

Leadership Group Minutes
May 7, 2024
7:00pm at AMC

Present: Sara Morris, Ben Sywulka, Karl Shelly, Leon Bauman, Randy Roth, Trevor Daugherty, Scott Coulter, Anna Yoder Schlabach, Cheryl Shreiner, Maeve Smucker (taking minutes)

Opening

1. Opening by Cheryl - Kate Bowler interview, author of "Have a Beautiful, Terrible Day."
2. April 9, 2024 Leadership Group minutes were approved.
3. April 21, 2024 Congregational Meeting minutes were approved.

Discussion/Action

4. Feedback/Reflections from Spring Leadership Group Retreat
 - a. Review of five things we're taking away from the spring retreat:
 - i. Sharing of resources
 - ii. Potential for new decision making ideas (specifically within congregational meetings)
 - iii. Tending to the groups that need some love (MYF, 50-65 year olds)
 - iv. More transparency of Leadership (people, conversations)
 - v. Leverage technology (in a way that also aligns with our values and goals)
 - b. **Encouraged to brainstorm ways of tackling some of these projects in the coming year. Feel free to share ideas with Ben.**
5. 2024 Summer Coverage + Fall Transitions
 - a. Moriah's Start Date: 9/8/24; Installation Date: 9/29/24
 - b. Bethany Swope is providing extra support for faith formation and will be paid according to MCUSA guidelines. 5/15/24 through 11/15/24 at 10 hours per week. She has asked not to be called an "interim pastor" and it's important to find ways to effectively work against any tendencies to silo different parts of church life.
 - c. Moriah Summer Support (Moving) - **Sara will follow up with Naomi & Maeve about coordinating this support.**
6. Discussion of how the new elder selection process is working
 - a. Ten of the small groups didn't provide feedback on elder candidates. The May reps meeting will review how the process is working.
 - b. There will be an Aline blurb this week asking the congregation to give feedback to their reps about the process.
7. 2024/2025 Pastor Congregation Review Committee

- a. We decided to establish a review committee in mid 2025, and that we begin the review in the fall of 2025. This will give us 1 year with Moriah before beginning a review.

8. Rental Rate Change Proposal

- a. We have not increased our rates for using the meeting house since October 2019. Inflation from 2019 to 2024 was about 20%. Scott proposes increasing the square foot daily use fee from \$8.75 to \$10.30 (+18%). He also proposes posting rates for half-day rentals of the worship space & MP space.
- b. Concern that finance committee be involved. **Scott will share the increased rent proposal with the finance committee and let GMP know that their rates will not be raised for the upcoming school year.**
- c. **Anna Yoder Schlabach will check in with Kay about Faith's insurance policy.**

9. Leader Selection Slate

- a. Note: Positions that remain unfilled are: Leader Selection Committee, Congregational Meeting Facilitator Elect, Elementary & Jr Youth Coordinator, Early Childhood Ed Coordinator, Jr Youth Coordinators. LSC has calls out to people for these positions and is waiting to hear back from them. There is not a youth member on Summer Worship 2024. Also note that the MYF Sponsors Search Committee has just begun its work.
 - i. Assemblyline announcement will share the slate this week (5/10) and invite any concerns/questions about specific people/roles on the slate to be shared with Jeanne Liechty, chair of Leader Selection, by Wednesday 5/15.
 - ii. The slate will be affirmed at the end of first hour on May 19.

10. Indiana-Michigan Conference Apology

- a. Letter of Apology - **Sara and Karl will meet to respond to IMMC's offer to issue their apology during Sunday worship and discuss what that might look like.**

11. Welcome Statement Committee

- a. Proposal: (1) bring a revised welcome statement to the congregation for a first reading in August/September as a provisional statement of who we are deliberately welcoming (basically the current statement adding "gender identity" and "mental/bodily condition"), along with (2) an acknowledgement that we as a congregation have learning and work to do toward understanding intersectionality and becoming more welcoming, with a list of steps the congregation can take in the near future and beyond to continue our work at this (e.g., proceed with recommendations from the Accessibility Audit).
- b. Elders encouraged to read letter from cochairs with plans for the fall. ([attachment](#))

12. Next Congregational Meeting

- a. No congregational meeting in May.

- b. Anna will make sure to schedule conversations on volunteer fatigue, church involvement, volunteerism, and congregational meetings during a second hour series beginning in the fall.**

Celebration of Outgoing Elders

- 13. Thank you Leon and Randy!!
 - a. Feedback/Reflections from Randy & Leon

Information/Reporting

- 14. Supporting Education Advisory Group
 - a. Planning 3 meetings. Ben Sywulka, Leon Bauman, Naomi Roots, Breck Herber, Nadia Shank, Anne HH, Merle Baker, Becky Snider, (and I think Justin Rothshank). **First meeting not scheduled yet. Ben will schedule this.**
- 15. Monthly Ministry Team Report: Immigrant Support Team ([attachment](#))
- 16. Pastors' Reporting

Closing

- 17. Prayer for the Congregation - Karl

Executive Session

Upcoming Meetings

No Leadership Group June or July

Next Leadership Group Meeting: August 27, 2024 *Orientation*

Minutes submitted by Maeve Smucker