ASSEMBLY MENNONITE CHURCH CONGREGATIONAL MEETING MINUTES—DECEMBER 14, 2025

MINUTES TAKEN BY JEANNETTE HUGHES

Pledges—John Nafziger

Pledges came out good this year—little bit more than last year, but much more if Bethany pledge is included.

Pledges for two percent fund also went up.

Pledges as percent of proposed budget are a little over 80 percent.

Pastor FTEs—Tom Kauffman (second reading)

When we did search for Moriah's position, it was a different description than Lora's. Is this expanded role too much for a .6 FTE?

Karl increased his time* because he was part of a pastoral search process. He was up to .65, but then he said he wanted to be at .4 FTE after the search process.

*Factual Correction: Karl was at .65, and continued at .65 until after Moriah started. His work on the pastoral search process certainly contributed to his hours for the year in 2024.

Increase is based on what staff is already doing in their assignments; there won't be added responsibilities.

Current total pastoral FTE is now 2.2; proposed is 2.45. The total with Lora was slightly more than 2.2. We are kind of going back to what things used to be.

The base is a 40-hour week, as opposed to what used to be a 45-hour week; that also changes things.

Mostly 5's and a couple of 4's—approved by consensus.

Spending Plan for Coming Year—John Nafziger and Anne Horst Hanby (first reading)

The proposed FTE is included, and the spending plan also includes increased health insurance premiums.

For Goshen Montessori, the school is paying about $4,400 a year for rent. Assembly is covering custodial work. We want to include $2,500 for scholarship and operating expenses.

The school's budget is about $125,000. It currently costs us about $6,500 a year.

There are a lot of families that use the Montessori school.

The school is also trying to support people of lower resources.

Federal and state landscape for grant funding has been completely decimated

The school just got its nonprofit status—it's a slow process.

Assembly is getting close to paying off the building.Only Member Loans are left.

Bethany fund was $25,000 last year, and $19,000 is pledged this year. There is flexibility. We are counting on more money than is pledged for the overall budget—is this true for Bethany too? This probably does not apply to Bethany fund because donations have to be earmarked for Bethany fund.

Slide in playground will need to be replaced, and that will be at least $2,000. It's a 30-year-old slide.

Can we consider a second reading of spending plan in January?

EV charging is new designated fund. Solar panel is half-paid, but tax credits and money from MCUSA on the way. There is enough funding to pay off solar panel without use of any general fund.

Proposed Changes to AMC Policy on Changes to Percent AMC Pays on Health Premiums—Anne Horst Hanby

One of the biggest changes is cost of health insurance. Two of the four pastors are using it.

We will look at other options other than Corinthian Plan, but not enough time to do that for 2026

We need to get this (the budget) approved in January

Price increase in Corinthian Plan was a lot. This was also true for other plans.

Percent of health premium matched FTE in the past, but new approach is tiers. So .60 FTE would have 75 percent of premiums paid.

Same percent regardless of plan selection (solo, dependents, etc.).

Three of five eligible staff members are on the Corinthian Plan.

Question: How do we keep equity in overall pay scale RE people who are eligible but don't use them?

Comment: This a justice issue in regard to our pastors and staff.

Comment: Hesitation about jumping ship from Corinthian Plan because it is mutual aid to Mennonites. We are an affluent congregation.

Comment: Mutual aid is more than just the bottom line.

Question: Could we do a second reading within a week? Zoom meeting?

Comment: Default is 60 percent of insurance premium (2018 model). Maybe do default plan and then reimburse pastors?

Comment: Or we could send email to all members of congregation and give them deadline to respond?

Comment: Or just say we trust leadership group to make decision?

Answer (Dancy, Treasurer): We have until January 31, according to Dancy.

Comment: Another option is to take money out of members needs instead of pastors getting less paycheck in January.

The Plan for Now: We can proceed with members needs suggestions, second reading in January, and email to congregation and small group reps.