

Assembly Mennonite Church APPROVED Congregational Meeting – 9/17/2023

Glenn Gilbert convened the meeting opening with a prayer

Scott Coulter Ordination – Cheryl Shreiner

Cheryl announced that Scott is preparing for ordination. An Ordination Committee consisting of Tom Kauffman, Carla Gull, John Zirkle and Cheryl (as Chair and representing Leadership Group), has been meeting over the past summer. A letter has been written to LG recommending Ordination. The letter has also been shared with Conference Minister Doug Luginbill who will meet with Scott as he continues his path toward ordination.

The congregation celebrates this transition for Scott.

Pastoral Search – Sara Morris

-As LG Chair Sara is pleased to announce the formation of the Pastoral Search Committee. The group includes Bethany Swope and Tom Kauffman, co-chairs, and Jonathon Schramm, Kathy Meyer Reimer, Anne Horst Hanby and Karl Shelly. Central Conference Minister Doug Luginbill will be leading an orientation for the group in the coming weeks.

We are grateful to those who will be serving our congregation in this way.

-It will be the role of Leadership Group to determine interim coverage during pastoral transitions. LG, in consultation with the Pastoral Team has determined that we will not be hiring an interim pastor and that interim responsibilities will be covered by the Pastoral Team and delegated to appropriate people and/or committees when possible. LG is committed to the health of the Pastoral Team and is in process of working on a plan for increasing pastor's hours as they assume additional responsibilities.

*See attached Pastoral Transition Interim Coverage Plan

Updated Pastoral Team Job Descriptions – Sara Morris

In June 2023 Leadership Group asked the current pastoral team to evaluate their current roles and responsibilities. In July, Sara (as LG Chair) and the pastoral team met to discuss and propose changes regarding FTE and job descriptions. This was

presented to Leadership Group at their September meeting and has now been approved for congregational discernment. This is a first reading. There will be no action today.

*See attached Proposal Re: Staff FTE and Job Description Changes (9/5/23)

*see attached Pastoral Team Job Descriptions (September 2023) pages 1 and 2

Notes from Sara on some of the changes:

-Some of the changes and notes in the Job descriptions simply clarify what is already happening.

-Karl, who currently has the most hours desires to bring his hours down a bit and those hours have been distributed among the other 3 pastors

-this increase for the other 3 pastors feels good to them and to the team

-total FTE will decrease very slightly, from 2.35 to 2.2

-Small Group oversight will be moved from Karl's position to the role of Pastor of Formation

(Lora's role/open position)

-a Steering Committee will be appointed to work alongside the Pastor of Formation to support and guide small groups

-Karl's role becomes Pastor of Mission, Peace and Justice and has more of a focus on congregational discernment, consensus decision making and strategic planning. He is also relating to various teams and task forces such as Reparations Task Force including Reparations, Doctrine of Discovery etc

-Scott's role, Pastor of Congregational Life and Hospitality oversees requests for financial assistance, aids in shaping materials for small group processing and overseeing covenanting

Questions/Remarks from attendees at the meeting

-Does .6 FTE make a new pastor eligible for benefits? Yes

-What if a candidate wants more than .6 FTE? This would require congregational approval. It's important at Assembly that there not be a hierarchy on the pastoral team, and having equal FTE promotes equality. We don't expect to have difficulty finding part-time applicants.

-Does anyone relate to local ecumenical groups? There is not currently a standing local ecumenical pastors group. All the pastors meet with local Mennonite pastors in different ways.

-Who relates to Goshen College students? No one pastor has that responsibility, but we have been having Sunday morning breakfasts with students and other young adults and we have a good group of students attending currently

Glenn closed the meeting with a hymn

Respectfully Submitted

Barb Swartley

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