

1. Engagement Challenges

- Need for Moderator and Vice Moderator
 - Members who are comfortable with technology, are a visionary, and are time efficient and organized.
- Need for HR help on Personnel Committee
- Need for leaders on each board

20 minutes



1. Engagement Challenges

- Need for teachers and shepherds for Sunday School
- Need for volunteers to serve in worship
- Decreasing pledges



2. Financial Challenges - Pledges

- Current Total Pledges (as of 1/19/21):
\$228,258.00
- Out of 132 households on the pledge list, we still have 31 who have not responded.
- 16 pledges were lost due to various reasons (moved, deceased, said no, etc.)
- 60 households do not routinely pledge

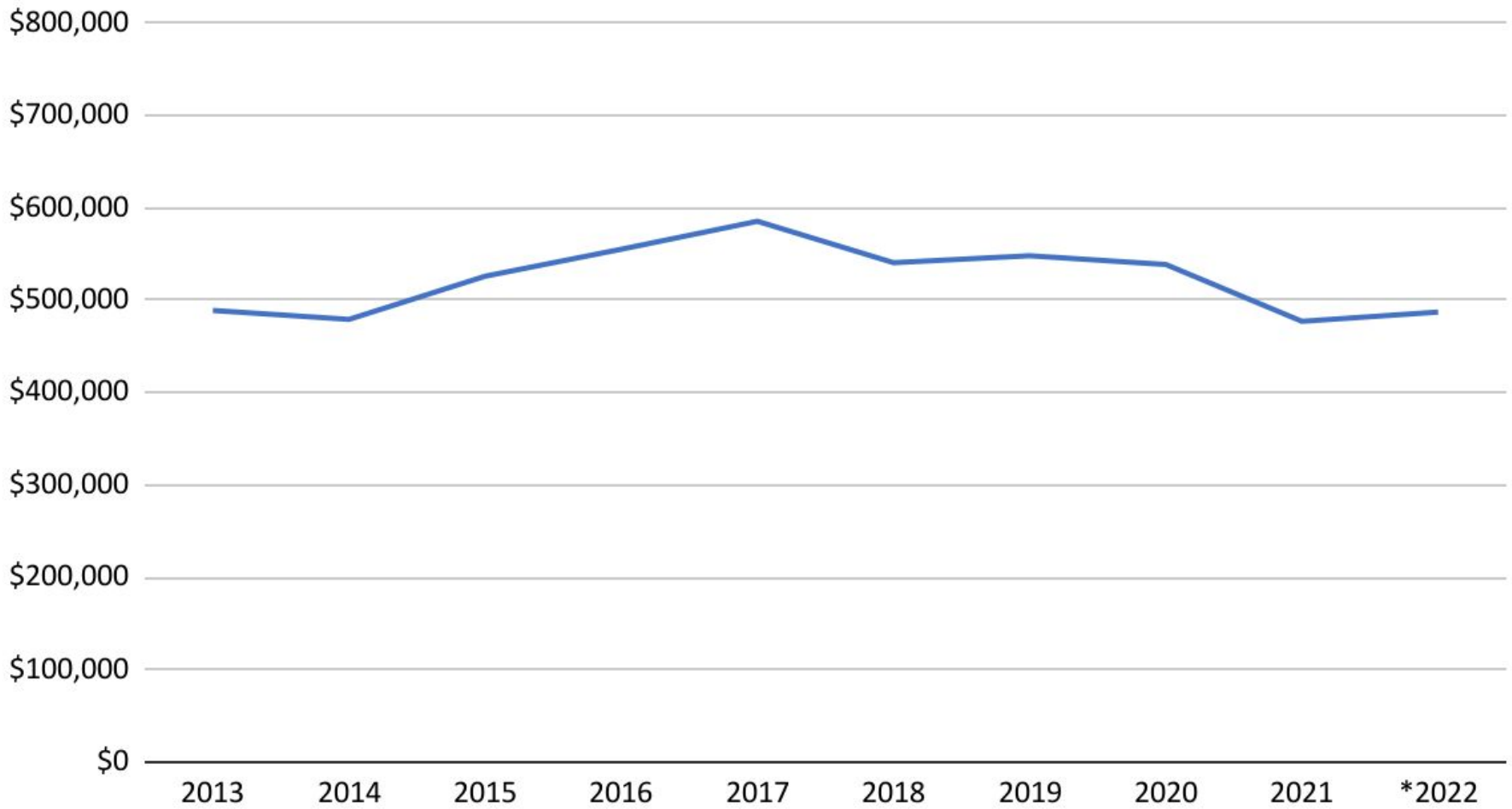


2. Financial Challenges - Our Future

- We need \$21,742 more in pledges to meet a DEFICIT budget of -\$116,633.
- Possible Remedies
 - Engaging those 60 households who do not routinely pledge
 - If each household (190) gave \$615, we would break even for 2022.
 - Investing in the future of the church by pulling from endowment.

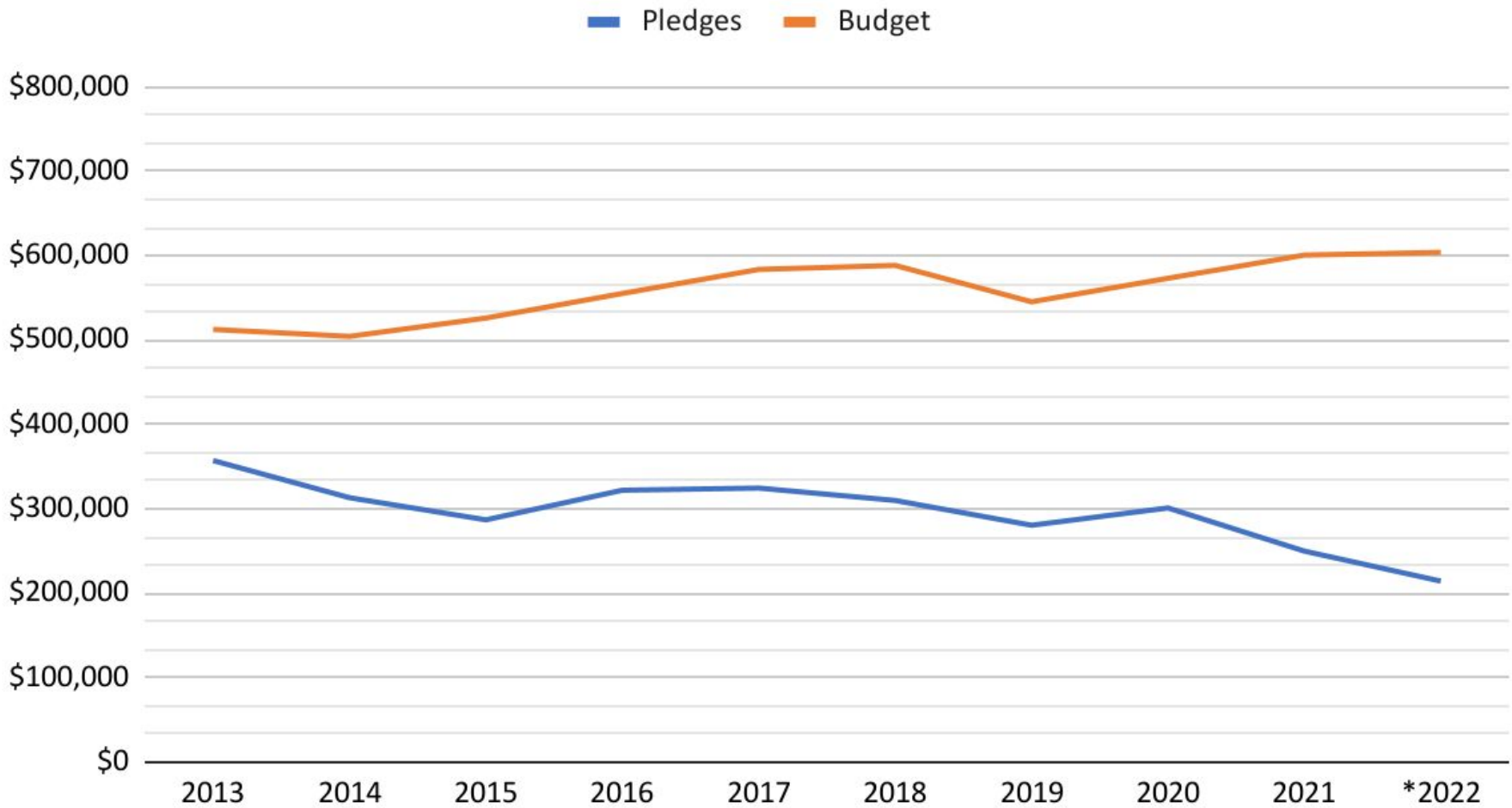


Budget



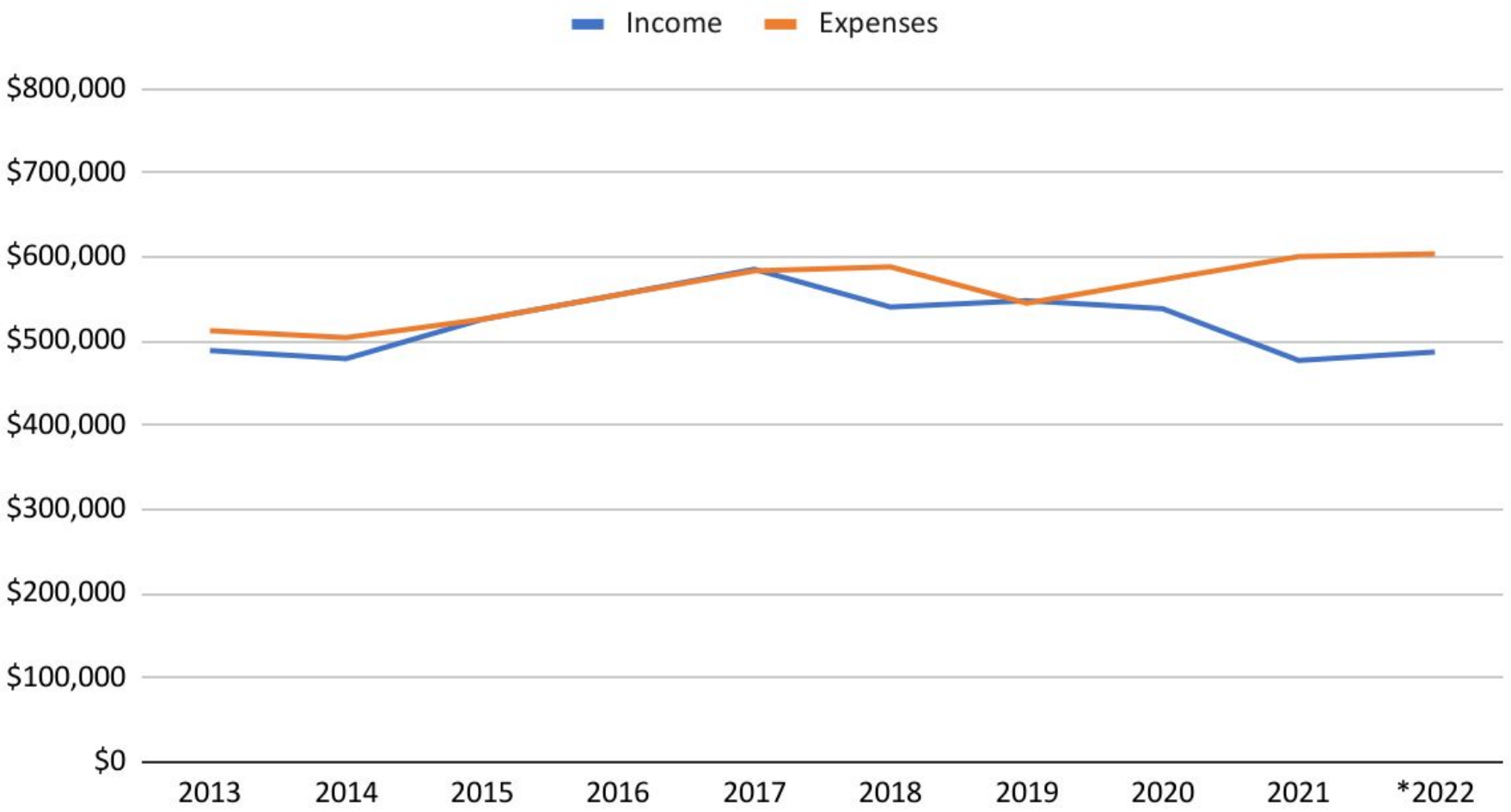
30 minutes

Pledge v. Budget



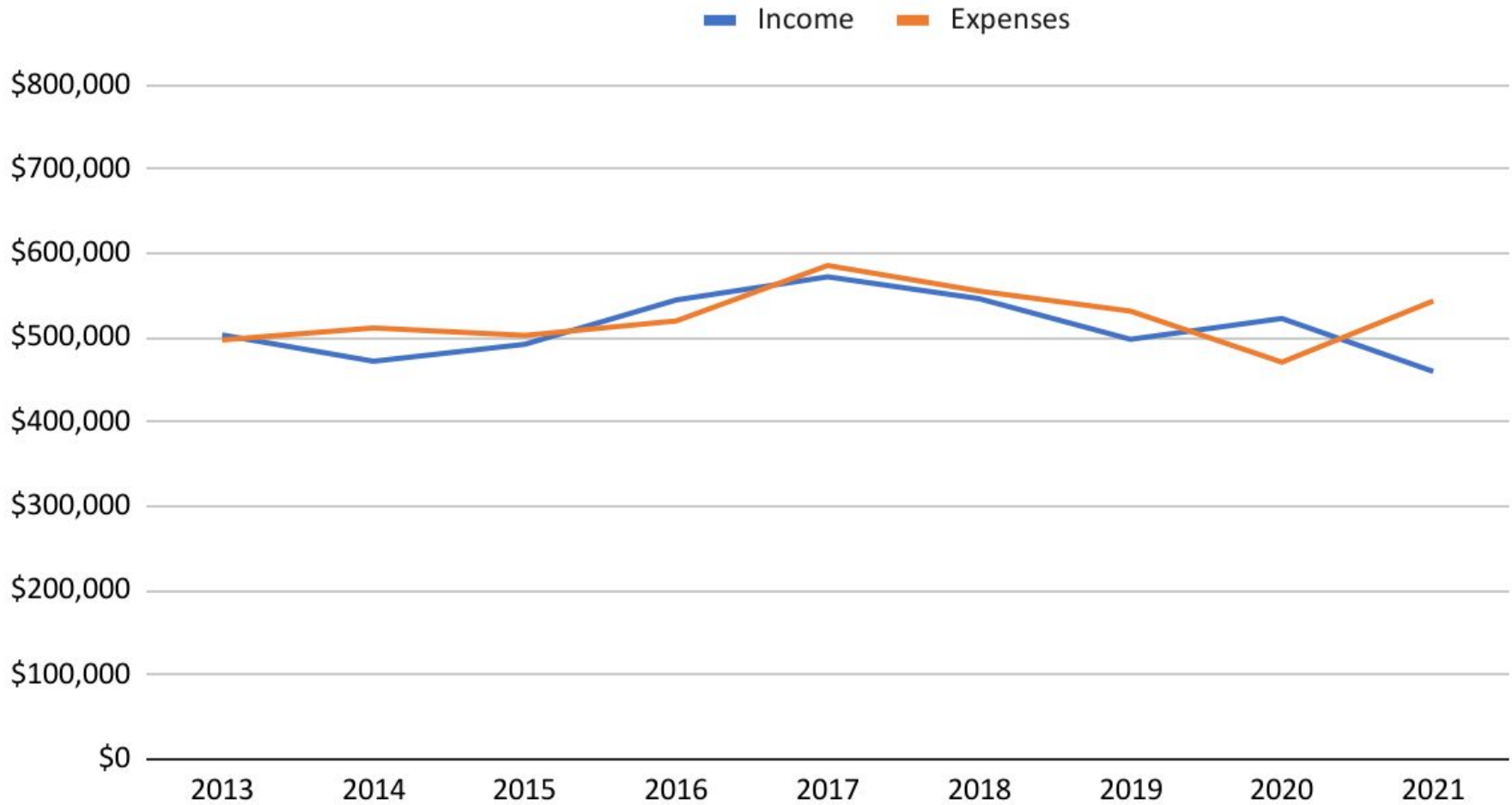
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BUDGET Income v. Expenses



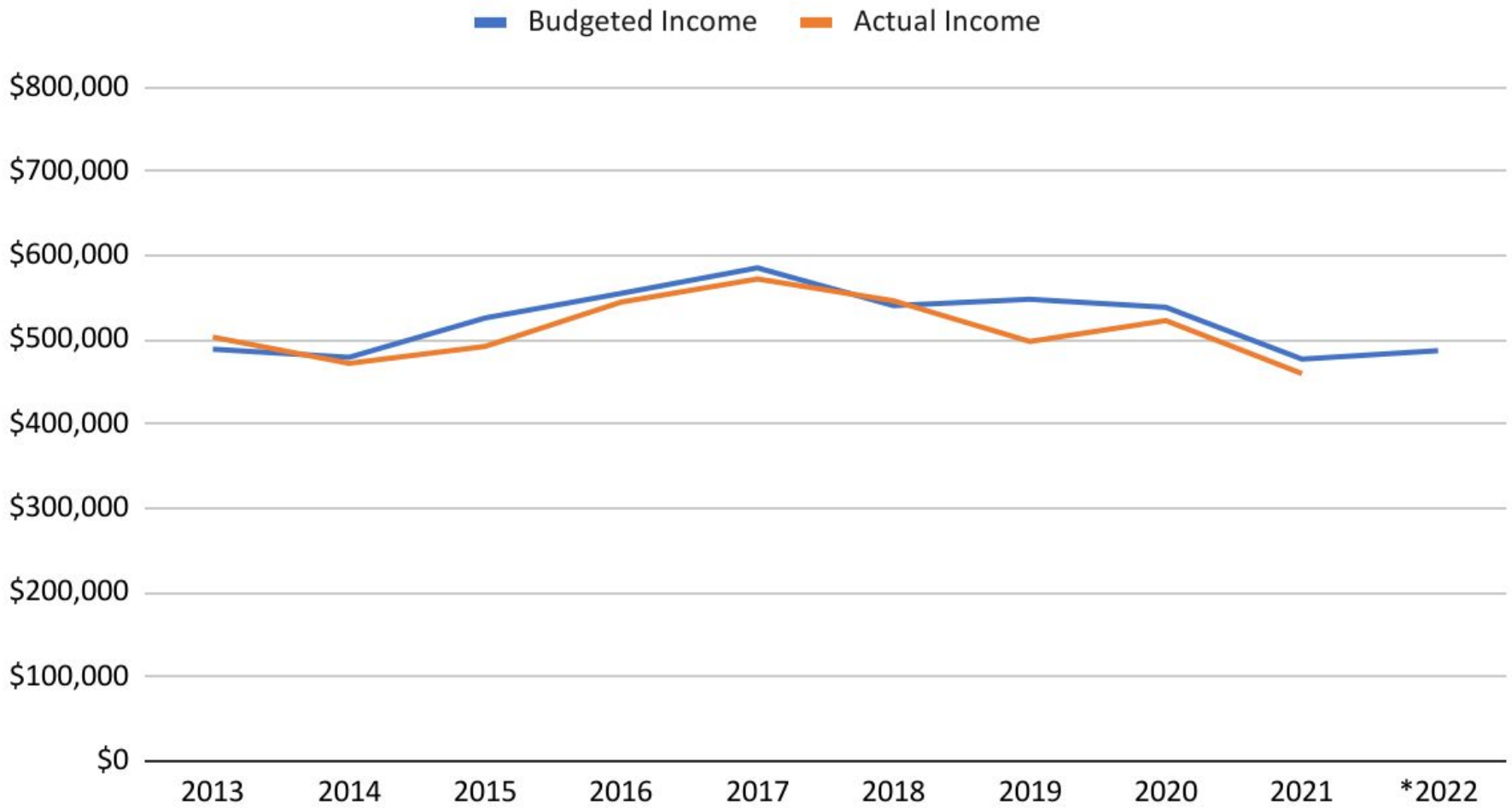
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ACTUAL Income v. Expenses



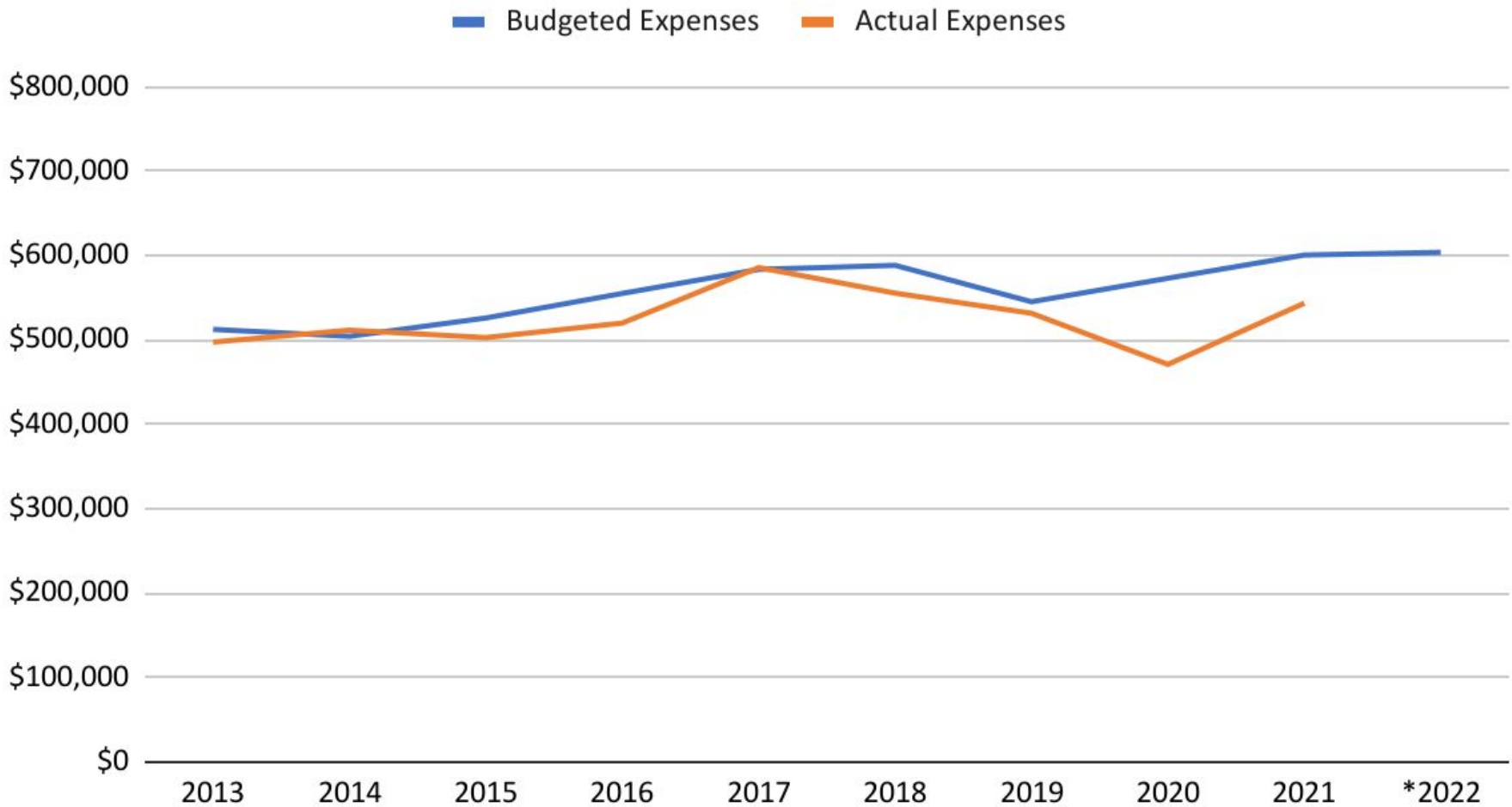
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Income: Budget v. Actual



30 minutes

Expenses: Budget v. Actual



30 minutes

3. Transition Challenges

1. Covid, Covid, Covid
2. Staff Relationships
3. Staff Turnover
4. Lack of Leadership Clarity
5. Unclear expectations between boards and office staff

10 minutes



3. Transition Wins

1. Cleared up the RW-FCC relationship
2. Great Kick Off Event
3. Worshipping in the building
4. History Committee
5. Ongoing Policy updates
6. Endowment transition
7. Stewardship Comm & Campaign
8. Began congregational conversations

10 minutes



Upcoming Meetings

- Sunday, February 6th at 9:00am:
Financial Presentation
- Sunday, February 13th at 9:00am:
Year in Photos (Celebrating 2021!)
- Sunday, February 13th at 11:15am:
Annual Meeting (Livestream Option)

