

Leadership Group Minutes
November 7, 2023

Present: Leon Bauman, Lora Nafziger, Sara Morris, Ben Sywulka, Trevor Daugherty, Karl Shelly, Anna Yoder Schlabach, Cheryl Shreiner, Randy Roth, Scott Coulter, Isaiah Friesen, Becky Overholt (minutes)

Absent: Alex Graber Neufeld

1. Opening: Randy provided the opening. Each of us reflected on what environment brings us closer to God.
2. October 3, 2023 LG Minutes-edited and approved
3. October 8, 2023 Congregational Meeting Minutes- edited and approved

Discussion/Action

4. Leader Selection Committee- Scott

Approval for 2 members, who will join Jeanne Liechty (chair). Tabled until December meeting.

5. School Support Discussion Follow-Up- Sara

Question: Do we create a subcommittee/planning group for this discernment process? What are the next steps? When the student aid policy was revised previously, a separate committee was formed and brought recommendations to the congregation. PT has set aside two separate 2nd hours in February that could be used for these conversations. First steps would be providing answers to the questions generated at last LG meeting. It was recommended to have 2 separate committees: 1) a sounding board and 2) a process/steering committee. LG empowers Leon, Scott & Ben to form a steering committee. The steering committee would then select individuals for the sounding board committee.

6. LGBTQ+ Reparations- Karl ([handout](#))

Karl discussed some of the history surrounding LGTBQ+ folks and AMC, including the decision for sabbatical in 1996. What was the harm that was done? What should be done? The 50th anniversary would be a great time for reparations around this. Options for responding: corporate apology; truth-telling; lamenting; seeking ways to repair that harm. There was much discussion. LG recommends Karl have a conversation with the AMC 50th committee chair, Eric Yordy.

7. Next Congregational Meeting Agenda- Sara and Scott

November 19, 2023 at 7pm -*Agenda to include: Welcome Statement Committee Update + Congregational Discussion*
-Facilitator: Marshall King

8. Pastors Health Insurance Deductible- Sara

This year we have the option of a \$3000/\$6000, or a \$4000/\$8000 deductible plan. Estimated cost difference: \$1,584 for the year (\$936 to AMC, \$504 to Scott & family, \$144 to Anna). If LG comes to consensus on changing to the higher deductible by Nov 8, Naomi Roots will

process the paperwork. If more process is needed, we can maintain the current (lower) deductible for 2024 and discern if we want to make a change for 2025. The question was raised if pastors under a different insurance plan could still contribute to the HSA. This warrants future discussion. After much discussion it was decided that more process is needed before making a change. Sara is going to ask Naomi whether employees could have different plans. If not, Sara will inform Naomi to remain with the lower deductible for 2024 and LG will continue discussion on options for 2025.

Information/Reporting

9. MYF Update- Lora ([update from MYF Sponsors](#))

10. Retreat Committee Report- Scott ([attachment](#))

11. Treasurer's Report- Scott

The Everence mortgage is under \$100,000 and the loan will be paid off by July 2025.

12. Search Committee Update- Sara ([update from Bethany Swope and Tom Kauffman](#))

13. Pastoral Transitions Update- Anna

-An Ad Hoc committee has been formed for planning Lora's leaving Sunday. Plans are in the works for Lora's farewell/ "sending Sunday", which will take place on Sunday, December 17th. The committee includes: Brooke Rothshank, Lisa Kauffman, Kyle Schlabach, Sara Morris, and Anna Yoder Schlabach. There is a separate committee to provide support to Mitch & Lora. This committee includes Kyle Schlabach, Brooke Rothshank, Cheryl Shreiner, Jessica Baldanzi.

14. Capital Campaign Update- Randy (update from Dennis Landis, Randy Roth, and John Nafziger)

-Since 9/1/23, \$38,835.39 has been received toward the Capital Campaign. Two donations totaled over 33k.

15. Welcome Statement Committee Update- Scott and Sara (update from Regina Shands Stoltzfus, Stephen Lowe, and Scott Coulter)

16. Pastors' Reporting

Closing

17. Prayer for the Congregation (Karl)

Meeting adjourned at 9:30pm

Executive Session

Next Congregational Meeting: November 19, 2023 (Sunday) at 7 pm

Next Leadership Group Meeting: December 5, 2023 (Tuesday) at 7 pm

Respectfully submitted by Becky Overholt

Addendum

AMC Leadership Group Minutes
11/28/23, 12 Noon, Zoom meeting

Quorum Present:

Trevor Daugherty, Leon Bauman, Randy Roth, Cheryl Shreiner, Karl Shelly, Anna Yoder Schlabach, and Lora Nafziger

Not present: Sara Morris, Ben Sywulka, Alex Graber Neufeld, Isaiah Friesen

Agenda item from Scott:

Caleb Morris has stepped aside as president of the Goshen Montessori Preschool Board because his aunt Chris Stump has been hired as the Executive Director of the preschool. Caleb will continue on the board to the end of his term.

Joel Kern who is already on the GMP Board has been put forward as a new president of the board. Assembly Mennonite chooses who fills the board position. Do we approve Joel as the new president of the board?

Discussion:

We affirmed Joel as president.

We named that in Goshen and at Assembly there will often be dual roles and conflicts of interest. Recusal is not always the only or most appropriate way of dealing with these conflicts when they arise. We affirm that Caleb is continuing on the board. We trust Caleb and the rest of the board to discern when it may be appropriate for him to recuse himself from a discussion, and when it may be appropriate for him simply to name his relationship with Chris while not recusing himself.

Consensus:

We name Joel Kern as president of the GMP board.

Approved at LG meeting on 12/5/23