

Strategic Leadership Council: 13 August 2013 Meeting Minutes

In Attendance: Keith Haithcock, Mary Ann Reilly, Mitch Leigh, Sandy Kerlin, Raniele Jago

The SLC meeting was opened with a prayer led by Tim. We read our Vision and Mission statements aloud as a group.

Accomplishments:

Keyboard/Choir Director Hire

- The proposed job description doesn't make written provision for sick time off. This may be dealt with by a future personnel policy.
- Make an adjustment from "three weeks of paid vacation" to "45 hours paid personal time."
- Salary proposed is \$275.00- \$375.00 (with a sweet spot of \$300.00). Salary should be aligned with experience. **This will be relayed to the Finance & Stewardship Committee by Mary Ann with a response required within 2 weeks.**
- Add Equal Opportunity Statement (with the addition of sexual orientation and expression) will be added to job description and job posting.
- 90-day notice of termination will be changed to 60-days notice of termination.
- The SLC has authorized Pastor Keith to move forward with this proposal with the agreements above pending response from F&S.

Priority List for F&S—this topic needs further discussion

- In order to achieve our Church's Vision and Mission, a balanced budget is not required for 2014 & 2015.
- Use 2013 budget for 2014/2015 with adjustments for music budget.
- Keep Our Church's Wider Mission as part of the budget.
- Manage investment fund so that the church building can be a functional, accessible and safe asset to the community. There was discussion about hiring a professional company to design a capital campaign to facilitate these building goals.
- Determine and implement how we can make strides on the income side of the budget.
- **Mary Ann will share this information with F&S this week.**

Fiscal Year Changes

- Recommendation of SLC is to move to a July 1-June 30 fiscal year along with church officers' term of service to the same term. This will need to be voted on by the Congregation by Special Meeting to be held September 15th 2013. This would also include moving the Annual Meeting to May.
- **Information about the FY changes needs to be communicated to the Congregation via e-weekly. This will be done by Tim.**

Changing Lives Youth Program Proposal

- SLC agrees that there is a need and proposal is good. More information is required on how staffing & logistics will be handled. Can this effort be in collaboration with the existing Illuminations Youth Group? **Mary Ann will follow-up with Willie on this topic.**

SLC Effectiveness Survey

- Survey has been posted on the St. John website.
- **Tim will write a post for the e-weekly regarding the survey.**

August Town Hall Follow-up—this topic needs further discussion

- Parking lot questions were reviewed.

Pastoral Relations Team will be invited to join our October meeting for 45 minutes at the beginning of our meeting. Keith will join after the PCT agenda item is complete. **Mary Ann will share the objectives and agenda with the PCT.**

The meeting was ended with a prayer led by Raniele.

Action Items:

- Action items are noted in bold above.

Next Meetings:

- August 22, 2013 Book Discussion
- September 11, 2013 SLC Meeting
- September 15, 2013 Special Congregational Meeting