

# CMCL Church Council Agenda 7PM, March 13, 2023 (zoom)

Present: Larry Groff, Laurel Martin, Hope Sholly, Drew Brubaker, Marlene Reiff, Carol Eby-Good, Leslie Homer-Cattell, John King, Cal Esh, Mike Sharp, Ken Nissley, Margaret Krumm, Marian Good

## Opening - Leslie

Reading of John 9:1-12 - Jesus heals a man born blind.

### 1. Approval of February Minutes:

Names are added where spaces were blank as to who motioned and who seconded in February council notes.

**Laurel motions to accept the changes and the minutes. Marlene seconds. All in favor.**

**ACTION: February 2023 minutes approved.**

### 2. Financial Report - Larry

Offerings are at 53% of what budgeted for.

We are \$16,000 ahead of last year with giving.

Overall we have a positive cash flow.

All expense categories are under 50%, so we are within budget. However, taxes and insurance are yet to be expensed.

**John moves to accept the January Financial Report. Laurel seconds. All in favor.**

**ACTION: January Financial Report approved.**

**Drew motions to accept the February Financial Report. Margaret seconds. All in favor.**

**ACTION: February Financial Report approved.**

### 3. Council Budget for 23-24

Council discussed how they will fill out the 23-24 budgeting worksheet.

a. **Retreat** - Leslie proposes to keep the budget at \$6000.

b. **Scholarship (Menno Colleges)** - There are currently 3 students in a Mennonite-related college, and 2 last year. Will need to communicate with Amanda Stoltzfus.

c. **Parrot Gallery** - Will need to communicate with Mary Lou Weaver Houser.

d. **ACC** - Larry reports that a handful of churches are leaving so the number of supporters are decreasing. Additionally, costs are rising; salaries. Many churches have not increased their giving, although CMCL has. Cal suggests we keep the giving the same.

e. **MC USA** - CMCL is currently at about 3% giving to both the conference and denomination..

f. **MCC** - Ken suggests to keep the giving the same

g. **MDS** - Ken suggests to keep the giving the same

**John motions to keep all budgets the same, Marlene seconds, all in favor.**

**ACTION: motion passed to maintain current levels of giving.**

### 4. Staff Reports- Leslie is happy to be fully staffed again!

### 5. MCUSA Delegates registration (July 3-6, 7-8; Kansas City)

a. CMCL can send three delegates, as well as a youth delegate. Important to find delegates asap to figure out the cost - the earlier we register, the cheaper it will be. After May 15, there will be extra charges.

b. Susan is one of the delegates-she may be doing a songwriting workshop.

c. Ask ACC delegates (Paul Allen and Pauline Zimmerman) if they want to go to the MC USA conference. Laurel is open to going.

**ACTION: Laurel to have conversation with Paul and Pauline before our next meeting about being delegates for the MC USA conference.**

### 6. Reparations

a. **2/26/23 Meeting**

Representatives and spouses from Council and Dismantling Racism Committee attended. Good conversation, and questions asked.

b. **3/4/23 Meeting**

-Decent number of attendees, good conversation. Meeting brought people together about what is important to us, and what direction we want to go.

-Small Group Discussion: broke into groups of 5-7 people. Each group weighs in on the disbursement committee proposals, and discusses different ideas on how CMCL will raise the money.

-Questions asked: How do we dispense the money? How will we raise the money?

-Gerald Ressler asked people to respond to straw poll: "should we do a reparations fund of some kind?" Almost all in favor.

c. **3/19/23 Plans -**

-Gerald not available to host the third meeting.

-After the last congregational conversation on 3/19, will ask for feedback from small groups - discuss reparations proposal, then fill out survey. That survey info won't be back for a bit- hopefully around the beginning of April.

d. **Request to share survey responses with congregation**

-Had a request for more transparency by sharing survey responses

-But we don't want to make it awkward for someone whose response may make their identity evident.

-Discussion: survey answers were never promised, but we want to be transparent.

-Agreed that all identifying information should be removed from survey and that notes about the meetings and survey results will be shared in email announcements and/or small group discussion information.

e. **Next steps:**

-Projected "income"/giving for reparations - to be tested with budget brochure

-Mid-May congregational meeting (tentatively planned for May 21?)

7. **Request from Adult Christian Ed**

Cal reminded all of ACE invitation to present what Council does. Please respond to his email with ideas.

8. **SRC report - Carol**

Three policies from Staff Relations Committee presented for Council's approval:

a. **Holidays Policy Changes:**

Proposed removal of President's Day, adding Juneteenth, and adding Easter Monday.  
**Marlene motions to approve the updated holidays policies. Mike seconds. All in favor.**

**ACTION: New Holidays Policy approved.**

b. **Vacation Policy Changes:**

-After 1 year of service-vacation goes from 10 days to 15 days.

-Credentialed employees will be given credit of service from previous jobs.

-Allow accumulation up to 90 days for short term disability.

-Offer 12 sick days a year. Accumulated separately from vacation days.

-Carol amends line to specify that "previous jobs" refer to something in ministry, not just any job.

**Ken motions to approve vacation policy. Laurel seconds. All in favor.**

**ACTION: New Vacation Policy approved.**

c. **New Dress Code Policy:**

-Purpose: Important to have a policy that encourages acceptable attire; business/business casual.

-Discussion: don't want policy to be targeted towards women more than men; perhaps keep description to "business casual" with no descriptions?; can be helpful to have more specific examples/guidelines if questions about dress code arise.

**Mike motions to approve new dress code policy. Marian seconds. All in favor.**

**ACTION: New Dress Code Policy approved.**

**8. Next Meeting: 7:00 April 10 (in person @ CMCL)**

**9. Invitation to donate to ACC's Congregational Leadership Fund in honor of Merv Stoltzfus and his retirement.** This was not in our budget, but Council is able to authorize additional spending within limits (per Organizational Structure Document, Appendices, F, p. 29).

**Margaret motions to give \$300. John seconds. All in favor.**

**ACTION: CMCL will contribute \$300 to the fund honoring Merv Stoltzfus.**

**9. Adjourn - Ken moves to adjourn, Drew seconds. All in favor.**

**ACTION: Meeting adjourned.**

>Future Agenda: Goals Report: CMCL Five Year Goals

NOTES: by Hope Sholly, reviewed by Leslie Homer-Cattell and Cal Esh.