

Leadership Group Minutes  
December 5, 2023  
7:00pm at AMC

**Present:** Karl Shelly, Anna Yoder Schlabach, Scott Coulter, Lora Nafziger, Ben Sywulka, Trevor Daugherty, Alex Graber Neufeld, Leon Bauman, Isaiah Friesen, Cheryl Shreiner, Becky Overholt (minute taker)

**Opening**

1. Alex opened the meeting.
2. November 7, 2023 Leadership Group Minutes- approved as amended
3. November 19, 2023 Congregational Meeting Minutes- Minutes were lost and unable to be recovered. Scott & other members of LG will compile a summary of meeting

**Discussion/Action**

4. Treasurer's Report + Draft 2024 Spending Plan- Dancy Hirschler, Larry Gautsche, John Nafziger

a. *Treasurer's Report* ([attachment](#))

- i. *Current budget is at a deficit of \$64,000. Bulk of the shortfall is because of increases in payroll and benefits.*
- ii. *Everence mortgage is currently \$73,000. The capital campaign also includes the air handler (which was quoted at \$60,000). Finance Committee is asking: When should Dancy begin saving money toward that rather than putting it all toward the mortgage? Should we begin setting money aside or continue paying down the mortgage, or some of both? Scott will find out from the building committee when the quote expires and hold off on making more payments on the mortgage until we have that information and discuss at the next LG meeting.*

b. *Profit & Loss Budget Performance* ([attachment](#))

c. *Spending Plan* ([attachment](#))

*Pledges are up slightly for next year. 84 units pledged. We have 14 first-time pledgers, which is higher than usual. Larry explained how the spending plan was developed and explained several line items. The total budget is \$553,000. Eighty percent should be supported by pledges and we are below that. There is a gap of about \$9,000. The 2024 spending plan can be discussed again at the January LG meeting where we should have a better idea whether the 2023 budget was met.*

5. Leader Selection Committee- Scott ([job description](#))

- a. *Approval for 2 members, who will join Jeanne Liechty (chair). Sandy Fribley (24-25) & Tristan Beechy-King (23-25) have both agreed to be on the Leader Selection Committee. They will begin their work in January.*

6. Draft Job Description for Small Group Steering Committee- Karl

This will be tabled until next meeting in January

7. Pastoral Transition Period - Contact Sheet for Congregation - Pastoral Team ([attachment](#))  
Scott drafted this, shared with PT and would like input from LG. Purpose is with Lora gone starting in January, then people would know who to contact for various things. The plan is to inform the congregation by putting it in the Aline and on the website.

8. Next Congregational Meeting- There will not be a meeting in December

9. Feedback on Leadership Group Comment Matrix- Sara

- a. *Has the LG Comment Matrix been helpful in achieving our goals of better collaboration, meeting efficiency, and accountability? This will be discussed at the next meeting.*

### **Information/Reporting**

10. School Support Committee Update- Ben, Leon, and Scott (update from Scott)

*-Leon is working on some factual research; Scott is forming a committee to plan congregational discussion in second hours (dates: 2/25/24, 3/3/24, 3/10/24, and 3/17/24—at least 2 of these would be devoted to School Support/Student Aid Policy, and the remainder to other congregational stewardship questions.) Lisa Koop has volunteered to join the committee, and we hope to recruit 1-2 more people and begin working after Christmas.*

11. LGBTQ+ Reparations + 50th Anniversary Committee Update- Karl (update from Eric Yordy)

*-Our AMC50 committee has met a number of times and within our work, we have determined that there are a few (3-4) noteworthy themes. We definitely identified LGBTQ inclusion as one of the major themes. At the moment, we are hoping to hold 3 sessions during the 2nd Hour to unpack these important themes. Eric hopes to meet with Karl for support in thinking through and planning some of this. Karl asked what does LG want to do? There is an opportunity to help shape a second hour conversation. Karl is willing to offer direction to the AMC50 committee on this. Ben Sywulka offered to be part of the methodology. LG will spend more time at the next meeting in shaping the second hour. It would be helpful if AMC50 committee would assign topics to dates.*

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

*-Search Committee has reviewed the names congregational members have forwarded to us and sent along to Doug Luginbill as seems appropriate. It sounds like MLI's to review will not be available before the New Year. Doug will be meeting with us in December to help us understand how to interpret the MLI's and to remind us of the next steps in the process.*

13. Capital Campaign Update- Randy (update from John Nafziger)

*-Total contributions to the Capital Campaign since the beginning of the campaign total 51,110.39. Pledges received on the 2024 General fund pledge forms were 27,800.*

14. Update from Elders on AMC Health Insurance Policy Work- Trevor

*-Trevor has volunteered to take the lead on looking into the existing AMC health insurance policy, and has been in contact with three previous LG chairs, the office staff,*

*and Dancy/John. It is evident that establishing a clear policy and refreshing everyone on the whole topic would be helpful. It was noted that it should be added to the HR policy. We plan to continue this work come January.*

15. Pastors' Reporting

**Closing**

16. Blessing for Lora- Sara

17. Prayer for the Congregation- Anna

**Meeting adjourned at 9:15pm**

**Executive Session**

Minutes approved by LG on 1/9/24