Leadership Group Minutes
Assembly Mennonite Church
March 11, 2025 @ 7:00pm

Present: Moriah Hurst, John Blosser, Trevor Daugherty, Anna McVay, Scott Coulter, Cheryl Shreiner, Sara Morris (chair), Anna Yoder Schlabach, Karl Shelly, Ben Sywulka, Tom Kauffman, Maeve Smucker (taking minutes)

Opening

1. Opening - Anna McVay read "A Purification" by Wendell Berry
2. February 4, 2025 Leadership Group Minutes - Sara (*Minutes*)
    a. **Minutes were approved pending formatting edits by Scott.**
3. February 16, 2025 Congregational Meeting Minutes - Sara (*Minutes*)
    a. **Minutes were approved.**

Discussion/Action

4. Carbon Neutrality Proposal from Green Team - Maynard M. + Glenn G. (*Attachment*)
    a. Glenn has installed a meter to measure how much solar power is being used. He suggested his proposal in January for expanding the Solar Project could help offset increased energy consumption due to the new HP units in the multipurpose space.
    b. The audit proposed would be internal, and the scope would be limited to how much energy is used by the meetinghouse (and not, for example, how many gallons of gas are used each Sunday for folks to get to church).
    c. **Leadership Group affirmed the proposal. Glenn and Maynard will conduct the audit and then present their findings and the proposal to the congregation.**
5. Office Administration Position - Scott, Sara (Hybrid Job Description)
    a. **Scott will bring the proposed combined position to Finance Committee.**
    b. **Sara will draft a communication to the congregation regarding a first reading.**
    c. **Cheryl will present the job description for a second reading at the congregational meeting on March 16.**
6. Student Aid Policy Next Steps - Ben
    a. **Ben and the Student Aid Group will evaluate information from the recent survey issued to the congregation.**
    b. **Moriah will make an announcement reminding folks to fill out the survey this Sunday, March 16.**
7. Church Surplus
    a. Cash surplus: $21,000

i. Notes and recommendations from Finance Committee: $4K was used to offset 2023 cash deficit. We had decided to use reserve fund for this in 2024, but accounting records needed updating to reflect this.
ii. Finance Committee's recommendation for the cash surplus:
1. $9,000 to 2024 Building Tithe
2. $12,000 to Member Loan Repayment
3. Reserve Fund at end of 2024: $27,000 (5% of $540,000)

b. Tabled this discussion for now.

8. Next Congregational Meeting Agenda - Sara and Scott
a. March 16, 2025
i. Admin job description reading

Information/Reporting

9. LG Spring Retreat (May 10, 2025)
a. Anna and Cheryl will send last year's information to Trevor and Tom, who will put some time and energy into planning the retreat.

11. 2024 State of the Congregation 2nd Draft
a. Sara and Cheryl will send the second draft to Leadership Group via email.

12. Pastors' Reporting (*Attachment*)

Closing

13. Prayer for the Congregation - Karl

Executive Session

Next Congregational Meeting: March 16, 2025

Next Leadership Group Meeting: April 1, 2025

Future Agenda

-Solar Expansion Project, Funding
-Leadership Group Self-Evaluation (follow up from PCR Recommendations)
-Goals from Apr 23 LG Retreat: (1.Fostering internal community, 2. Involving the congregation in decision making, 3.Supporting the outside community)
-Recommendations from Pastor-Congregation Review:
*Vision for the next 3-5 years
*Review LG role and structure - more needs to be done here, in terms of LG self-evaluation
-Review Hospitality Goals
-Spring Retreat
-School Support
-LGBTQ+ Reparations
-Dismantling Patriarchy (ongoing work, follow up from 2022 Oct retreat)
-Impacts/Influences of COVID
-Fostering Emotional Connection
-Welcome Statement

Minutes submitted by Maeve Smucker