

**Center for Spiritual Living
Council Meeting Minutes
Tuesday, November 19, 2024
4:00 pm – 6:00pm
In person and 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: Kathy Gilliam, Buffie Finkel RScP, Angelina O'Connor RScP, Rev. David Robinson, Lynn Elliott, Susan Strobel, Cherie Gordon
Practitioner: Linda Bremer RScP
Absent: None
Scribe: Tiffany Merkel

The meeting, held in-person and on Zoom, was called to order at 4:10pm by Angelina.

Linda provided an opening prayer.

Buffie shared a reading from "Ernest Holmes at Asilomar" with the Council

Consent Agenda

Approval of Minutes

Buffie made a motion for approval of the minutes of the Council Meeting from November 5th, 2024 as amended in version 4. Cherie seconded the motion. The Council members present approved the minutes.

Approval of Financials

Rev David

The financial report for October 2024 was reviewed.

Center for Spiritual Living - Olympia		10/31/2024
October Net Income from Operations	Year to Date Net Income from Operations	Investment Value
-\$840.19	-\$5,838.81	\$400,588.42

Angelina made a motion to approve the October Financial report. Lynn seconded the motion. The Council members present approved the October Financial report.

CSLO Budget

Rev David/Buffie

Proposed Budget pledged income for 2025 is \$200,000. Pledges are at \$187,348 as of 11/8/2024. We expect 6.5% of Pledged donations will be made in Non-Pledged Donations (\$13,000), bringing the total to \$213,000.

Rev David discussed the proposed budget by line item.

Because of the cost of credit card processing fees, an extra \$5 has been built into class fees to offset the credit card processing.

A cost of living increase of 2.5% has been added to any employee that did not have a raise scheduled for 2025.

Three employees had a raise scheduled for 2025 since they had not had a raise since 2020. These were the Website/Social media manager, Admin. Assistant and Audio/Video Lead.

1. The Website/Social Media Manager had not received a raise since 2020 and was raised from \$20/hr. to \$30/hr.
2. The Admin Assistant was raised from \$433.33 a month to \$550 a month, based on 5 hours per week (\$20/hr. to \$25.38 hr.).
3. The Audio/video Lead was raised from \$27.78 to \$35.00/hr.

Other changes to staff pay are:

- The Groundskeeper/Custodian was changed to a salary and extraordinary events (snow storms, windstorms, etc.) may require added hours to be paid at an hourly rate..
- A payment of \$25 per week will be paid to the person doing the slides each Sunday.

The estimated end of year net income is -\$658.64.

Buffie and Rev. David posed a question to the Council.

- Shall we have a policy of providing a 2.5% cost of living increase for staff each year?

Susan made a motion to approve a 2.5% cost of living increase for staff each year. Lynn seconded the motion. The Council approved the motion.

Susan made a motion to approve the 2025 budget as proposed. Cherie seconded the motion. The Council members approved the 2025 budget.

Scheduling Staff Reviews

Angelina

Council members decided which of the staff reviews they would each attend. Angelina took notes to record this information.

Buffie and Rev. David will attend all reviews.

Action Item: Angelina will send an email to staff to get dates of the reviews scheduled.

Conversations at Prosperity Luncheon

All

Council members shared the discussions they had with the people that sat at the tables they hosted. The two most common things that people value are the teaching and the community.

Attendees were informed that we will be doing an extensive strategic planning process in 2025.

Next Steps

Council Retreat (Planning for 2025 and discuss potential new Council Members)

There will be a Council retreat in January as the first step in the strategic planning process and there may also be discussion about potential Council members for 2025.

A Nominating Committee needs to be formed.

It was suggested that potential Council members be given an idea of what kind of responsibilities and time commitment is expected of Council members.

Action Item: Each Council member will write a small description of the work they do on Council and what they get out of being on Council.

Rev. David will download a class that has recently been developed by Home Office for potential Board Members.

Invite people that have an interest in Council to attend a Council meeting.
Council had a discussion of what the Council “work” is.

Clarification that the Council Retreat be about Strategic Planning and not include discussion of potential Council members.

Decision: The Council’s Strategic Planning Retreat will be held January 11th, 2025 from 10:00am to 1:00pm at Susan’s house. There will be a potluck from noon-1:00pm.

Develop a Leadership Team (Team Leads, Practitioners) ***Lead them in “Getting to your Why”***

The leadership team retreat will be Feb. 1, 2025 from 10:00am-1:00pm. This group includes Council members, Practitioners, and Team Leads.

Supervisor for the Groundskeeper/Custodian

Kathy volunteered to be the supervisor for the Groundskeeper/Custodian position.

Calendar Review

11/21 Compassion Meditation (IFW)
11/22 Parent's Night Out
11/24 Helping Hands Meeting
11/25 Class begins <i>An Ardent Fire</i>
11/30 Deadline to approve Budget Deadline to complete Staff Reviews
12/01 Rep with the Rev
12/02 Prayer Shawl Meeting
12/03 NEXT Council meeting
12/07 Deepening with the Divine
12/10 Finance Committee Meeting

Linda provided a closing prayer.

Angelina adjourned the meeting ended at 6:05pm.

Parking Lot

Legacy Circle

Policy & Procedure changes/updates - Include an employee handbook

Retirement plan

Respectfully submitted,

Tiffany Merkel, Scribe