

**Minutes of the Regional Church Council Executive Committee Meeting**  
**May 26, 2020**  
**Zoom Meeting**

**Members Present:** Gladys Davis, Faith Solon, John Cox (left early), Candis Wilson, Pamela Barnes-Jackson, Frances Dudley

Opening Prayer

Finance Report:

Review of Statement of Financial situation. SBA Program PPP grant/loan was approved and will be awarded \$54,000 in relief due to grouping with Treasury Services for the loan. Forecasting an OPERATING LOSS OF \$20,000/mo. until December.

Recommendations of Finance Committee

After much discussion, the Finance Committee agreed upon the following actions and recommendations, which are difficult but necessary to avoid financial crisis. We simply do not have the operating cash reserves built up to get us through 2020 and 2021 without swift and decisive action. If we do not act quickly, we will likely not have cash to meet payroll and other expenditures by mid-2021. The Committee recommends the following actions:

1. As previously agreed with the Camp Christian Committee, the staff will terminate Food Services for the balance of 2020.
2. As previously discussed with staff, to the extent possible fully shut off electricity and gas to all camp facilities except the Camp Site Manager residence, Maintenance building and Administrative building. Reduce trash services to the extent possible. Maintain critical electrical supply, such as that needed for the fire suppression system. Eliminate cable service but maintain basic internet.
3. Ask Treasury Services for a 40% reduction in fees for the period May 2020 - April 2021. This is reasonable as much of the financial support usually provided will not be needed due to the closure of camp.
4. Ask for a reduction in our Property Liability Insurance.
5. Jennie will immediately terminate the copier lease. We will look for a lower-cost option in 2021.
6. Jennie will transition the website to a low-cost platform like Weebly or Wordpress and terminate the Corcent agreement by September 1, 2020.
7. Thad will ask the Christian Church Foundation to guide and sponsor our Region in a financial campaign to include immediate gifts to DMF, as well as a \$1.5m planned giving and church legacy campaign to create an Endowment to fund future CCIO operations. The Ohio Region needs to realize a total of no less than \$70,000 of undesignated gifts (region & camp) in 2020, over and above DMF & Christmas Offering at the projected 60% realization, in order to maintain fiscal viability through the first five months of 2021. It is noted that organizations who have a strong endowment in place already are in a much better position to weather the current economic crisis. This campaign would replace the budgeted 2020 Camp operating/capital campaign. We recommend that Alan Dicken coordinate this campaign, given his strong standing within Ohio and existing relationships with the churches and members throughout Ohio.

8. Gladys, with support from Thad, will ask Church Extension to make a line of credit available to us, secured by our funds on deposit with Church Extension, to be used for short term, temporary cash needs
9. We strongly recommend the RCC suspend the search for a Regional Minister and maintain the arrangement with the adjacent Regions for the balance of 2020, reflecting our cash situation.
10. The Food Service leader has expressed the desire to end her employment at the end of July 2020 to pursue a nursing career. It is the Finance Committee's recommendation that she not be replaced until Camp is fully operational again in 2021.
11. With much difficulty, we recommend that the Camp Site Manager's pay be reduced to part-time status, at 0.6 FTE and that his pay be reduced by 40%. He would continue to live in the house free of charge as per his current agreement. This reduction reflects the reality of a) reduced maintenance requirements due to the cancelled summer camps and b) our lack of cash for capital expenditures in the near term.

Action Items/Recommendations based on Finance Committee Recommendations:

Reduce Treasury Services Agreement 40 percent.

Pass.

Reduce liability insurance for the short term.

Pass.

Reduce/cancel copier lease. Defer for 3 months.

Pass.

Suspend Corcent reduction until we have a network assessment.

Agreed.

Suspend Search and Call for Regional Pastor and President. Review leadership structure for the future. Ohio to dissolve, what to do in the future?

Table to examine other options. Shared staffing, etc.

Personnel action

Enter into executive session.

- Discussion of possible changes and reduction in salary for various personnel.

Forward this discussion to the Personnel Committee to discuss with staff members.

Fundraising Campaign, DMF and other giving. Different from the Keep the Fire Burning 2.0. The focus would not be camp this year. Focus on undesignated fund giving.

Agreed.

Approach Church Extension for a line of credit

Task Finance Committee with research of taking out an emergency line of credit with Church Extension Fund.