

Council Meeting Minutes
CMCL
January 5, 2017

Present: Beth Oberholtzer, Larry Groff, Cheryl Weber, Julia Schrock-Rosenfeld, Sue Stoesz, Lamar Weaver, Adam Miller, Malinda Clatterbuck, Katy Heinzl, Cynthia Stayrook, Sarah Shirk
Absent: John Thomas

1 **Opening**—Malinda Clatterbuck: Malinda shared from an address that Naomi Leapheart gave at Lancaster Interchurch Peace Witness meeting. *Peace is not just absence of conflict; it is active seeking of justice.* She also read to us from J. Krishnamurti's book, *Freedom from the Known.*

2 **Approval of December 2016 minutes**—Title of Minutes must be changed from Agenda. Motion was made and seconded that Minutes of December 2016 be accepted with above change.

3 **Budget update**—The fiscal year ended with a positive balance, though that is a typical trend which then decreases throughout the year. ACC has asked for additional financial support. Peace and Justice Committee is asking for approximately \$250 per year for help serving breakfast and will come out of community outreach budget line.

4 **Help for Susan**—Randy Newswanger is proposed to be an interim help for Susan during this time. Council has received the proposal and positively responded to it. There is a budget of \$7,500 per year for Randy's time. Ideally, Randy would be able to help out with close to half-time work.

5 **Update on Child Safety training at CMCL**—Malinda is preparing a training for council to be held in February during council meeting. Approximately one hour training.

6 **Structure Committee Update**—Sherill Hostetter from the Samaritan Counseling Center and Joanne Dietzel from ACC joined us for discussion. A few individuals from the Structure Committee are joining us.

Sherill has met with Susan and Rod, Katy and Julia, as well as reviewed quite a few of our CMCL documents.

a. Sherill introduced us to the polarity management model—not either or, but a both, and solution. Polarity means a set of interdependent poles. Objective is to work for the positive of each pole, without increasing the negative for the other pole. If it does, it is necessary to increase the positive of the opposite pole. See for example, inhaling/exhaling.

b. Applied to congregational life: one pole being the congregation leading; another pole is pastor leading.

i. **Positive** aspects of congregation leading: buy-in, accuracy of being well-represented, cheap (no cost). **Negative** aspects of congregation leading too much: confusion over leading, factions can form, burn-out for some individuals, long time making decisions, or no decision. Pastor can become disempowered by congregation leading. Lack of individual accountability. **Lack of clarity for pastor.**

ii. **Positive** aspects of pastor leading: we can relax; clarity, clear direction, perspective. More timeliness in decision-making. Broader view because pastor sees broad view. Pastor can pull out specific gifts from individuals. **Negative** aspects of pastor leading: burn-out of pastor, apathy or disempowerment of congregation. Decisions that do not reflect what the congregation is actually about. On this side, the burden of results can be on the pastor, and there may be a lack of accountability of congregation. **Not seeing needs of congregation.**

iii. **We need to live within the top positive quadrants** of both pastor leading and congregation leading. This is where we need to have a both, and, not an either/or.

Sherill handed out a Report to Council and discussed her findings.

iv. **Recommendations include:** The structure task force go back to the drawing board using the Report to Council and bringing clarity on both the roles between the pastors and council.

v. Susan participate in coaching with Samaritan Counseling Center.

vi. A council meeting be planned for both the structure task force and Susan to share their reflections for further discernment.

(Need to develop more structural and decision-making clarity in order to add stability that will help to provide sustainability over the long term. This will also help build cohesion and identity).

Discussion: There was discussion regarding the impact of having two worship services on our perception of pastoral church versus program church, as well as church retreat. Further discussion involved what it means to be community and being committed and how size of congregation can make decision-making and volunteering tiring. Small groups used to be a part of decision-making, since a rep from each small group made up council. The fact of very intermittent attendance also impacts our decision-making and community building. There was a suggestion of using Internet resources to keep people in touch with what is happening at church, as well as pastoral care persons. There was a suggestion of maybe merging council with program commission. A question arose as to the difference between issues that came to program commission and those that come to council. *Another suggestion was to have program commission and council be combined but meet alternately as program commission and council.* A question arose how to keep the congregation apprised of changed process.

a. Cynthia will draw up a proposal on communication with the congregation and forward it to council.

b. Susan proposed making a timeline for structure and decision regarding hiring another pastor.

c. There was a proposal that structure committee work with Sherill Hostetter first, as well as meeting with Susan. Some available funds are Susan's professional development funds, as well as possibly congregational resources budget line.

d. Council gave structure committee the green light for meeting with Sherill, dependent on notifying council. Structure committee will first meet to finalize their project before potentially meeting with Sherill, as well as meeting with Greg Newswanger.

e. Julia will call Greg to see if he would be willing to meet with structure committee.

7 **Drew Hart's input**—at Ridgeview Mennonite Church is being supported by a \$200 CMCL contribution.

8 **Larry Groff**—has agreed to be Council Chair-elect. **Thank you, Larry!** 😊

9 **Pastor's Report**—Susan gave her report.

10 **Volunteer for February opening**—please e-mail Lamar if you are willing to volunteer. If not, Lamar or Susan will do the opening. We will plan to have Kelvin Mack speak with us regarding facility use guidelines at next council meeting. Lamar will contact Kelvin regarding joining us.

11 **Adjournment** at 9:30 p.m. (next council meeting February 2, 2017)