

Leadership Group Minutes
April 9, 2024
7:00pm at AMC

Present: Sara Morris, Karl Shelly, Alex Graber Neufeld, Randy Roth, Anna Yoder Schlabach, Trevor Daugherty, Leon Bauman, Scott Coulter, Ben Sywulka, Cheryl Shreiner, Tom Kauffman (search committee), Isaiah Friesen (intern/taking minutes).

Opening

1. Opening by Ben: Wendell Berry's "Manifesto: The Mad Farmer Liberation Front."
2. March 5, 2024 Leadership Group Minutes were approved.
3. March 17, 2024 Congregational Meeting Minutes were approved.

Discussion/Action

4. April 12-14 Candidate Weekend with Moriah Hurst. *Tom Kauffman, Search Committee Co-Chair, joined for items (a) and (b).*

- a. Review of weekend agenda for Candidate Weekend. No changes made.
- b. Final Steps
 - i. Concerns raised about interim pastor coverage over the summer:
 1. Small group shuffle—could be delayed till January 2025. This can be decided at next LG meeting.
 2. LG is in conversation about hiring additional interim staff for summer pastoral coverage, especially regarding Sunday school preparations for fall 2024
 3. Moriah's current proposed start date: Sunday, September 8, 2024.
 - ii. Test for consensus will be April 21, 7:00pm @ AMC meetinghouse, with Zoom full participation.
 - iii. Steps for job offer/acceptance
 1. Assuming approval, Bethany, Tom, and Sara will contact Moriah to notify her of the congregation's offer to her.
 2. Once Moriah accepts, AMC contacts CDC conference minister to set up Moriah's installation. This would be some Sunday other than her first at AMC.
 3. Moriah's credentials will be transferred from VMC to CDC.
 4. Other HR miscellany will be covered by Naomi and Dancy.
- c. Approved compensation package.**
- d. Approved Memo of Understanding.**
- e. Question raised of a possible 2024 budget surplus: a Spending Plan update can be shared at May congregational meeting.
- f. LG brainstorming how to thank the pastoral search committee for their work.

5. April LG Retreat will be 3-7pm, Saturday, April 20.
 - a. Theme of reflecting on LG over the years.
 - b. Susan Nelson will share about her experience of LG from the past
 - c. Gwen Gustafzon-Zook and Mary Lehman Yoder will also bring content.

6. Next Congregational Meeting Agenda:
 - d. Testing for consensus for Pastor of Child, Youth, and Adult Formation.
 - e. Acknowledgment and celebration of Search Committee.

7. Supporting Education Advisory Team
 - a. Outline of process
 - i. Advisory Group (2 sessions) would be a larger group to get feedback on process, then from that narrow to a group of 5-6 people for Task Force.
 - ii. Innovation exercise could combine Task Force and Advisory Group, with a menu of options for possible designs of new policy. (We also have access to other local congregations' policies regarding school support.)
 - iii. Task Force drafts policy models to share with small groups for brainstorming
 - iv. Task Force responsible for incorporating feedback and drafting the new policy.
 - v. Goal of approving a new policy by September 2024, for planning toward 2025-26 school year.
 - b. It was noted that the funds Assembly considers investing in school support, while not politically significant beyond Assembly, nonetheless is significant to the AMC budget, has impacts for families, and has symbolic importance.
 - c. **Make April 21 announcement:** "We have five people interested in being part of this advisory group, and would love to have more. Let us know by Monday if you would like to be added. Tuesday we will send a poll to schedule first meeting for May. We are anticipating 2 sessions for advisory group."
 - d. Advisory Group so far: Nadia Shenk, Breck Herber, Jodi Beyeler, Justin Rothshank, maybe Ann Horst-Hanby and Becky Snider.

8. Leadership Selection Committee
 - e. Summer Worship Committee was approved: Ally Mast (chair), Neil Amstutz, Judith Davis, Norm Kauffmann, Mari Martinez.
 - f. Leader Selection Committee: New member, Adam Graber Roth, was approved unless SST commitment rules him out from serving in this capacity.

Information/Reporting

9. Welcome Statement Committee Update: Stephen Lowe still inviting input. Processing this input is being moved to May.

10. Monthly Ministry Team Report: Oak Flat Team (update from Jon Zirkle)
 - a. Connect Jon Zirkle to Norm Kauffmann and Repair Network ministry team.
 - b. LG discussed invitations/encouragements to Jon:
 - i. Jon can be a summer storyteller.
 - ii. Jon might have passion and energy for organizing with other congregations in the region with similar Repair ministry teams, or with the Investment Justice Working Group of the Coalition to Dismantle the Doctrine of Discovery.
 - iii. Jon might also tie in his prayer group connections with solidarity work.
11. Pastors' Reporting

Closing

12. Celebration of Isaiah! This was his last meeting as an AMBS intern with AMC.
13. Prayer for the Congregation (Scott)

Executive Session

Upcoming Meetings

Candidate Weekend: April 12-14, 2024
Leadership Group Retreat: April 20, 2024
Next Congregational Meeting: April 21, 2024
Next Leadership Group Meeting: May 7, 2024

Approved by Leadership Group May 7, 2024.