

CMCL
Council Meeting
4/5/18

Present: Cynthia Stayrook, Carol Eby-Good, Katy Heinzl, Larry Groff, Cal Esh, Deb Napolitan, Sarah Shirk, Sue Stoesz, Susan Gascho-Cooke

Absent: Jim Spicher

1. **Opening**—Carol Eby-Good reflected on CMCL’s phrase, “You are known and loved by God.”
2. **Pastoral Team Presentation**—Deb Napolitan listed the various steps pastoral team took to listen and adapt the membership process at CMCL. See attached document for the language pastoral team came up with to reflect what has been vocalized and experiences pastoral team have had with CMCL attenders, members, persons who have left CMCL, etc. The new process focuses more on participation in the community, rather than a specific process of signing their names to a membership document, and puts the responsibility on CMCLers who wish to leave to come to pastoral team about this. Pastoral Team has also held pastoral listening sessions this past year for CMCLers to be able to express their concerns and joys. Pastoral Team this past year used a ritual of putting individual stones into a communal vessel of water.
 - a. There was discussion about moving away from yearly membership renewals, as well as the process of baptism as part of membership. There was also discussion about how the process of recovenanting and those persons who failed to recovenant, and that the new process would put the burden on those leaving to check in with pastoral team. There was also discussion about voting being only for members, and leadership positions only being open to members. Joining CMCL can be done in a variety of ways: publicly with a sponsor; privately, by writing a faith statement; baptism; or a simple announcement that so-and-so have joined as members.
 - b. There are several persons who are planning to join CMCL in May of 2018, and this may be a good time to discuss the new membership language and processes with the congregation.
3. **Approved March, 2018 Minutes**—It was moved, seconded and all were in favor of approving the March Minutes.
4. **Pastor Reports**—Susan Gascho-Cooke presented the pastors’ reports. Susan is working with Amanda and Malinda in preparing for Susan’s sabbatical this summer. Urbane Peachey, Elizabeth Nissley, and Jerry Miller are willing to be back-ups for the summer, as well. Worship has already been planned ahead for the summer.
5. **Financial Report**—We presently have about \$70,000 ahead of last year in year-to-date giving. We are at 58% of the year, but have 70% + in year-to-date giving.
6. **Facilities Increase Amended**—Finance Committee had requested that facilities budget be increased to \$15,000, but our expenditures are already at \$12,000, so Finance is asking that the facilities budget for 2018-19 go back to \$20,000, as before.
7. **Action Needed For PNC Bank**—It was moved by Carol Eby-Good, seconded by Susan Stoesz, and all were in favor that Christopher Bowers be removed from PNC records as treasurer of Community

Mennonite Church of Lancaster and that Philip Weaver was elected CMCL treasurer September 1, 2012, and Rodney Houser was approved as a signatory for CMCL on the same date.

8. New Budget Numbers—

Council made the following decisions on budget for next year on the following:

a.	Fall Retreat Support	\$	7,500
b.	Scholarships		between \$10,000 and \$11,000
c.	Parrot Gallery		200
d.	Atlantic Coast Conference		1,550
e.	MCUSA		14,700
f.	MDS		600
g.	MCC		3,600

OUTREACH

a.	MOOS		1,000
b.	Shalom Project		1,000
c.	Lancaster Council of Churches		2,000
d.	MVS		500

- 9. Approval of Susan’s Sabbatical Request—**Council discussed details of Susan’s sabbatical plans and goals with her. Cal Esh moved, Sue Stoesz seconded and all were in favor of approving Susan’s sabbatical.
- 10. Leadership Selection Committee Report—**Kevin Hurst joined the committee, and they are now fully staffed. Sue sent the new structure to the committee and got feedback from them. The LSC were apprised of the fact that they now have the responsibility for choosing new council members, and had some questions on how to actually do volunteer appreciation. There was discussion about the Creation Care Committee having disbanded, which had been an ad hoc, volunteer group. The remaining \$\$ in the Creation Care fund is being used for the additional cost of green electricity. There was discussion about the expression of appreciation to committee members.
- 11. Pastor Search Committee Report—**The search committee continues the process of interviewing candidates, and is continuing to advertise the new position. Joanne Dietzel has been very involved in and helping in the process.
- 12. Facilities Guidelines Report—**Cynthia has created a rough draft of amended Facilities Guidelines and will e-mail it to council before the next council meeting, along with the current Facilities Guidelines document.
- 13. Decision Making At CMCL—**Cynthia reported that the new structure has clear lines of decision making at CMCL. There is some discomfort at the power lodged in the new administrative pastor. It is important that people know where they will be heard and how power is divided up. Cynthia has written up some of her thoughts about the new structure, and the modified consensus model, and decision making and will send this to council. There was discussion on whether the congregation is aware that decision making under the new structure may be more lodged in committees or with specific staff, rather than with the congregation as a whole. Council will need to be ready to deal with the kinds of feedback that may be coming as we live into the new structure.

14. **Staff Relations Report**—Larry reported that Rod Houser has agreed to stay on in the office until September and during Susan’s sabbatical, and it is hoped that the new administrative pastor will have some input on the new office manager position.
15. **Congregational Meeting**—Katy will go over the materials the congregation has received in advance of congregational meeting. Phil Weaver will give a brief budget report. Larry will handle the facilities committee request for increase in budget. A report on the pastoral search will be given, as well as an overview of the process of decision on the one service (rather than going to 2 services this year). Council members will sit up front, and will introduce themselves. Dennis Clemmer will be facilitating the congregational meeting.
16. **Other Business**—None.
17. **Next Meeting – May 3 Opening**—Sarah Shirk.

Attachments:

**CMCL Membership and Recovenanting Revision
Susan’s Sabbatical Request**

CMCL MEMBERSHIP AND RECOVENANTING REVISION*

From Pastoral Team to Church Council (for the purpose of sharing information, not an action item)

MEMBERSHIP

What it gives:

- *Viable, Sustainable Faith Community*- a safe place to be known and loved by God and others, to explore questions of faith and life, and to work together for good in our neighborhoods and our world. We know membership on “paper” is needed so we can have a formally recognized place at the table in our larger community. We understand that members do the work of voting on certain decisions that need to be made but input from all is welcome and needed.

What it takes:

- *Relative Commitment*- our best efforts to give back to the faith community out of our personal resources, time, talents, money, or prayers, etc. as we are able. We say “yes, I will” to the covenant** and core values and then do our best because we care and have ownership in the greater good of CMCL. We know it’s up to us and that everyone counts.

How it happens:

- *Initiate* - any interested attender contacts pastor or pastoral team member to open the conversation whenever they are ready, at any point in the calendar year
- *Process* – Sharing happens regarding prospective member’s journey with CMCL and discernment on next steps to be taken (when convenient, this can happen at spring and/or fall prospective members dinner)
- *Confirm* – New member completes a short membership confirmation form for the church office and their decision is communicated somehow to the congregation. (when desired this can happen at a Sunday morning service and new members may share their story)

Relinquishing Membership – Members understand that if our journey takes us away from committed involvement with CMCL without a clear path of return in the foreseeable future, it is our responsibility to communicate that with pastors/pastoral team. We know that transitions are a part of life and our comings and goings in and out of membership affect the rest of the community.

ANNUAL CELEBRATION OF COMMUNITY

Members and attenders, at all stages of involvement, participate in an annual celebration of our faith community. This is a time for honoring the sacredness of our journey together and thanking each other for simply being present with open hearts and open hands. We use our covenant** and core values as a template for creative rituals in this service.

*This revision grew out of conversations during Pastoral Team listening sessions this church year as well as a larger Adult Christian Education discussion facilitated by Pastoral Team. A thank you to Naomi Paine for fastidiously putting this document together!

**Pastoral Team will be revising the covenant during next church year; we feel it is outdated and doesn’t speak to the spiritual language of CMCL

To: Staff Relations Committee
From: Pastor Susan Gascho-Cooke

2018 SABBATICAL PROPOSAL

Since this is my eighth year of working full-time at CMCL, I am eligible to take a sabbatical this coming summer, taking three months for the three years that I have worked full-time since my previous sabbatical.

My proposal is to take June, July and August of 2018 as my sabbatical, and therefore not be present at CMCL during that time.

The overarching goal of my sabbatical will be to work on health, wellness and resiliency skills, as well as have time resting with my family.

I am still finalizing the details, but my plan is to work on health, resilience and self-care skills, and to engage a life coach in March to help me with planning how to set goals and execute that. I plan to meet regularly with the life coach throughout the time leading up to the sabbatical and also the time after, hoping to integrate skills into life in full-time work in the fall.

I am looking into participating in several retreats, both as a family and individually throughout that time.

Summer 2018 Pastoral Sabbatical Worksheet

Prepared for CMCL Staff Relations Committee
Susan Gascho-Cooke
March 13, 2018

Life/Wellness Coach –

- had phone consultation, first in-person 4/6/2018
- will meet with her regularly before, during and after sabbatical
- emphasis on building continuity and lifestyle changes
- **daily component of sabbatical**

Clergy Consultant –in Philadelphia

- works with clergy on spiritual and leadership renewal, especially at “mid-career”
- aim: meet with him before the sabbatical and at the end of the sabbatical, to get some guiding ideas/questions to frame my vocational reflection

Retreats

- 2-day self-guided retreat with a seminary peer who is also on sabbatical this summer
- 5-day songwriting retreat, “Writing a Song That Matters,” with Dar Williams, August 6-10
- 5-day SoulCollage and spiritual autobiography retreat, August 20-24 in Maine
- 1-2 day closure retreat at end of August

Financing

- apply for a small ACC grant toward expenses with clergy consultant

- negotiating family help for retreat expenses
- use the remainder of my professional development funds toward clergy consulting and retreat costs

Childcare

- Our daughters will be enrolled in several weeklong camps, and have 1-2 weeks of Ohio grandparent camp;
- On non-camp weeks, I will be with the girls half-day and Teman will be with them the other half-day
- I am looking for places to go for those half-days so that I can have solitude; being away from the house will be important

Vacation

- We will be on vacation in Seattle and Alaska for about 2 weeks in July
- We may spend a week in Atlanta, GA, as well