

**Center for Spiritual Living
Council Meeting Minutes
Monday December 19, 2022
6:30pm – 8:30pm
Zoom**

Our Mission is to be an open, expanding, and welcoming community that learns, lives, and shares spiritual principles.

Our Purpose is to reveal our wholeness and connection with all that is.

Our Vision is to live as Love in a world of Love.

Present: Rev. David Robinson, Lorrie Chase, Laura Farris, Beth Thompson, Teri Echterling, Marlisa Johnson (Ex officio)

Practitioner: none

Absent: Buffie Finkel, RScP

Scribe: Tiffany Merkel

The meeting, held on Zoom was called to order at 6:30 p.m., by Laura Farris, Vice-president.

An opening prayer was given by Rev. David Robinson.

Lorrie did a reading that was written by Linda Bremer, RScP.

A roundtable check-in followed, answering the question, “How have I been applying and living our Mission, Purpose & Vision Statement?”

Consent Agenda

Approval of Minutes

Meeting minutes from Dec 5th were discussed.

Teri found an additional correction. The word “dare” will be replaced by the word “date.”

Rev. David withdrew the comment “I thought” and “by whom?” from his edits.

ACTION ITEM: Rev David will contact Christi regarding Nourishing Our Community (NOC).

Lorrie wanted to revisit the motion she made in a previous meeting.

(Nov. 21, 2022: Lorrie made the motion that the Council would review the budget in July to determine if it will be possible to give bonuses to staff. Laura seconded the motion, and it was carried by Council.)

Laura motioned to approve the minutes as edited. Rev David seconded the motion, and it was carried by the council.

Approval of financials

David & Marlisa

Rev David and Marlisa presented the financial report from November 2022.

The Ameritrade Investment account has increased by almost \$9,000.

Pledge income is at 94.4% and non-pledge income is at 117% of the budgeted amount. The total contribution income is at 96% of what was budgeted.

Classes retreats and workshops brought in about half of what we expected.

We had no fundraising events (NOC, Holistic Fair) during the year.

Total income is at 90.5% of budget.

Center for Spiritual Living - Olympia 11/30/2022		
November Net Income from Operations	Year to Date Net Income from Operations	Ameritrade Investment Value
\$2,779	\$2,411	\$65,022

No motion was made to approve the November financial report.

Resource Report (People & Money)

Monthly Newsletter

Laura asked about the January newsletter article that usually comes from the council. Buffie was unavailable and there was concern about if the article was written and submitted to Karyn. The Newsletter has already been finished and the usual Council spot was replaced by an article from Angelina.

Holiday Pay for Staff

Christmas Eve is an additional service with a staffing cost of about \$760. This should be kept in mind as we plan future services that are in addition to regular Sunday services.

Discussion of the cost for adding an additional service (\$760) and paying time and a half for holiday work (an additional \$180). The employees that this would impact are Adrienne, Shani and Holland.

It was brought up that the Contracts have language that state that the Minister may require additional services. It does not say that the rate would be increased from the regular pay rate for these services.

Laura made the motion that all employees working on Christmas Eve would receive time and a half. This motion died for lack of a second.

David calculated that this would be \$380 in addition to the \$760 for the service.

Marlisa reminded the council of the definition of the independent contractor versus an employee. The contractors are paid for a job/service and that is different than an hourly wage employee.

Another suggestion was to purchase Coffee gift cards as staff gifts. Using Starbucks cards may be viewed as not supporting local business.

Laura's new motion is to provide \$20 gift cards to Cutter's Coffee. This motion died for lack of a second.

Rev. David made a motion to pay the employees their regular pay rate for the extra service. Lorrie seconded, and the motion was carried.

ACTION ITEM: Marlisa would like a copy of employee contracts from this year. Tiffany will send the 2022 contracts to Marlisa and Teri will send Marlisa the 2023 contracts.

Rev. David lost electrical power during the break.

Healthy Boundaries

Discussion of the use of facilities by members or the community at large for non-CSL events and personal business. Suggestions were to encourage participation in the Holistic fair to promote their business, class, services or products. Members and the community at large are welcome to complete a room rental form for the space as it is available outside of the CSL Olympia scheduled events.

Rev David rejoined the meeting by cell phone.

People are welcome to discuss their ideas with Rev David for the how to do a room rental or if an idea would be eligible as special project under the CSL Olympia Council, like the Monthly World Meditation.

Mobilizing Our Mission

Custodian and Groundskeeper job decisions

Custodian position status

Teri

There were three candidates and one has withdrawn from the search. Two interviews will be conducted this week with the remaining candidates.

ACTION ITEM: The Background check document will be sent to Teri by Tiffany for Yolanda's interview.
Council Meeting Minutes 2022 1219.V3 approved

Darshan's background check will be redone since we did not have his prior name for the search.

Groundskeeper position status

Laura made a motion to hire Fritz for the groundskeeping position. The motion died for lack of a second.

Laura opened this for discussion.

Beth seconded the motion.

There was a request to repeat the motion. The motion was to hire Fritz upon approval of the standard background check.

A request was made for repeating the cost of the groundskeeper. The cost would be \$300 a month.

Tiffany commented that there had already been a background check done under a different name (Samuel Stringfellow).

Teri has written a draft contract for the position.

Laura called for the vote and the council passed the motion contingent upon the background check.

Discussion on who the grounds keeper position will report to? This will be put in the parking lot for the next meeting's discussion.

Additional Topics

Parking for the Christmas Eve service. Lorrie contacted Sequoia regarding the parking lot for this evening service. Sequoia would like to ask use of our parking lot for New Year's Eve. The council agreed to reciprocate parking for Sequoia.

Council Learning Opportunity

none

Calendar review

12/19 – Core Council

12/24 – Christmas Eve special service

12/25 – Regular Sunday service

12/29 - Practitioner meeting

12/31 – World Peace Meditation (from CSL) 4:00 AM

1/1 - Regular Sunday service with Visioning

Parking Lot

Legacy Circle

Policy & Procedure changes/updates

Employee handbook

Who does the Groundskeeper report to?

Next meeting – -January 9, 2023, 6:30pm-8:30 pm at CSL Olympia

Rev. David left the meeting to save his phone battery, since his power is out.

Marlisa gave the closing prayer.

Laura adjourned the meeting at 8:30 pm.

Respectfully submitted,
Tiffany Merkel, Scribe