

SALFORD MENNONITE CHURCH
CHURCH BOARD – Minutes
December 1, 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:** Dean Wimmer led the board in a time of devotion. Dean spoke on Advent in COVID-19 time and the extra grief about what we might not get to experience this Christmas Season. Dean and Julie attend the Messiah in Philadelphia each year and this live performance will not be possible this year. Dean read Isaiah 9:6. For a child has been born for us, a son given to us; authority rests upon his shoulders; and he is named Wonderful Counselor, Mighty God, Everlasting Father, Prince of Peace.

Dean led the board in a time of prayer.

2. **Fiduciary:**

November Minutes: The November congregational board minutes were reviewed. The minutes were approved as presented.

Financials:

- A. **Church October 2020 reconciled and November 2020 unreconciled income & expense reports and balance sheets** – The November 2020 unreconciled financials show income 10% behind the same time 2019 year to date, but expenses are 18% behind 2019 year to date due to one unfilled staff position, PPP loan proceeds covering some 2020 expenses and reduced expenses due to the COVID-19 shutdown. The board approved the October financials as presented.
- B. **Child Care balance sheet** – CARES Act grants continue to help with Child Care funds during uncertain times. The Child Care balance sheet funds continue to remain steady at this time.

3. **Discussion Items:**

- A. **Board Governance Committee:** There was a suggestion to consider a board governance committee to help with board development and board transition. Margaret Zook bring expertise with extensive board experience. Margaret sees an opportunity to be deliberate and intentional to mentor new persons as they are brought onto the board. One new board member is needed for the board as Chris Miller's term on the board is ending at the end of the year. Dean called for volunteers from the board to be part of this group. Board members will contact Margaret and Randy to volunteer to be on the committee. Jane Ruth is willing to be part. Nomination ballots will go out to the congregation to nominate a new board member once this committee is formed and running.
- B. **Leadership Search Committee:** Randy Nyce reviewed the search process and what has happened so far. First inquiries for the open Lead Pastors position came to Salford starting in May. The search committee started processing applicants in August. Multiple candidates were interviewed with one applicant coming to the forefront through those conversation. Steve Kriss, Conference Minister, has been an invaluable guide and counsel through the process. The hope is that a pastoral recommendation can be made to the congregation in early 2021. Margaret offered affirmation for the committee's work and how they grew together as a team and processed. Dean expressed appreciation for the work that is being done in less than ideal circumstances with meeting remotely most of the time.
- C. **Revised Child Youth Safety Policy:** The Child Youth Safety team recently met and has updated the Child Youth Safety Policy. The team is presenting the policy to the board for approval. The

policy has some rearrangement of sections for readability. The section for online communication and online gatherings has been rewritten and expanded. Maria also reviewed clarifications made to the mandated reported information. **The board affirmed the proposed policy for presentation to the congregation.**

- D. **2021 Pastor Housing Allowances:** The board discussed a housing allowance for Pastors for 2021. The board approves a maximum amount of salary that can be used for housing allowances for Pastors. The board recommends a 2% increase in the housing allowance for 2021. **The board affirmed this motion.**
- E. **Year-end Excess Funds:** The board had a brief discussion of possibilities for using excess funds at year end if the congregation is generous to provide them. Below the line expenses on the 2020 budget will be a priority with a few additional options as possibilities. The church board will review and finalize how any excess funds will be used at the January 5, 2021 meeting.

4. Reports/Updates:

- A. **Pastor's Reports:** Beth Yoder highlighted what it means to be in Advent Christmas season in the pandemic. Beth highlighted the need for emotional and spiritual resources in this time. We are attempting to be thoughtful and creative as we lead in this time, and we welcome the board thoughts on possibilities. The leadership team is planning a brief visit and care package for every family we can visit during the advent season. Beth appreciates the time she had to care for Jerry and his health needs and now returning to a more even keeled reality. Dorcas appreciates being part of the Salford team and the prospect of collaborating in preparing the congregation for a new pastor's arrival. Dorcas believes it will lift the congregation's spirits to take next steps on the Pastoral search process. The board expresses appreciation for Dorcas's work the and the blessing she has been to Salford.
- B. **SMCCC minutes:** The board reviewed the Child Care Meeting Minutes. There has been a recent positive Covid-19 case among a parent and a staff member at Child Care and one class will be quarantined for a two week period.
- C. **Congregational Meeting Ballot Report:** The congregation affirmed the 2021 budget and the Columbarium proposal with 100% affirmation. There were a number of comments on the budget in favor of including at least a token amount in the budget for the Sojourners young adult line. The hope is to reinvigorate this group with the large number of graduating seniors who participate regularly. **The board affirmed moving \$300 back into the budget for Young adults/Sojourners, with an adjustment to the salary line to keep the budget neutral.**

5. **Other Business:** Dean expressed his appreciation on behalf of the board for Chris Miller's work with the church board. Chris expressed his thankfulness for the group and the work that everyone puts in on behalf of Salford.

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

7. **Executive Session:** The board met in a time of executive session following the board meeting.

Respectfully recorded by Brad Alderfer
Next Meeting: January 5, 2021 - 7:00 p.m.