

Leadership Group Minutes

January 9, 2024

7:00pm at AMC

Present: Scott Coulter, Anna Yoder Schlabach, Karl Shelly, Sara Morris, Trevor Daugherty, Leon Bauman, Randy Roth, Ben Sywulka, Alex Graber Neufeld, Cheryl Shreiner, Becky Overholt (minute taker)

Opening

1. Opening- Sara shared a reading on “radical amazement” and encouraged everyone to share something that signifies “radical amazement” to them.
2. December 5, 2023 Leadership Group Minutes- approved
3. Summary of November Congregational Meeting - approved

Discussion/Action

4. 2023 End of Year Treasurer’s Report + Draft 2024 Spending Plan- Larry Gautsche & Dancy Hirschler

Changes from last month’s meeting: Dancy & Larry looked at staff salaries to make sure they were correct for 2024. Also, all the student aid was put on the same line item.

- a. *2023 End of Year Report*
- b. *Spending Plan.* Dancy commented that this year’s budget is much more comprehensive than previously and closer to actual. The spending plan was underbudgeted last year. There is no policy in place that defines who gets the raise each year. There are 4 non-pastor staff (Administrator, Admin Assistant, and 2 MYF sponsors). Some money will be saved due to the delay of hiring Lora’s replacement.
- c. One idea is to propose a cut to the Church Retreat budget. We could cut the budget in half to \$6000 with the understanding that each family would pay a registration fee. We could also propose Retreat be Saturday & Sunday, removing the Friday night lodging, Friday supper & Saturday breakfast.
- d. What else? Larry G mentioned looking at where is the revenue? Suggests looking at how much we charge for others renting the building.
- e. We could back off of principal payments. Larry suggested we just pay mortgage payments rather than paying more every month as money comes in. Go back to the bank and negotiate keeping the interest rate at 4% and extending it a year. What is pledged for capital campaign will go instead to the mortgage.

Plan to present these 3 proposals (cutting retreat budget, budgeting for delay of new pastor hire, renegotiating the Everence mortgage) to cut the budget to the congregation for the meeting on 1/21. Ben Sywulka volunteered to work on a draft powerpoint and share with the LG. Larry with speak with someone at Everence about the mortgage

5. Pastoral Housing Allowance

- a. *Motion: "Pastors may designate up to 100% of their 2024 salary as housing allowance."*
Leon Bauman moved to approve; Randy Roth seconded. Motion passed.

6. Draft Job Description for Small Group Steering Committee- Karl

This will be added to the Leadership Selection slate that will go out next week to small groups. This committee would begin in August. LG approved.

7. LGBTQ+ Reparations 2nd Hour Planning

April 7 has been set aside for this. Anna reported that this will also include first hour/worship

- a. *What are the hopes/goals for this 2nd Hour Planning Session*
- i. *The story gets told*
 - ii. *Reflecting on what we learned from that history: good & not*
 - iii. *Name the mistakes/harm; Name the positives/correction; ongoing work*
 - iv. *Ritual or statement/apology or Litany of Lament, empty chairs, candles, artwork, stained glass?*
 - v. *Let people who were affected know ahead of time that this service is happening*
 - vi. *Broken /repaired pottery mosaics*
 - vii. *Healing/repair/forgiveness?*
- b. *Who are we tasking with planning and leading this?*
- i. *Ideally, first and second hour flow together. One committee to plan both.*
 - ii. *This will be brought up at Feb LG meeting*

8. Next Congregational Meeting- Sara and Scott

- a. *January 21, 2024 (evening) in person with option of Zoom*
- b. *Agenda: 2024 Spending Plan (1st Reading). If there is time, a report from Search Committee would be helpful.*

9. Feedback on Leadership Group Comment Matrix- Sara

- a. *Has the LG Comment Matrix been helpful in achieving our goals of better collaboration, meeting efficiency, and accountability? Mostly positive feedback.*

Information/Reporting

10. School Support Committee Update- Ben, Leon, and Scott

-Leon has been doing some information gathering. Scott has recruited Lisa Koop and Jena Kennedy to help plan the second hours. We hope to meet in January. The planned dates for these second hours are 2/25, 3/3, 3/10, and 3/17 – at least 2 of these on the topic of school support, possibly others will be planned on other Mission Beyond Assembly/Financial topics.

11. Search Committee Update- Sara (update from Bethany Swope and Tom Kauffman)

-We have been told by Conference Minister Doug Luginbill that we can expect to receive 4 MLI's (Ministerial Leadership Information) early in January. Kathy Meyer Reimer is working on developing a rubric that we can use to evaluate each candidate. We have our next meeting planned for January 14th (a Zoom meeting) to discuss the candidates and rank them.

12. Report from Reparations Committee on Reparations for singing spirituals - Karl (update from Reparations Committee). A line will be added to the Order of Worship when a black spiritual is sung.

13. 50th Anniversary Celebration Committee Update- (update from Eric Yordy) Anna will check with the committee about when their concluding event actually is.

14. Pastors' Reporting

Closing

15. Prayer for the Congregation- Scott

Executive Session

Next Leadership Group Meeting: February 6, 2024

Next Congregational Meetings: January 21, 2024; February 18, 2024

Meeting adjourned at 9:20pm

Minutes submitted by Becky Overholt

Approved by LG on 2/6/24