**Orinda Community Church**

**Minutes of Church Council
Wednesday, January 16, 2019**

**Council Attendance:** Fred Matteson, Kurt Sunderbruch, Lani Shepp, Kathleen Wiegand, Bob Winbigler, Karen Sanford

**Clergy Attending:** Jim Brommers Bergquist

**Invited Attendees:** Craig Taatjes, Anne Barr

**Minutes:** The 12/13/18 minutes were approved unanimously by email on 12/26/18

**Moderator’s Report:** Per IRS regulations, the Council moved and approved Jim’s 2019 housing allowance request of $78,000.

**Budget Discussion:** We reviewed the proposed 2019 budget. There is a $20,000 cash surplus from 2018 and a projected 2019 shortfall of $11,740. The proposed budget allows for a senior pastor and a half time associate pastor but no other program staff. The AP package, based on conference guidelines, calls for a $40,000 salary with corresponding amounts for pension and disability, Social Security, and expenses. Total package costs are $51,080. Medical coverage isn’t required for a half time position.

Since the Search Committee is excited about the new AP candidate, the Council discussed how to come up with a budget strategy for 2019 and beyond that supports the AP. Funding options include: 1) Growing our congregation by bringing in both youth and families and empty nesters. 2) A future revenue stream from renting the property up the hill. 3) Using up to half of the annual $28,000 income from the Endowment Fund for operations. 4) Taking out a mortgage. 5) Using some creative ideas from Jim involving his own pay/benefits to free up additional monies.

Following discussion of our funding options, the Council decided to take a leap of faith and support funding an AP for 2019 and beyond. The Council also supports funding the staff position for Youth and Women’s Ministries. Anne Barr agreed that Endowment will provide $14,000-$14,500 to help fund this staff position in 2019. Lani will update the 2019 budget to include this item.

Craig and Bob will advise the Search Committee of the Council’s blessing to continue conversations with the AP candidate and negotiate the salary package specified at this meeting. When negotiating with the AP candidate, the Search Committee may offer up to half the cost of health care (about $5,000) but it must come back to the Council for approval to exceed a total package of $51,080 (with a base salary of $40,000).

The Council moved and approved the 2019 budget that includes a package for the AP candidate and funds the Youth and Women’s Ministries staff position.

**Senior Minister Report:** In 2019, after 5 years at OCC, Jim may take a sabbatical. We need to start thinking how to staff this (hire a replacement). It would probably be in summer or late summer/fall. Ruth Sandberg asked to sign a contract to be “pastor on call and preacher during Jim’s medical emergency.” Fred signed the contract for her services. Lani asked Endowment to cover this $1500 expense.

**Vice Moderator’s Report:** Babs Winbigler completed her term on the OSV Board and Gwen McNeilus has volunteered to replace her. The Council moved and approved Gwen McNeilus as a new OCC member of the OSV Board.

**Next Steps:**

Bob and Craig – advise the Search Committee to continue conversations with the AP candidate and negotiate the $51,080 salary package

Lani – update the 2019 budget to include funding the Youth and Women’s Ministries staff position

Next Council Meeting: Wednesday, February 27, 2019, 6:30 pm; library

Kathleen Wiegand, Clerk