

## CMCL Council Minutes, November 14, 2022

Attending by zoom: Marian Good, Laurel Martin, Cal Esh, Carol Eby-Good, John King, Ken Nissley, Marlene Reiff, Drew Brubaker, Leslie Homer-Cattel, Michael Sharp, Larry Groff guest to present financials)

Opening by Drew Brubaker. Council provided feedback on racism Christian Ed class; have heard positive feedback from congregation

1. *October minutes*: Note to change Marion to Marian and Jim to John.

**ACTION ITEM:** Approval of October minutes.

**Action:** Marian proposes to accept minutes; John seconded; passed by show of hands

2. *Financial report (by Larry)*
  - a. **Ask Rod to post minutes of Council on CMCL website**
  - b. 54,000 offerings; lagging by \$20,000 from last year; 17% of year and have 11% of offerings;
  - c. Facilities; pretty much on target
  - d. Parrot Gallery received a grant
  - e. Fall retreat: underspent
  - f. Ending second month deficit of \$2,600
  - g. Very little coming through offering plate; most people sending through billpay or credit card, or retirement fund
  - h. Sometime we should explain to congregation the different ways to give (**put on council agenda**); should have tutorial
  - i. We have not sent committed funds to Akron Mennonite church's Green Cemetery & Nature Preserve. We are committed to \$5,000, but don't have funds yet. Cal proposes sending them \$3,500 and say we will send remaining amount. **Larry agreed to send \$3,500.** Larry will contact John. Let them know of our ongoing commitment, and we're aware that we are short.

3. *Chestnut Housing MOU*

Leslie noted that when we approved apt, part of proposal included we use Chestnut Housing. Congregation already approved that. Can let congregation know if agreement has been signed. Council would be acting on behalf of congregation with details.

- a. Chestnut Housing saying we would pay utilities, per Leslie's memory. Need to look into this. Should have it by next meeting with Chestnut Housing. **Need to circle back with Chad.**

Discussion: Should landlord pay utilities? Have we budgeted for that? Typically property owner pays for water and sewer in rental situation. Electric and gas will be separate. Should have separate meter for electric and can bill directly. City might require trash pickup paid by landlord.

4. *Staff Reports: Leslie, Pam, Amanda and Donna gave reports.*

- a. A number of CMCLers have reached out to Pam, welcoming her
- b. Rod Houser is assisting church office with Key Fob records and updates.

5. *Housing allowance as clergy benefit*

Leslie sent link to council. Governing body needs to approve a certain percentage in advance. Council does this every November or December.

**ACTION ITEM:** Approve housing allowance for pastors

**Action:** Ken moved we approve housing allowance; Marlene seconded. All in favor by show of hands.

6. *Covid Policy*

What are we hearing from people? Overall people are happy with decision. One attender made decision not to attend CMCL at this time. She is disappointed and sad. Wished there would have been advance notice to say goodbye to people. She would like to read something on zoom to share with congregation during sharing time.

7. *Reparations Proposal*

This was distributed in June/early summer. DRC hoped it would be approved by summer and current budget. Explained we were too far into process to do that and it is a big decision—congregation needs to be brought into it. Sankofa series good way to introduce this. Maybe in January/Feb will have conversation when Susan returns. The proposal would be budgeted for next budget year. The proposal states CMCL will give 10% of annual budget. 5% the first year with 1% increase until reaches 10% on last year. Other congregations can contribute. Disbursement committee would develop statement. Does council want to bring this to congregation for discussion? 10% would be \$56,000. Sizeable amount of money. Additional amount we would try to fund. Currently our budget is deficit budget and running behind.

Council would need to give some direction. Look at staffing, retreat, MCC, MDS, etc. Where would additional funds come from? Fundraising?

Budgets do reflect priorities. Challenge to look at our priorities. Are we satisfied with what we're spending money on? Or is there a way to challenge to use more?

Commitment to Chestnut Street housing could be part of reparation funds. Looks like they're looking at long term commitment. Margaret said, "Reparations are supposed to hurt."

Is there a committee to disburse funds? Join with POWER group? Suggestion to select 5 people of color from Lancaster County. Important to wealth shift and let go of controlling and power; let people of color make decision where money goes. Challenging to sustain this over years. Ann Arbor raised money over 9 months. It was a one time amount; one time campaign. This would be built in like tithe. Council will need to take lead on engaging the congregation. If gets approved, council and finance will need to figure out how to do it.

What is our end date? Next steps? When does budget cycle start? Finance committee should have decision by March. We could decide to start at lower amount. Many possibilities. How do we get this to congregation for input?

Concept should be shared soon with congregation to get feedback. Need significant number of people to commit to giving above what they normally give. This has been distributed to congregation at a congregational meeting. Send out survey to see where people are now. Is there support? Questions to ask:

1. Do we want to have reparations fund? Is that an idea we support?
2. At what level? How much do we commit to it?
3. DRC has suggested this amount. Too aggressive? Not aggressive enough?
4. As we plan conversation, what kind of questions should we be asking?

Congregational meeting will be held in January or February. So survey should be sent out soon. Survey, conversation, vote. **Leslie, Marlene and John will work on survey. Will send draft of survey out to council.**

#### 8. *ACC Licensing Issue*

Leslie, Ron Vogt and Cal to come up with statement. Leslie sent out statement which seemed pretty clear. Susan put statement together for ACC. Congregation can lean on that too.

*What does it mean to be part of ACC? Why grateful?*

At times Important to have support from larger group/body; when went through censuring pastor, to have larger church available with people who had experience; very important. When hired new pastor, helpful as well.

**Cal, Ron and Leslie will touch base re ACC licensing.**

#### 9. *Leadership Selection Nomination*

Some suggestions of names were given to Cal. **Cal will make phone calls.**

#### 10. *SRC Report*

- a. Finalizing hiring for office coordinator position; will be advertising (25 hours per week)
- b. Check with Everance with providing health coverage
- c. October was pastor appreciation month; Thanksgiving will be time to express appreciation to pastors; gift certificate dollars and will let them use it to treat themselves. From council and staff relations committee. Carol will put a note in bulletin to express appreciation as well.

#### 11. **ACTION ITEM:** Motion to adjourn

**Action:** Marian moved to adjourn; Laurel seconded. All in favor by show of hands.

Next meeting: December 12<sup>th</sup>

Location: Council to **meet in the conference room** at church 7 PM

Minutes taken by: DStoltzfus