

Statement Capture – Financial Resiliency Planning Retreat May 6, 2017

Ground Rules:

- No Interruptions
- Return from breaks on time
- Stay of topic
- No side conversation
- Listen as an ally
- Step up (voices to be heard) / Step back (voices being heard above others)
- Yes And (What are you for / What do you wish for)

Goals for Retreat:

- Written in the Agenda (see agenda)

Clarification on Goals:

- Long term/Short term goals
- How/when to reach a consensus?
 - Get a read from the group in attendance
 - Dot voting is preference – are we comfortable with changing consensus vs preference?
 - Dots is a screening process
- List of Questions/Information that still needs to be answered.

Questions for group to weigh:

- How do we ensure a financially healthy church going forward?
- What are the important unmet needs of the church?
- How do we make decisions in a way that promotes harmony and builds community?

Summary of the Manse Study Team: (Luke)

- Interim Report in Meeting Packet sent by Doug pre meeting
- Luke – Manse Study Team Review
- Sharon – Downsize Manse Options
 - Manse affordability
 - Manse option for future pastors
- Scenarios/Options (Mark & Chris)

Summary of Finance Elders work group: (Chris)

- Bev noted she has not asked for pastor compensation increase.
- Pastor compensation discussion is for the benefit of future pastor/staffing (post Bev)
- LMP

- Contract ends Aug 2018 – Ahmed, Denise and Merle have already met and have started contract discussions.
 - Increase based on property value not enrollment
- FMV and valuing house
- Potential for new/additional building on SHPC property?

Identify Criteria

- Enable church to best accomplish mission
- Maintaining & building congregational harmony and good will
- Providing for future church financial stability
- Ensuring current Pastor position is sustainable and rewarding
- Enabling the church 's future ability to attract a desirable Pastor
- Enabling the church to address deferred maintenance and other upcoming needs

Discussion of Options

- a) Keep current manse
 - Currently used as a rental property – rental income allowed to used towards operating expenses
 - i. Current Tenants (no improvements)
 - ii. New Tenants , increased rent w/ improvements
- b) Downsize to smaller manse (house)
- c) Downsize to smaller manse (condo)
- d) Sell current manse – ear mark presbytery approved examples
 - Pay off loans
 - Invest proceeds to generate annual capital improvement fund (ADA)
 - i. Interest cannot be used for operating expense
 - Pastor Housing Help Fund (assist in purchasing a home)

QUESTIONS

- When will the current tenants know if they will renew the lease?
 - Currently extended to August 31
 - Possible to extend as is with increase to rent
 - Decision will be made post Let's Talk discussions
- How can the attendees, from May 6 meeting, inform those who are not here with the outcomes & next steps from this meeting?
 - Summary of the options – one page?
 - Online – video summary
- Can we create a summary page that includes what is going well, what is sustainable, what more would we like to do, etc. Address the structural deficit.
- Can we explore pledging efforts for givers to give more?

Next Steps

- Carolyn & Nance! Volunteers to create the following documents
 - Outline Church needs
 - Highlights from May 6 meeting
- Define and answer the key questions that need to be answered
- Answering key questions:
 - What is/are the problem(s) we are trying to solve (long term/short term)
 - Manse / Pastor Housing
 - Understand if a pastor were to occupy the current manse, impact of salary (affordable for the pastor)
 - What is an appropriate home size for a pastor?
 - What is an affordable rent to charge a pastor?
 - What value can be placed on the “rent” of the manse to pastor?
 - Fair Market Value?
 - Does 3 bd w/ office and 4 bdr change value?
 - IRS and Board of Pension rules?
 - Are there other options for the use of our land?
 - Where do we want our pastor to live relative to SHPC?
 - Could a pastor hold an equity position in the manse

Janel Stewart, Elder