

**Rio Grande Center for Spiritual Living
Board Meeting Agenda**

Date: November 15, 2021 **Time:** 5:30 – 7:00 PM

Clarity, Consensus and Commitment

Board members present:

Mark Ayers, Hana Dawson, Rev. Karen Linsley, Tamara Williams, Doug Bowe, Lou Ciamaloro

Call to Order – Mark Ayers, at 5:32PM

Invocation – Rev. Karen Linsley

Vision/Mission/Motivational Statements – All

- *Vision: Transforming Our World with the Power of Love in Action.*
- *Mission: Loving All Creation Through Spiritual Growth and Service; Always Staying True to Our Highest Self*
- *To create a world class, leading edge, replicable, cultural model to spread Science of Mind on a foundation of love, freedom and truth that stands the span of time.*

Acknowledgement of Guests – Greg Gardener, Annette Martinez, Carmella Herrera

Approval of Minutes from October and September Board Meeting – Board approved with Clarity, Consensus and Commitment.

Approval of People & Events Coordinator Report (Carmella Herrera) – Carmella shared some highlights from her report, they have been working on the Thanksgiving potluck which they are excited for. The pet blessing has been placed on hold due to everything else happening, and some people have stepped up to chair for running the Pet Blessings sometime in spring, possibly getting some shelters involved, doing a small pet parade. They are looking at doing a Volunteer appreciation day sometime next year, lots of ideas have been talked about, we currently have 65 volunteers for the center. They are looking at doing a karaoke day for celebration of the volunteers.
Board gave clarity, consensus, and commitment for this report.

Discussion Items

1. Board Officers for 2021 – 2022

Hold for next month when Carol Helms will be present to be re-elected as board president.

2. Minister Search Committee Update – Lou Ciamaloro & Doug Bowe

Doug said that we have two candidates. The committee reviewed the first candidate's information and interviewed her. They will follow the same process with the second candidate, and that the interview has been scheduled on Nov. 22. The Town Hall is also scheduled that day, and Rev. Karen expects it will take an hour. Annette will coach Hana on doing the sound.

3. Interim Minister's Report – Rev. Karen Linsley

There was a practitioner meeting last weekend, lots was discussed. The practitioners want to ask the board about the practitioner fund, specifically to request that the practitioner budget is more specific. There is \$2100 in the practitioner fund which they want to dedicate specifically to be called the Michelle Scholler Memorial fund. This money was donated by anonymously by a family for Michelle when she passed and they want continue to honor her memory by using this fund specifically for things she would support.

Annette mentioned that something was very dear to Michelle was the pet ministry, and Annette wanted to remind the people in charge of this fund that it is very dear to her heart along with the giving tree.

Rev. Karen is asking for a budget of \$300 for a Christmas Eve service if we choose to move forward with that (\$150 for speaker, and \$150 for musicians).

Rev. Karen is currently taking a stewardship class, this is really allowing her to see fund raising in a different light, and allowing her to see asking for money in a different way. Its showing her to ask people to donate money for the cause and support of the center rather than asking to donate to meet the numbers needed in a budget.

Rev. Karen is going to the Spiritual Center convention which she is paying for herself, she does not want to ask the center to pay for her to go to this since she would be going regardless.

Rev. Karen held a workshop which went really well, the visioning she did through that really showed that many people wanted to feel closer to the presence of god.

Rev. Karen is attempting to be more present during the affairs of Rio Grande Center, she's reaching out more to people, she's calling people more often, and letting the congregation know that she is here for us. She's been receiving calls more often from congregation members which is very pleasing to hear.

4. Financial Report – Mark Ayers and Doug Bowe

a. Review October reports from Selena – Doug Bowe

Total income was \$14,300, total Expenses was about \$16,198. So that left us in about \$1200 deficit which is \$1000 worse than what we saw from September.

We have about a \$15k deficit for the year, we have not taken any money out of the money market savings account, and this deficit that we are experiencing has come from our checking account which had a healthy amount at the start of the year.

b. Tithe to CSL – 9% to CSL and \$100 to local agency (defer to Selena)

c. 2022 budget discussion/ approval

We need \$220k in general donations from the congregation to be able to handle our budget needed for 2022. Our monthly budget is \$18k to support our center. In July we brought in \$17k, August we brought in about \$14k, September was up to \$17k, and again in October we were back down to \$14k. We are going to increase CJ's salary by 4%, we are going to keep Carmella in her position into June of 2022 and revisit that when needed.

Doug asked about the Breeze and PayPal, Mark explained that these are the monthly fees we are charged to use these services for payments received.

We are hoping to have a permanent minister by March which would save us \$600 a month once that Minister is in place. *Mark made a motion to keep Rev. Karen through February of 2022. The board gave Clarity, commitment, and consensus.*

We had events (such as the co-creation, and the Vista Conference) that were not planned in the budget for 2021, so those expenses will not be in 2022 which saves us a considerable amount of money for the 2022 budget.

We need to get \$220k pledged from the congregants and the other \$17k needed to afford our budget is to be expected from the bookstore fund raising, and workshops throughout the year.

Mark made the motion to approve this budget for 2022, the board gave clarity, commitment, and consensus.

The board also gave clarity, consensus and commitment to have our pledges set for the town hall meeting November 21st.

d. Pledge Campaign

Carmella is working on finding volunteers to run and support the pledge campaign which starts this Sunday.

5. Town Hall Meeting: 2022 Budget/ Pledge Campaign - Sunday, November 21, 2021 (11:15 AM)

a. Facilitated by Karen and Carol

b. Agenda?

1. Invocation – Karen
2. Stewardship vs. Pledging – Karen
3. Community approval of Carol serving 1 more year on the Board – Karen
4. 2022 Budget Presentation – Doug & Karen
5. Minister Search Committee – Maria or Marilyn?

Carmella and Rev. Karen will work together to ensure the tech is ready to go for the town hall meeting with a simple zoom and computer set up.

6. Holiday Schedule/ Events

a. 12th Anniversary

TBD, Rev. Karen, Carmella and Annette, are going to work on if this will be done the 1st weekend or 3rd weekend in December.

b. Christmas

The practitioners have talked about what will be done for a Christmas Eve ceremony, they suggested asking Rev. Tammi if she should be willing to talk for that. Annette did let the board know that Tammi would not be available to speak for Christmas Eve. There are many people who are out of town for Christmas weekend, Rev. Karen will talk more with the practitioners and also Kamatara Johnson and they will come back with an update once something is figured out. The budget of \$300 along with the Christmas eve service were approved with Clarity, Consensus and Commitment.

c. New Year's Eve

Rev. Karen can facilitate a burning bowl ceremony for New Year's Eve.

d. Volunteer Appreciation

Looking at a volunteer appreciation day sometime next year, lots of ideas have been talked about, we currently have 65 volunteers for the center. They are looking at doing a karaoke day for celebration of the volunteers.

3. Tech - Mark

Mark talked briefly about tech, website and announcements and will send an email to Annette and Tamara and discuss these issues off-line. He commended Annette for being such an integral part of what we do and encouraged her to discuss any issues she might have in the Board meetings.

7. Next Board Meeting – December 20, 2021 (Mark will chair.)

8. Executive Session – Job Description Approval

Board approved of the Job Description change for The People and Projects Coordinator position.

Benediction – Rev. Karen Linsley/ Practitioner

Meeting Adjourned at 7:11PM.

Changes made with Clarity, Consensus and Commitment from the board between November and January meeting.

December 20th 2021

1. We agree to extend the contract of our Bookkeeper Selena Waybenais til December 21, 2022.
2. We agree to extend the contract of Carmella Herrera as People & Projects Coordinator through June 30, 2022. Additionally, we will be adding a mutually agreed upon statement that the contract can be ended by either party with 30 days' notice.
3. Finally, we agree to provide a \$125 stipend to Christine Green for her Fear to Faith Workshop.

January 9th 2022

Tamara put together a message from the board regarding pledges to keep the community and center up and running to send out to the community via constant contact.