street project. Total giving is up. Need people to understand ministry is tied to core budget.

Last year had surplus and this might be ringing in people's heads, might give to Grant Street instead. 1.5 years ago received Hess estate grant. Put into general fund. Made it look like our coffers were higher than they were. At congregational meeting make it accessible to Grant Street. [?] This was not done. \$18,700 was still sitting in general fund and moved to accessibility fund. That correction was made to this week's report. Reserves are now less than what was thought.

Last year there were stimulus checks coming from government. Some people passed them on to church. Stock market has also taken a hit. If income going down, giving might go down. Had not sent out budget piece to people's homes. So mailed that out. That might help.

End of budget year, if there is excess, any unspent funds from facilities gets transferred to the nonbudget line capital expenses.

*Council budget discussion:*

6 or 7 people who gave large amounts last year --\$10,00—dropped off. Why? Given to Grant Street? Reflection of excitement in congregation? Donations towards Grant Street: raised \$250,000 of the \$280,000. \$190,000 has been received. The rest pledged through 2023. But they will need more. Now will need more like 80-100k. At some point, we may need to get a mortgage for this amount. That might free up giving.

Deficit budget is close to accurate: \$69,055 deficit

Projected giving: review giving for last three years and project what they may get. Most data comes from extrapolating from previous data. The proposed budget is more conservative than it tended to be in the past. Estimating this year: \$455,000. Line by line not much has changed.

- One change suggested: Split \_\_\_? 54 with school and city taxes; nonprofit not required to pay taxes. Council likes this idea. Changes Peace and Justice, but doesn't change total. ??
- Salaries: use MCUSA salary formulas for calculating salary and benefits. Will continue to do that.
- Dismantling Racism: brought back to \$9[?]; but want to be responsive to that issue.
- Deficit: Not first time we've had deficit; \$190,000 giving to Grant Street in past year; should not effect giving to general fund, but it probably does. We have \$150,000 in cash reserves; may be time to tap into that; also have faith that congregation is able and willing to respond.
- Grant St. fundraising: need to emphasize general fund important as well. Could entertain loans from congregation, such as 1 or 2% loan from congregant.
- Outreach: Our outreach is about 10% of giving. Good thing to recognize. We continue to give churchwide and locally.
- Messaging: When have deficit budget, need to be careful when reporting. Should we increase income to encourage people to stretch more? Report income vs. expenses, not income vs budgeted income. Harder to get congregation to give more than budgeted amount. Discussion of psychology of giving. Messaging needs to be thoughtful. \$465 reasonable while we're doing Grant Street. Or if we follow mortgage idea, can reassess. Could add \$15 to the income line to reduce budget; to congregation: we're challenging you to think about \$480 or whatever...

**ACTION ITEM:** Motion that we amend projected income to \$480. Gives deficit budget of just over \$44,000.

**ACTION:** Drew moves to approve. Ken seconds. All in Favor. Approved by unanimous show of hands.

**ACTION:** Drew moves to adjourn. Margaret seconds. Approved by unanimous show of hands.

This is last meeting for Council member Pauline Zimmerman.  
 Next meeting: September 12 @ 7 pm in courtyard at church  
 Minutes: DStoltzfus