

## STAFFING UPDATE

DECEMBER 1

Trisha continues her reliable work on communications. We are still seeking another Sunday morning employee to assist in the classroom or nursery. Eloise is interested in staying on in a small way to help with projects—one of which may be the creation of a digital filing system of financial records in Google Drive. We currently have no file drawer space for physical files left.

## HEARING LOOP

We are two weeks away from a completed bid from WNC Audio Video (John Haynes, who did our last sound system update). This bid includes the new carpeting selected by the Aesthetics Team. Once I've received that bid, I will write the grant request to the Community Foundation of Western North Carolina. This will be submitted to them in December, in hopes that we can do an install in early 2023. The bid also includes additional body packs for use by those who do not have hearing aids that can tie to the loop, and a second transmitter to be used in small groups (like the returning men's meeting) with a conference mic to make this activity open to more people.

## CAPITAL & SPONSORED PROJECTS

Parking lot lights will be installed next Thursday and Friday.

In the Sponsored Projects, we have “met the match” for the Sanctuary Repair & Paint, the Social Hall Blinds, and the Choir Chairs. Remember that meeting the match doesn't get us to our goals, but it does keep us from leaving a gift on the table. We are \$975 away from meeting the goal on chairs, \$2350 away from the goal on the sanctuary, and \$2400 away from meeting the goal on the blinds.

We are currently \$500 away from the **match** on the security cameras and \$500 away from the match on the outdoor tables. So far as the tables are concerned, meeting the match will let us purchase two tables, which would be fantastic. “The Regulars” of Fellowship on Tuesdays have expressed significant glee about not having to crawl over the bench seats on the standard outdoor tables. The original tables selected have now vaulted to another price point, so we will need to source tables with just a 5 year warranty. More individuals have made gifts to the table purchase than any other project.

## SPENDING

All groups are being very cautious on spending. Some, however, are above budget and not able to changed — such as payroll expenses. These will likely get another bump in January when updates to health plans take effect. I am hopeful, however, that we can keep a number (not all) of these lines “below budget” for the remainder of the year.

The caution is that we can't necessarily base next year's budget on “tightened belt” spending. When that process begins, it will be important for staff and teams to be involved to provide clarity to the Finance committee about needs for the coming year that may be deferred this year, or were simply inadequately funded this year. —In Covenant, RK