

Attendees: Benny High, David Good, Tina Kirkland, Lori Moritz, Greg Elder, Don Brownfield, Greg Faber, Rev. Herzen Andone

- I. Prayer and Praise: Christy sick; Ben Abbott passed away; Beth Federman ill; Benny's 1st great grandchild due next week; Men's Retreat

Rev. Herzen opened the meeting in prayer.

- II. Review of December Results / 2018 Year End – David Good

Total Revenue December above budget by \$8,160 (121%) / YTD above budget by \$36,943 (102%). Top line giving for December above budget by \$60,822 / YTD top line giving 102% of budget at \$37,608. Total non-operating revenue below budget by \$2,072 (99%). Net total gain for December was \$106,636 versus budgeted gain of \$42,701 (\$63,935 above budget.)

Pledge fulfillment above target at 89% (Target 90%).

Total Expenses for December below budget by \$5,775 (98%) / YTD below budget by \$103,466 (96%). Includes position savings (Cong. Care and Prod. Dir - \$54,561) and Program Expenses (below budget by \$10,003 (99%)); Total gain for 2018 of \$140,459 v. budgeted gain of \$49 (\$140,410 above target)

Operating Checking Balance \$275,099 v. Budgeted Balance of \$165,085 includes decision to move \$22,000 to Facilities Reserve and Capital Improvement Fund in January 2018 and fully funding budgeted Facilities Reserves (\$50,000) in September and Cash Reserves (\$50,000) in December.

Cash Reserves ended the year at \$274,891. \$225,000 moved to CD Ladder Investment through Edward Jones – market value is \$224,891 representing a loss of \$108 (only if cashed out as of 12/31/2018); increase of \$50,000 for 2018. Goal is \$300K

Facility Reserves ended the year at \$96,470. A total of \$65,000 was moved to Facilities Reserves in 2018.

Debt Reduction Contributions \$20,511 received in December. Debt Reduction Balance \$20,511. Received \$27,445 in DRC in 2018. Additional payment to be in January. \$10,800 in additional principal payments made in 2018. Mortgage Balance \$950,799. 2020 Balloon Est \$666,824.

Capital Improvement Fund Balance \$7225. \$25,000 approved for Security Initiative. \$17,793 spent to date.

Organ Fund Balance is \$116,722. \$134,990 donated to date. Old organ sold for \$7500. \$4232 moved from Music and Worship Restricted account. \$30,000 payment made. Total contract is \$167,776.

Through December 31, 2018 Operating Revenue 101.8% of last year same date.

2019 Pledges – 205 for \$1,302,156. \$21K below same period last year. Average pledge \$6352 down \$134 from 2018. 24 decreased, 50 increased, 62 new, 61 stopped (haven't re-pledged yet). Herzen commented that the culture of pledging is fading across many churches.

Membership Update – 2170 requiring validation. 474 responded. 167 asked to maintain 307 asked to be removed (104 – withdrew; 203 moved). 35 reactivated. 1661 not yet responded. 3507 membership at the end of 2017. 62 new in 2018 (26 via confirmation), 25 removed via normal process. 3237 Membership at the end of 2018.

YTD Attendance: Average Weekly 689. Worship: Traditional 300 (up .6% over 2017). Contemporary 245 (down .1% from 2017).

2018 Giving Range Report – 579 Giving Units (down from 595 in 2017). Average giving per giving unit \$3714.16 up \$164 per unit over 2017. Digital giving 27% up from 25% in 2017.

2019 Preliminary/Proposed Budget - \$2,315,540 down \$15,068 from Original 2018 budget (99%). Reflects \$63K in expense reduction, \$5K increase in Non-Operating revenue, funding for Associate Pastor & Minister of Worship; ministries held to 2018 adjusted budget levels; Cash and Facilities Reserves fully funded; Clergy increases included.

Additions include proposed staff increases (non-clergy), Children's Ministries Wednesday Programs, Landscape maintenance (previously provided pro bono), Hillside in Action Budget and production equipment budget true-up with a net gain of \$5700. Apportionments down \$22K from 2018.

Operating Cash Flow starting balance set at \$130,000. Proposal for surplus operating cash to include: 1) Fully funding Organ Fund - \$17,452. Additional Organ fund donations up to the full contract amount would re-pay the operating cash. 2) Move \$50,000 to Facilities Reserves (in addition to \$50,000 budgeted for Facilities Reserves in September). 3) \$77,548 reviewed for future movement

Board of Trustees –Seeking bids for carpet replacement downstairs nursery to Celebration Hall.

SPRC – No report

Susan Lund announced as newest member of Finance Committee. First meeting will be in February.

Hillside Online Store proposed for congregation to have direct merchant access to Hillside logoed wear and items. No cost or obligation to the church. Approved to go live with staff and leadership first then to congregation.

Greg Faber closed meeting in prayer.