

Rio Grande Center for Spiritual Living
Special Board Meeting, Executive Session

May 3, 2021

Call to Order – Rev. Rev. Karen Linsey at 6:15 PM

Board Members Present: Rev. Rev. Karen Linsley, Hana Dawson, Mark Ayers, Carol Helms, Tamara Williams, Maria Dion, Doug Bowe, Liza Kerr, Lou Cimalore

Invocation – Rev. Rev. Karen

Discussion Items

Rev. Karen asked what's going on with each of us as far as RGCSL is concerned.

Lou said he has a sense of dread, but that passed. He realizes that whatever happens is for the good and there are a lot of solutions. There's no reason to panic and we'll figure out what to do and do it.

Carol said she feels we're fractured but this is the most incredible leadership committee she has worked with. We're all spiritual powerhouses and she knows that we have solutions. She's been thinking that we have the power to cause change and she feels good knowing that the power lies within us.

Liza said as soon as she has a chance to reconcile the accounts that we'll have a better financial picture and we'll know where we stand. She feels that we're moving forward, we'll be in good hands. There's nothing we can't fix if we stop and fix it now. She's looking forward to all of our input.

Maria said she feels that this Board has so much support and that she's glad we're getting together. We're all focused and that's really good. She felt some concerns last week and then reminded herself of the truth that there is enough; there's infinite supply for this church. Seeing all of us in this group feels so good.

Doug said he was reminded of a process called root cause analysis that would help us take a closer look at the cause of our success and our challenges. It generally takes about 5 times to ask the question, discuss it, and answer the other questions. He thinks we should adopt a process and go from there.

Mark said it's like being on a teeter totter when he listens to other people who express concerns and he's on the other side of the teeter totter because he feels rock solid about us. He is a big fan of trusting source and has 33 years of experience doing so.

Hana said as the youngest, she trusts the process and trusts everyone to make the right decisions.

Tamara said initially she felt concerns but was relieved when she heard that the meeting was being called tonight. She knows we'll discuss the issues and have unity with our 3Cs to overcome our challenges. So before, she had concerns and was on the other side of Mark's teeter totter but now she feels hopeful.

Rev. Karen says she feels very excited for us. There's a process when a community goes through a loss – and we lost our founding minister, a lifestyle, and some of us have lost family members and community members. The massive conglomeration of feelings and worries are part of the natural process that happens with loss. Witnessing us doing this process gives us a lot of hope because it shows her that we're right where we need to be.

She said when we're doing this process that self-care, being gentle with ourselves and others, being open and willing to share, just like what we did tonight, is really important. She's grateful to see everyone is doing that. What she encourages us to do is to lay a couple of ground rules and boundaries and communicate more. She likes what Doug has to say about root cause analysis. Maybe we should do something like that; perhaps when she comes in June at the retreat.

As far as the finances and re-opening go, Rev. Karen would love to hear more about what's happening with that. She said she was concerned when at the last Board meeting, we heard we were doing fine financially. So she wondered where the fear was coming from. She's glad Liza is on it and that we have a new bookkeeper. Until we get the accurate financial picture, we need to stay close. Don't seek comfort in what was in the past just because it's familiar. The key is to move forward, even though it might not be comfortable. For example, calling Rev. Martha isn't helpful. It's a step backward.

Rev. Karen said that the numbers from Breeze aren't as accurate, so she'd like to see where we're at financially first.

Liza read an email from SJ and will forward it to Mark; he will deal with the issues in SJ's email.

She hasn't compared the financials to Breeze, but our income is averaging \$11,000 per month. That's way below our budget and we'd be significantly in the hole if it continues. We've received \$2500, per Breeze, for Music Ministry and that's not what we expected. We budgeted for \$17,000 in income. We need to do a What /If Analysis. There's a possibility that when we re-open, we could bring in more money.

When Liza was asked to provide a budget for the New Minister, it adds \$3500 to our budget with travel expenses, flying 3 candidates into ABQ, etc. We budgeted for \$1800 up to the end of May and starting in October, budgeting \$3600 for our new minister. Starting salary is \$63K, and that would drive it up even more. If we also budget for pension fund and benefits, there would be a \$48,000 loss if we don't change anything. So what can we do to bring in more money? What impact do we think that re-opening would have on contributions?

Doug said that he found 3 sources for minister salary in Albuquerque. Salaries have gone up and the starting salary is \$90,000 and the other salaries are close to \$100,000. These are from different denominations. Tamara said she's sure the Committee will do this, but getting salaries from other CSL ministers would probably provide a more accurate guideline.

Liza said we need to evaluate our expenditures. Do we need to keep the building? If so, we have to add utilities and all the other things that go along with it.

Rev. Karen said that the issues are deeper than whether or not to keep the building. When the process begins within, each of us gets to assert and affirm abundance consciousness. RGCSL has been through a huge disruption. None of the other CSLs are bringing in the same amount of contributions as when there

are live services. She's certain that donations will come up. She thinks asking about the building is a bit premature. She thinks we should focus on abundance consciousness and know that all is well. She encourages us to do more SMTs.

Rev. Karen said soft re-openings could happen between now and June 29. She said maybe do an abundance workshop. All this upheaval and the appearances

Rev. Karen said that the Silent Auction Committee has decided on the software and they're working on the next steps.

Carol said we can generate a little energy with practitioners. She wants to bend the energy in a different direction; give a little more in contributions, say \$5 more per week; encourage others to do the same.

Maria said she thinks solution are a big thing to focus on such as encouraging people to give \$5 more/week and to participate in the Silent Auction. It's exciting to look at what/if. She felt a huge overwhelm when Martha left, so she believes there are things underneath the surface.

The Board Retreat is not on June 5; it's on June 26.

Rev. Karen asked what we think about doing soft openings before June 29. A lot of people nodded their heads. She said Annette is sharing some of her tech duties – Rev. Karen is running Streamyard; we'll need some help with tech but it's do-able. We can have a soft opening on the days when Kamatara is speaking on May 30; on June 20, when Yvette Trujillo on June ?? when Carmella is speaking. We'll need to ask each of them as well as Annette if they're ok with a soft opening.

Mark suggested opening on May 30 so we're consistently open on a Sunday and have hybrid when speakers aren't local.

Rev. Karen said that according to NM Gov. Lujan-Grisham, churches are allowed to open at 100%. There are also guidelines in place about social distancing. Rev. Karen doesn't know how many people the Sanctuary can accommodate; Hana thought there are 200-250. Doug thought that would allow for 62 people to attend, based on 250 people. There would have to be reservations.

Mark said when he's gone to in-person services, we haven't had 62 people.

The Re-Entry Committee of Carol, Rev. Karen and Annette, will discuss it and Rev. Karen invited others to join in. Mark will attend and he said it would be great if someone from the Search Committee could attend as well.

Liza said that based on opening May 30, we might be able to bring in an additional \$2000/month.

Rev. Karen said she wants us to use visualization – she encouraged Liza to visualize \$2000 coming in; and she will picture checks flowing into a basket when it's being passed around. She wants us to watch "Field of Dreams" to learn about visualizing; when something seems impossible, visualize the possibilities.

Rev. Karen was reading comments from the survey, and there were a lot about a visionary leader. What do visionary leaders do? They visualize!

The groups are starting to meet at the Center and she thinks a basket could be put out asking for contributions. The Music Ministry Committee is saving money; folks are coming in and donating their service and others are cheaper than what we budgeted.

Annette will need two camera people, two sound board people, and two people to do Streamyard so they can alternate so there's no burn-out.

Benediction – Rev. Karen

Meeting adjourned at 7:28 pm.