**Minutes for Leadership Group Meeting 11-4-2025**

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| Tom Kauffman | Moriah Hurst | Lisa Kauffman |
| Kathy Meyer Reimer | Karl Shelly | Ben Sywulka |
| Trevor Daugherty | Scott Coulter | Anna Yoder Schlabach |
| Lynn Diener (taking minutes) | John Blosser (on zoom) | |

**Opening** – Ben (Snack: John sent via Trevor, thank you John!)

Where have you found surprising hope?

**Review of Past Minutes**

- Approve October LG minutes

  Action: **Approved** with changes.

- Approve October congregational meeting minutes (if available)

  Action: No minutes available yet, Lynn to reach out to minute-taker again, make available to LG before next meeting if possible
  Person responsible: Lynn

**Discussion/Action**

- **Vision for next 3-5 years** (What is uppermost in your mind? What does it mean to be a follower of Jesus in today's world? What are AMC's gifts and how can we best use them in our context? etc.)

Discussion landed on the question of - What should we (AMC) be/be about/be doing in times like these? Who do we want to be? It seems like getting the congregation to initially think about this, using Advent as part of it, would lead to a good discussion, feedback, and generation of ideas in January, perhaps in time for the congregational meeting then.

Action: Use Advent & congregational discussions to seed ideas for a more formal conversation at the January congregational meeting.

Person responsible: – *Anna writing something for Moriah to send to small group reps in December and asking Worship Leaders to mention upcoming conversations about hope in January during Advent worship. (Clarified during 12/2/25 meeting).*

- Reflecting on attendance at our October **congregational meeting** (Should we consider having more of them **during 2nd hour** given the good attendance?)

Action: tabled- will be discussed at a later point
Person responsible: N/A

- **November congregational Meeting** -- Do we have any agenda?

*Revisited after the executive portion of the meeting. There will be a Nov 16 meeting at 7pm, to discuss:*

- *Informing the congregation of the staff FTE changes discussed*
- *Considering alternative ratios of congregational/staff payments of insurance premiums (Finance committee will generate alternative proposals)*
- *Encouraging the development of a more robust HR policy*

Action: Congregational Meeting on Nov 16 at 7pm
Person responsible: Tom

- **Creation of 2025 annual report** -- Tom

Role of outgoing elders to create it

Action: Created in the new year by Ben & Trevor after 2025 is over
Person responsible: Ben & Trevor

**Information/Reporting**

- **Safe Church policy update** -- Moriah

Policy still in process, training happening this Sunday- 2nd hr, 2nd congregational session (adding on to what happened at retreat)

Joel Kern has joined the committee.

Upcoming: In-congregation training with Ross Erb during the second hour on Sunday, November 9. Training content to focus on grooming and abuse prevention.

Action: reminder via Aline to watch before Sunday
Person responsible: Lynn

- **Ad hoc subcommittee update** -- Tom

Subcommittee recently met; discussed cameras, storage, and playground concerns.
Two new cameras to be installed for Montessori, limited to school hours.
Small fold-down desk and overhead cabinet for preschool to be installed in quiet space; cost around $400.
Playground repairs (slide base and Gaga ball pit) assigned to AMC as facility responsibilities.

Discussed need for clearer, positive communication between subcommittee and Leadership Group, and congregation—especially on sensitive or controversial issues (e.g., cameras, space modifications).

To note- subcommittee reports to Scott as pastor liaison, Scott can bring anything that seems like it needs LG input to LG

> Action: Scott and Tom to meet with the subcommittee, to discuss the concerns LG has re: the cameras, and offer affirmation for taking care of issues that are long overdue (i.e. the slide).
>
> Person responsible: Scott & Tom

- **Subcommittee for building use update** -- Tom

Tom is still hoping to have 4 on the subcommittee. Right now the subcommittee has Michael Miller & Bethany Swope.

- **Treasurer report on budget proposal** -- Anne?

Anne will be joining later for the executive part of the meeting to discuss the budget and The Corinthian Plan updates.

Currently contributions are at 77% of budget for the year at the 83% mark in the year—which is typical for us. Many wait until the end of the year to contribute.

Staff expenses remain in line with budget; other major spending categories similarly paced.

Reparations Summit now appears. This will be closed out at the end of the year (expenses for summit paid from it). Next year, a Reparations Fund will be there instead and will be a place for Assembly & community contributions for reparations work.

AMC education fund name still needs to be updated to one reflecting that it's for Bethany Christian Schools.

- **Pastoral FTE conversation**

MCUSA has changed full-time definition from 45 to 40 hours/week, affecting calculation of pastoral FTE and real workload.
Karl reduced role from 0.65 (30 hrs/wk) to 0.4 (16 hrs/wk) but may increase to 0.5 FTE (20hrs/wk) to cover assigned duties.

Moriah open to increasing FTE to 0.75 for adequate fulfillment of formation/youth responsibilities; currently cannot address all areas.
Anna and Scott content with current FTE allocations.

Clarity is needed to adjust the language Scott's job descriptions regarding his responsibilities. They're a bit vague currently and it's hard for him to know if he's meeting goals because of it.

Proposed FTE changes mean modest overall increase (from 2.22 to 2.45 FTEs).
There will also be additional implications for health insurance and retirement contributions.

There's a need for clear, advanced communication to the congregation regarding staff cost increases (likely about 10%), preferably via email before the January budget cycle.

> Action: Inform congregation at the November 16 congregational meeting
> Person responsible: Tom
>
> Action: draft a more specific list/goals for Scott's job description, bring it back to LG, with 3 goals and a timeframe
> Persons responsible: Tom & Scott

- **Pastoral Team reports**
- **Prayer**- Anna