

SALFORD MENNONITE CHURCH

CHURCH BOARD – Minutes

July 21, 2020

Members Present: Darin Benner, Ron Freed, Chris Miller, Becca Nagy, Randy Nyce, Hannah Richter, Jane Ruth, Dean Wimmer, Margaret Zook

Absent: None

Also Present: Brad Alderfer, Maria Hosler Byler, Beth Yoder, Dorcas Lehman

1. **Devotions:** Meeting participants were invited to share prayer concerns and Dean led the board in a time of prayer.

2. **Fiduciary:**

June Minutes: The June congregational board minutes were reviewed. One correction to the June minutes was noted; the board affirmed the April financials, not the March financials as stated. **The minutes were approved with the one correction noted.**

Financials:

- A. **Church May 2020 reconciled and June 2020 reconciled income & expense reports and balance sheets** – The board reviewed the May and June reconciled financials. Income through June 2020 continues to be similar to previous years and expenses continue to be reduced (See further conversation below). **The board approved the May and June financials as presented.**
- B. **Child Care balance sheet** – See review below.

3. **Introduction of Dorcas Lehman** – At the prior board meeting, The board unanimously affirmed Dorcas Lehman to be hired as Assistant Pastor for Salford. The board members introduced themselves to Dorcas and Dorcas gave a brief introduction of herself. Dorcas is coming to Salford after an Interim Pastor role at Ambler Mennonite and previously served as Pastor at Taftsville Mennonite in Vermont. Dorcas asked the board to help determine the best way to introduce herself to the congregation and the best way to step into this new role. The church board and staff will make further efforts to introduce Dorcas and to highlight her new role and the gifts she brings to the role and the congregation. Dorcas is not an intentional interim in this role, she is assisting the current staff and the congregation for an interim period of time as the search for a lead pastor continues.

4. **Discussion Items:**

- A. **Mid-Year Financial Update:** The congregation continues to support the church budget with generous tithes and offering, with income only slightly behind 2019 through June. Expenses through June 2020 continue to be down significantly. PPP Loan funds have covered \$50,000 of church expenses in May and June, and expenses for staffing have also been reduced with the open Lead Pastors position. The congregation has also been generous with over \$30,000 in special giving to the Shalom, Agape and Where Needed Most funds. The board expresses sincere thanks to the congregation for your faithful giving. Jim Rittenhouse and Becca Nagy will be asked to give the congregation a video update on finances during a future Sunday morning worship.
- B. **Child Care Finances:** The Child Care ministry has been operating successfully at reduced capacity since reopening on June 8th. Child Care finances have improved since reopening with partial tuition coming in and most expenses being covered by the PPP loan. All employees have been paid full salary since the March 13th closure with the PPP Loan proceeds and funds on hand. Starting with the July 30 payroll, Child Care employees will receive partial payroll and can also apply for unemployment compensation with reduced hours due to partial enrollment at present. The hope is for enrollment to improve in the fall providing increased income. The Child Care ministry team made the request for Salford to forgive their rent and custodial reimbursement for the rest of the year. **The board affirmed this request, and also affirmed for church to cover all property & liability and workers comp. insurance costs for 2020.** The board will review Child Care finances at the October meeting to consider if further assistance is needed for the ministry.

- C. **Congregational LGBTQ+ Survey Results:** The board took a first look at the results of the recent survey. The board discussed possible options for ways to best understand all the data gathered. The board intended this survey as a way to measure personal convictions of the congregation on greater LGBTQ+ inclusion. The survey results are not intended for making decisions. This information will be helpful for lead pastor candidates to get a feel of the range of convictions on this topic within the Salford community. The board will be considering how further discernment can take place in the future, once the new lead pastor is in place, based on the information gathered from this survey. The board will take time at the next meeting for additional discussion.
- D. **Communication Plan:** A suggestion was made to create a group to help develop a communication plan, which could be particularly helpful in this time of being apart. Randy Nyce will make a few contacts and coordinate this group.
- E. **Sunday morning Children's Time:** The board had conversation on questions related to the contents of a recent Sunday morning children's time. Some members of the congregation and board expressed concern over some of the content from that children's time. Acknowledging the range of viewpoints on LGBTQ+ inclusion along with the sensitive nature of these topics, the pastors will continue to work at the right balance and suitability of these viewpoints during children's time.
- F. **Re-opening Task Force Update:** The Re-opening task force met on June 24th and considered a survey of the congregation to consider a re-opening plan of 80-100 persons. When faced with decisions about a memorial service and further hesitation on this size of in person attendance, the reopening committee reconvened and suggested an indoor group gathering of no larger than 25-30 persons. The state government then also updated guidelines and recommended indoor gatherings no larger than 25 persons. The re-opening group will plan to reconvene to work on identifying benchmarks to be used for determining re-opening guidelines. The board has not heard a push from the congregation to reopen to in-person worship at this time.

5. Reports/Updates:

- A. **Pastor's Reports:** Beth reported on the upwelling of interest in the congregation in exploring Salford response to racial injustice and discrimination in society. Through conversation on this exploration, there was interest expressed in giving possible staff time toward this work, but no extra staff time available at present to give to this. We also became aware that Brooke Martin was not planning to continue in her role of Christian Education Director beyond the end of summer. Discussion began with Sheldon Good and Jenn Svetlik about assuming a role in these two possibilities. Sheldon and Jenn have interest in assuming these roles of Children's Christian Education Director and Co-Directors of Justice Initiatives. The board was presented with a possible funding formula for this role based on budget funds and some excess funds that may be available at year end. **The board made a motion and affirmed extending the job offer to Sheldon & Jenn as proposed, with some work to be done on finalizing the Job description for the Justice Initiative position.**
- B. **Lead Pastor Search Committee update:** The search committee continues to meet and is receiving some good interest, with a couple of candidates expressing interest in the Lead Pastor position. The committee encourages the congregation to continue to spread the word on the position and direct persons to the website and Facebook page for interest.

5. **Other Business:** None.

6. **Closing Prayer:** Dean closed in prayer.

Respectfully recorded by Brad Alderfer

Next Meeting: September 1, 2020 - 7:00 p.m.