

The monthly meeting of the Leadership Team for the Mount Forest / Woodland Pastoral Charge April 16, 2024.

Those in attendance were Co Presidents Bob McFarlane and Laurie Aitken, Rick Sinnamon, Betty Seminowicz, Al Leach, Dan MacArthur, Diane Johnston, Lene MacLean, Secretary Neil A. The meeting was late starting by ten minutes because the Zoom link wouldn't open. Finally we used two phones to connect with Norm Eygenraam and Reverend Sue Campbell and they joined us by audio only.

Bob welcomed everyone and led us in prayer and devotion.

Moved by Al that we accept the previous month's minutes. Second by Betty, carried.

We began our meeting with the Search Committee. Al asked if we needed to be in camera, but it was noted that we were all in confidentiality so no in camera was needed.

Al asked how many candidates we have?

Lene responded that we had received many applications from Africa and the number from Canada had been narrowed to two.

Lene told us that neither is presently employed as a minister.

Seven members of our charge have been on this committee

The committee wants to bolster our potential salary to \$75,400 per year so we can offer what might attract one of these candidates.

If approved, we would then need to take it to a congressional vote and then the search committee could make them an offer.

The search committee would then pick two members to do the negotiations.

Al asked if part time had been contemplated by the committee with either candidate?

No clear answer.

Bob said we have an approval for \$65,800 + mileage and phone. He added that Laurie's visit with Office Administrator Juliann Ellis came up with a possibility that the interest from our investments could give us enough for the extra \$10,000 / year.

\*. Moved by Rick Sinnamon that we get this thing going, and that we increase the salary to \$75,000 with an extra one time \$5000 to negotiate. 2nd Betty Seminowicz.

Discussion:

Al, is it fair to hire someone and tell them we can't afford them and that we will be in the red for five years?

Rick, hopefully over five years we can build it up to where we can afford it

Betty, we need to back them up and show leadership.

Diane, not sure if Woodland is in a position to increase salary.

Dan, we need to move forward.

Betty, go ahead, we have waited long enough, just make sure they are the people we want.

Rick, they have been put before us for a reason, we are the leaders and the future.

Norm, strongly concur with Rick.

Sue, Al needs to crunch some numbers what a budget looks like in five years?

But don't start with the numbers. Start with what excites you.

I haven't heard any excitement.

Why are we standing behind these candidates? What excites us about them?

Lene, I didn't think we were allowed to talk about them? Supposed to be confidential?

Sue, we'll, this is unusual circumstances.

\*. Amended motion by Rick Sinnamon, second by Betty Seminowicz, "That we increase the category F group 4 salary that is required to 75,400." Carried.

The search team needs to announce twice before a congressional meeting. We can't wait three weeks.

We will announce this coming week with Norm in the pulpit, then again the following Sunday with Bonnie Holliday in the pulpit and the meeting can be held immediately after church in the basement. We will ask Bonnie to stay for coffee after so she can convene the meeting.

Al gave us the news of a bequest of \$25,000 along with the financial report for April. This was unfortunately not added to the agenda for the meeting. Here is the financial report:

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Financial Report to Leadership Team Meeting- April 16, 2024

1. Draft March statements have been received.

- General fund balance to end of March has increased slightly from end of February at \$56,700 to approx. \$62,450.
- Total income (operating & non-operating) is now approx. \$3k above the YTD (year to date) target with pending bequest not yet received. This increase is due to funds received in the Green Team account of \$5,000.
- Operating income (receiptable and non-receiptable) is approx. \$6,000 below YTD projection.
- Total Operating Expenses are down approx. \$30,000 over YTD projection based on fact that most committees have little or no expenditures to date and no Minister salary & benefits has been expended though included in YTD projection.
- Excess Income/Expenses is higher than YTD target by approx. \$43,400.
- A year end deficit of \$48,500 is still the current approved budget projection.
- Preliminary indicators are, that after 3 months, the Church is in a positive financial position.

➤ COMMITTEES EXPENDITURE PICTURE:

- M&P is currently under projection by \$21,350, mainly based on no Ministerial expenses to date and the Admin Assistant position has not yet been filled.
- Worship Service- on target.
- Choral – exceeds YTD target by approx. \$150 due to fees and copyright expenses.
- Pastoral Care –no expenditures to date.
- CE – no expenditures to date.
- M&S – no expenditures to date.
- Benevolent- no expenditures to date.
- M&F – slightly below budgeted target.
- Media – slightly above budgeted target.
- Church Property - below YTD target by approx. \$2,650 mainly due lower hydro & repair costs.
- Church House- below YTD target by approx. \$900 due to lower heating & utility costs and repairs.
- Grounds – currently below YTD target by approx. \$2,000 related to reduced snow removal costs.
- Admin – exceeds YTD target by approx. \$400 due to internet & printing costs.
- WOW –slightly exceeds YTD target as assessment cost has increased.
- Fundraising – exceeds annual budget by approx. \$200 due to cost of supplies, most likely associated with the Pancake supper.

Respectfully submitted.

Al Leach

Finance & Stewardship Committee Chair

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Rick opened a discussion arose surrounding the tenders of an office assistant. Do we need, want, or otherwise continue our search for a helper for Juliann that had been approved in the budget.

Al countered with the point that if Juliann is away then the office will be closed. Also recollecting that when Annette C retired we had someone ready to take over.

Chairman Bob put this on hold and carried on with the agenda of the meeting.

Betty, pastoral care, nothing  
Norm, WOW will meet next month and they are having an electronics security learning curve.  
More to follow next month.  
M&S, Virginia is retired and Patty Sinnamon is in charge.  
Property, Dan says Scott \_\_\_\_\_ is cutting the grass this year.  
Moved by Laurie, second by Lene that we accept all reports, carried .

Another discussion arose about the painting of Fellowship Hall from last month.  
Colour will be chosen by the UCW. Lighting needs changed but the agreement on that will be on a scale almost as large as the Search Team.

We heard about a new Green Box program.  
Lene moved that we allow the Green Box Program to use the gymnasium.  
Second by Rick. Carried.  
Discussion arose about the Benevolent Fund that was shut down after a customer in our office stole and burned Annette's car.  
After discussion it was decided to wait until after we have a new minister and they can choose about a Benevolent Fund.  
Kerri Hale to join the M&S committee.  
Laurie read a letter from a concerned community member about the painted steps and whether we were concerned about gay sinning.  
Agreed that we do not enter into any discussion with people stirring trouble.

Moved by Rick Sinnamon that we do not move forward with the Administration Assistant.  
Amended by Norm Eygenraam that we "do not move forward with the Administration Assistant until the needs arise." Second by Lene, carried.

Dates:

April 19 is movie night.  
April 26;is choir night.  
April 28 is congressional meeting.  
May 21 is next meeting of leadership.

Norm gave us a review of the book, Intimate God, which could lead to Bible studies, discussions.

Closing Prayer  
Adjournment by Rick.