

Recent items that were handled by the chair of the MMC include:

1. Request for reimbursement of cell phone expenses by our Office Administrator. This spanned two Council meetings and resulted in a decision to grant \$200 in 2021 to compensate for expenses incurred during the period she worked from home over the pandemic. There is a further request for reimbursement of \$5 per week in the 2022 budget request as this is expected to be an essential tool as we move forward.
- 2.
3. The 2022 Salary Budget submission for Pastor and the Office Administrator.
4. Typically, the salary budget submission follows the performance appraisal meetings with staff. Unfortunately, the submission date coincided with the departure date for the chair on a two-week vacation. Consequently, the draft submission was made on-time but the scheduling of the performance appraisal meetings is outstanding. These will be scheduled following the next Mutual Ministry meeting.
- 5.
6. Pastor Ronnie and Gloria Zorn provided input for the Housing Allowance portion of Pastor's compensation and the Salary portion is commensurate with the Synod guidelines for a pastor 5 years after ordination.
- 7.
8. Regarding the Office Administrator position, the draft recommendation was a percentage increase equal to the increase in 2020. Bill has recommended that the cell phone allowance be added to Kateryna's monthly pay, however I would request that another solution be found as this income would be subject to income tax. It would therefore not be treated as an expense reimbursement.