

Minutes of 12/19/18 Plymouth Church UCC Council Telephone Conference Call

Meeting Called to Order by Lori Kaid at 12:15 PM

Present: Lori Kaid, Bing Tso, Kyna Shilling, Courtney Hashimoto, Mike Pierson, Karen Clark, Katherine Guthrie, Cindy Anderson, Debbie Baden, Elizabeth Gordon, Rev. Steve Davis, Rev. Dr. Kelle Brown, and Diane Jacobsen

Absent: Madeline Beery

There were two items on the agenda for Council to discuss:

- 1) the 2019 Budget and
- 2) the Pastors' housing exclusion.

Cindy Anderson made motion to set ministers' salaries with 2.8% cost of living increase. Motion was seconded by Mike Pierson. M/S/P (no abstentions)

Discussion: at the January 6, 2019 congregational meeting, counsel proposing two budgets that would balance the budget. Budget Proposal A based on \$600,000 in pledges would include total endowment draw of 4.58%. Budget Proposal B based on less than \$600,000 in pledges would increase the a total endowment draw to 4.67%, and would include additional cuts by deleting the \$5,000 budgeted in Proposal A for the webcast, decreasing OCWM to \$90,000, and only transferring \$50,000 to the building reserve.

Courtney Hashimoto made motion to recommend budget to congregation as set forth in proposal A with further recommendation to congregation to increase the total endowment draw from 0.25% to 0.34% to balance the budget. Motion was seconded by Mike Pierson. M/S/P (no abstentions)

Elizabeth Gordon made motion in consideration of the fact that Plymouth UCC does not provide parsonage we approve the following housing exclusion for 2019 calendar year:

Rev. Dr. Kelle Brown: total compensation \$95, 295 of which \$47,000 is housing exclusion

Rev. Steve Davis: total compensation \$95,296 of which \$41,175 is housing exclusion

Rev. Kevin Bechtold: total compensation \$27,000 of which \$27,000 is housing exclusion

Rev. Donene Blair: has chosen not to change her distribution or allocation

Motion seconded by Kyna Shilling. M/S/P

Rev. Davis confirmed that housing exclusion including Rev. Bechtold's decision to apply the complete housing exclusion to his compensation to be permissible according to IRS Rules.

Meeting Ended with closing Prayer by Rev. Dr. Kelle Brown at 1 PM.