Assembly Mennonite Church
Leadership Group Minutes
Tues, Dec 2, 2025

Present: Present: Kathy Meyer Reimer, Ben Sywulka, Trevor Daugherty, Anna Yoder Schlabach, Lisa Kauffman, Scott Coulter, Karl Shelly, John Blosser, Moriah Hurst, Tom Kauffman (chair), and Lynn Diener (taking minutes)

Opening – John B (Snack: Lisa)
John O'Donoghue - *for a leader*

Review of Past Minutes:

A. For approval: Oct 19 Cong Mtg Minutes

Minutes Approved

B. For approval: Nov 4 LG Mtg Minutes
Note- Ross Erb is correct spelling
*Lynn make sure the Q about hope gets into verbal announcements
Minutes Approved w/ changes made

C. For approval: Nov 16 Cong Mtg Minutes
Minutes Approved w/ changes made

Discussion/Action:

AMC Vision & Preparing for Conversation at Jan Cong Mtg
In the discussion, it was noted that this visioning feels akin to the former process of making congregational goals- Assembly Congregational Goals- Overview.
LG wonders if it could be adapted to meet the needs for this visioning process.
LG was reminded that in recent history, a focused time on reparations functioned in this capacity, too.

Action(s): Anna will email Moriah what to send to small group reps for discussion in small groups, and the worship leaders will have a note for how to frame the question- "Where are you finding hope in these times?"
There will be a direct announcement in worship soon to let folks know what the ABC group discussions will be in January. Including how feedback will be structured and the timelines.
Afterwards, LG will see if there's a recurring theme which could become our next goal.
Person(s) Responsible: Anna Yoder Schlabach

Safe Church Committee - Eric Good Kaufmann
First 7 pages have been reviewed and could be shared with the congregation.

Question that SafeChurch is wrestling with now is- Are we open to being a community for someone who has harmed? If not now, ever? If never, what is our response when someone visits who is know to have harmed?

Policy needs to be in place because it will happen and having a way to respond that doesn't cause further harm to those who have already experienced harm and to those who've caused it, is important and needs intentionality and careful consideration.

How the information gets distributed both to regular attendees and visitors is important, too.

Is it possible to get approval for the SafeChurch policy if it only has the outline of a plan for integrating folks who have harmed into the community in it?

A question of who decides that we have the capacity to provide/not provide community was posed. Could it be that if LG is leaning yes, it goes to the congregation, if leaning no, it's no?

Get a timeline to congregation- so needs approval by May if in place by '26 school year

There's a call for some caution in how we process this because of what would align with our stated values as a church, with the awareness of the feedback that may come, and wanting for members to feel seen and heard so they can support it.

First 3rd will be released with the awareness there may be too much feedback for a second hour congregational meeting, so maybe an evening meeting is better in January.

Planning for December 14 Congregational Meeting

Meeting will be in person at 7pm in the worship space, Sun Dec 14. Please attend.

- MYF Coordinator Job Description - *First reading was Sept 21 (Zoom); Second reading & affirmation was Oct 19. (This should be updated on the Job Descriptions).*
- FTE Increase Proposal: Second Reading

Communicating what MH is doing and would like to be doing is important - to the congregation, and also knowing what the congregation wants of her (re FTE)

- HR Consultation Proposal from LG (Info/Discussion)
- Update on Giving/Pledges/2026 Spending Plan (Info/Discussion)

Finance Committee Reporting

Treasurer Report - Finance Committee members will be present for this
Anne HH, John G, Dennis L
Current pledge situation means that we can cover the proposed budget
Pay off the building loans with the capital building money
Timing wasn't idea for the pledges,l but people responded- and some increased their pledges after learning about the need.
The FC feels it might be best change insurance plans next year

Discussion around GMP support resulted in an increase from 1750 to 2500 of unrestricted funds for this year, with the understanding that it will be discussed in January again.
Increased FTE change question will be on Dec 14 cong mtg

Other Reporting

GMP/AMC Ad Hoc Committee - Tom & Scott
Camera in MP doesn't have a rotating base- that needs to be addressed, Leon & Glenn are good at navigating that line between historical knowledge and building, etc.

Building Use Subcommittee - Tom

Currently: Adam Graber Roth, Michael Miller, Bethany Swope, Ruth Kauffmann

What would it take to open doors during weather emergencies/put those things into a job description

MYF Report from 2024-2025 School Year - *Tabled*

Pastoral Team Reports -

Future Agenda:

Review PCRC Document, specifically LG responsibilities
Agenda for January Congregational Meeting:
Solar Panel Project Completion (Celebration?)
Green Team Net Zero Proposal (First Reading?)
AMC Visioning (building on Nov LG conversation & Advent Worship?)

Closing Prayer: Moriah Hurst