

Council Meeting Minutes September 1, 2016

Present: John Thomas, Susan Gascho-Cooke, Katy Heinzl, Carol Eby-Good, Cynthia Stayrook, Larry Groff, Sarah Shirk, Beth Oberholtzer, Sue Stoesz, Adam Miller, Chad Martin, Cheryl Weber, Lamar Weaver

Absent: None.

1. Welcome to Larry Groff and Katy Heinzl.
2. Welcome back to Beth Oberholtzer.
3. Introductions were made.
4. As an opening, Susan played a song by the Walking Root Band.
5. Motion was made and seconded, and affirmed to accept August minutes as written.
6. Facility use guidelines were shelved for future discussion.
7. Carol Eby-Good brought a recommendation from Search Committee to hire two half-time persons for Youth Pastor position. A division of job descriptions has been supplied to council. One person would work with children through Grade 8 and Venture Club; the other person would work with Senior Youth and Junior Youth. Each candidate would preach 2 Sundays a year. There would be some overlap in responsibilities. Salary recommendations are still being discussed. Both candidates would receive health insurance benefits. Both candidates have Master's of Divinity or Master's of Theology. They could both be credentialed in the future.

There was discussion regarding the 2016-17 budget shortfall possibly limiting our ability to hire a full-time pastor, in view of Chad's leaving, and the possibility of the two candidates filling in some of what have been Chad's responsibilities. The possibility was discussed of a $\frac{3}{4}$ -time Associate Pastor being hired to make up for the budget shortfall, but that may be difficult to attract candidates. There was discussion regarding some possible budget cuts (i.e., scholarship money, retreat, intern).

There was a motion made, seconded and approved to present the two candidates to the congregation for final approval.

Council will need to present the candidates to the congregation. A possibility of introducing the candidates at Church Retreat was discussed. Carol will go back to

ACC Conference rep Joanne Dietzel to get guidelines on how to introduce candidates to the congregation.

Larry Groff and Carol Eby-Good are willing to coordinate 3 brief meetings of the candidates and the congregation (Retreat would be one of the 3 meetings). One of the meetings could be a formal question and answer period, possibly after/during one of the monthly potlucks. An e-mail and flyer with the candidates' bios would go out to the congregation announcing the candidates. Candidates could be asked to write a one-page introduction of themselves, worship lead, give a sermon, or possibly do a children's time during worship. Susan will work with Larry and Carol to set up a preaching schedule for the candidates (possibly September 11 and 18). One of the meetings with the candidates should be with the youth group.

Carol will ask the candidates to write a bio of themselves to be distributed to the congregation and mention the request for preaching.

Katy Heinzl has contacted Gerald Ressler and asked Staff Relations to do a final salary and benefits package offer to the candidates before an announcement is made to the congregation.

A congregational meeting to make the final decision on the candidates could happen the beginning of October.

Special thanks to Carol Eby-Good and the search committee for their work on this process.

8. 2016-17 Budget. There was discussion on possible budget cuts to make up for the shortfall. It was mentioned that this budget year's budget includes Chad's salary and benefits, which will now no longer be payable. We could look at having church retreat only once every two years instead of yearly.

It was agreed that the budget be presented as written and be reviewed again at the beginning of 2017, especially in light of possible hire for Chad's position. A possibility would be to do a 10% cut across the entire budget. The budget proposal for congregational approval will be presented at the October congregational meeting.

9. How do we move on in light of Chad's leaving? Suggestion was made that people from the congregation fill in on the sermon preaching. Katy Heinzl is willing to contact Joanne Dietzel regarding the possibility of an interim pastor. Susan expressed a preference for a period of discernment regarding the hiring of another pastor. Levina Huber is willing to continue to fill in on pastoral visitation. Pastoral Team and staff will work on a good-bye for Chad.

10. Katy Heinzl will present the opening at next council meeting.

11. Next council meeting is October 6, 2016, 7 p.m.