

August 10, 2018
Special Executive Meeting

Present: Linda Braid, Christine Robertson, Keith Allen, Kathy Torhjem, Randy Manikel, Rob Russell.

Visitors: Lonnie Moddle, Ron Klusmeier

Call to Order: 9:35 am

Lonnie explained that when their first contract was negotiated three years ago with the hiring committee, the money offered was low but she and Ron agreed to it as they wanted to work as a team. The contract was for a total of fifteen hours, divided between them. Frequently the time spent was more than fifteen hours. They are aware that music is important to the Brechin congregation. The Royal College of Church Organists provides recommendations for salaries depending on experience. Their current salaries are just over \$29,000.

Ron had nothing further to add.

Randy explained Brechin's current financial situation: the expenses exceed income by \$6,000 per month as there is no rental income during this transition period. Year to date as of June 30, 2018, the net loss is \$23,000; as of June 30, 2017, the net loss was \$17,000. The total expense to Brechin for contract music services has increased from \$12,677 in 2014 with one person to \$27,625 in 2017 with our current music team of 2 persons. Rev. Sally and Cindy receive Cost of Living increases every year approximately 1.4%.

Rob asked if they were going to continue and they agreed they would. Rob will add a clause to the new contracts that state that there must be 60 days notice given to the contractors of any changes.

Ron suggested that his and Lonnie's names be included in the newspaper advertisement and on the website as a way of having more people join us at Sunday service, especially those who are familiar with their music. He also suggested that we look into putting cards in hotel rooms, inviting visitors to the church while vacationing in the city.

We all appreciated the opportunity to meet, listen and discuss the issues.

The meeting ended at 10:30 am.

Special Council Meeting

Present: In addition to the executive, Val Neilson, Linda Allen, Tom Grey, Joan Hunting, Diane Thomas, Barb O'Neill.

Call to Order: 11:25 am

Rob shared what had been discussed in the executive meeting with Lonnie and Ron. Randy covered his presentation. Rob mentioned that Ron and Lonnie want to continue working with Brechin. Several Council members were given the opportunity to comment.

Val shared her comments and asked several questions.

Barb asked if there are any provisions in place if Ron and Lonnie don't continue, which there aren't, but there are several sources of good musicians in Nanaimo.

We discussed whether we want to change the offer we made in June.

Council decided to maintain the status quo and leave the motion and offer made in June on the table. The motion: **That Brechin United Church pay for the proposed venue for rehearsals and offer an increase of \$10.00 each per Sunday for the new contract.**

Rob will communicate this to Ron and Lonnie.

The meeting was adjourned at 12:36 pm.

Linda Braid, Chair

Christine Robertson, Secretary