

1 Leadership Group Minutes

2 February 1, 2022 @ 7:00 pm via Zoom

3 **Present:** Anna Yoder Schlabach, Scott Coulter, Lora Nafziger, Karl Shelly, Randy Roth, Sandy
4 Fribley, Anne Horst Hanby, Leon Bauman, Jamie Lake, Elena Fischer

4 **Absent:** Eric Yordy

5 1. Opening: Elena (Minutes: Anne)

6 2. January 4, 2022 LG meeting minutes – highlights and approval [[DOC](#)] – **Approved as
submitted**

7 3. January 23, 2022 Congregational Meeting minutes – approval [[DOC](#)] – **Approved with
one update** (2015 was the last (regular) Congregational Pastoral Review. In the gap of time
8 in between, the Bridge Support Team completed work that was similar to a Pastoral
9 Congregational Review in 2018).

10 **Information / Reporting**

11 4. Administrative Staff Position update (Scott); Becky Overholt has been hired for the
12 Administrative Assistant position, approximately 15 hours/week. She started this week. It is
13 great to have church office staff in place!

14 5. Internet improvement: AMC current contract with Frontier for DSL expires in early April.
15 Glenn Gilbert is working with Scott on quotes for other (hopefully better) service.

16 6. Capital Campaign update: Randy. Two people have agreed to join and **Randy is still
seeking more people to join the group.**

17 7. Smuts Housing Update: Scott is included on email updates from the Housing LLC that was
18 started by people associated with Assembly to purchase a home for the Smuts family to rent.
19 The Smuts family has been approved for housing assistance voucher for rent (section 8). Also
20 the energy assistance program that they applied to approved/paid for a new furnace for their
21 current place.

22 8. State of the Congregation Report(s); **Now that an Admin. Assistant has been hired,
likely stats will be completed by the end of Feb. Jamie L. will look at writing some
reflection to go with the stats. Anna will check for the slideshow summary that she did in
the past.**

23 9. Building Tithe Committee; Assemblyline announcement was placed last week asking for
24 any suggestions from the congregation by a date in Feb. One response was received thus far
25 affirming the proposal of distributing the rest of the funds to JoinHands Mennonite Church
26 Building Program.

27 **Discussion / Action**

28 **10. Finance** (John & Larry) - [Spending Plan for 2022](#) (for Cong. Mtg. in Feb. – Another “1st”
Reading)

29 Spending Plan that was presented to the congregation at Jan. congregational meeting
30 contained some errors and was understating salaries /staff cost by about \$25K. A revised

31 Spending Plan proposal is needed to keep the Spending Plan within the desired parameters for
32 the pledges received. John and Larry presented some ideas for places where spending could
33 potentially be cut. After discussion, \$17,600 in workable reductions were
34 identified: remove the \$1600 total increase in mission-beyond-Assembly line items, reduce
35 hospitality supplies by \$1K related to actual usage, reduce Christian Formation supplies by
36 \$1K related to actual usage, take a one-year hiatus on contributing to the building tithe \$9K,
37 reduce \$5K for MYF trip. **This will mean congregation members will need to support the**
38 **youth in fundraising for their service trip in 2022.**

39 **With these revisions, the revised 2022 Spending Plan will have a First Reading at the**
40 **Feb. congregational meeting.** Treasurer needs to have decision on 2022 spending plan by at
41 least the end of March 2022.

42 11. Budget surplus (est. 2021 surplus is \$4,985) [[DOC-Surplus History](#)] **Topic tabled, given**
43 **the changes discussed in Agenda item #10.**

44 12. Alternative to Peace and Justice line item giving?; **Topic tabled, given the changes**
45 **discussed in Agenda item #10.** Not adding something else into this line for 2022.

46 13. Delegates to MC USA (May – in person) | Meetings for delegates will be held in Kansas
47 City. Discussions will include membership guidelines for MC USA. Anna will be attending
48 (she is on the planning committee for the denomination). Anna and Karl will serve as
delegates. **An elder is desired as a delegate also. Jamie Lake is considering.**

49 14. COVID Plans for Spring Worship & Formation (Anna)
50 Pastoral team has been in discussion and Christian Ed and Worship Committees have been
51 developing plans for in-person worship and Christian Formation beginning Carnival Feb. 27.
52 There will be a meeting with the Covid Advisory Group next week to discuss. Affirmation
53 shared for the option of in-person activities.

54 15. Plans for pastoral coverage (Scott paternity leave; Lora Sabbatical) [[DOC](#)]. **Plans to**
55 **cover these two pastoral leaves were shared and affirmed.**

56 16. Electric vehicle charging station: proposal from Glenn Gilbert who is willing to order
57 materials and handle logistics. Glenn will present this idea with more details at another time.

58 17. Congregational Meeting items (February 20)

-Spring worship/Christian Ed plans (information will be shared prior to the Feb. 27
Carnival Sunday)

-2022 Spending plan another “1st reading” since there were changes since Jan.

59 -MC USA resolution discussion; Anna will be putting updates in Assemblyline sharing
about this in the coming week

60 **18. Pastors Reporting** [[DOC](#)]

61 **19. Elders Reporting**

62

- 63 20. Prayer for the congregation: Lora
64
65 Next LG Meeting: March 1, 2022 7:00 pm
66 Next Congregational meeting: February 20, 2021 7:00 pm
67

68 Future Agenda

- 69 Treasurer Succession & Responsibilities
70 Electric Vehicle Charging Station?
71 Leadership Group Retreat?
72 Request re: Kristen & Luis' wedding – March or April
~~73 Congregational Coach meet with LG – March?~~
74 Hospitality Goal?

Minutes submitted by Anne Horst Hanby

Approved by LG on March 1, 2022