

SALFORD MENNONITE CHURCH
CHURCH BOARD – Minutes
April 20, 2021

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

Absent: None

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

1. **Devotions:** Randy Nyce led the board in a time of devotions. Randy spoke on a few things swirling in his mind. Randy recently attended a class on faith and giving, which used the book *Having Nothing, Possessing Everything* as its focus. The theme of the book is living in abundance with an abundance mindset vs a focus on scarcity. What has God supplied us with already that we need to celebrate? Randy reviewed Genesis 1. In the beginning, God created. We have a creator God who wants us to live life abundantly. Randy shared a passage from the book. Focus on the gifts of individuals and the community, instead of what is lacking. Three questions. What three things do you do well enough to teach others? What three things would you like to learn? Who is going to go with you along the way?

Randy led the board in a time of prayer.

2. **Fiduciary:**

March Minutes: The March congregational board minutes were reviewed. The minutes were approved as written

Financials:

- A. **Church March 2021 reconciled income & expense report and balance sheet** – Our March income and expense report shows strong March offerings and income with no unexpected expenses. Year to date finances have improved over same period 2020. A Second PPP loan has been received and will help cover some staff expenses for 2021, and also Child Care staff expenses. The board approved the March financials as presented.
- B. **Child Care balance sheet** – Expenses for Child Care have been greater than income for early 2021 due to quarantine room closures and reduced enrollment due to Covid-19, but with using 2nd draw PPP loan funds for payroll expenses, assets have increased on the balance sheet for March 2021. So the PPP funds have been important for the continuing operation of the program. Child Care program is projecting that income should improve with anticipated coming enrollment increases, and better numbers for the summer season. Child Care is hopeful for full student enrollment at the start of the new school year in the fall

3. **Reports/Updates:**

- A. **Pastor's Reports:** Beth received deep joy from the events of Holy week. Beth had the sense that the luminary walks connected with people and met a need in the community. Beth asks the question of “what is the next thing the congregation needs as we continue to deal with the trauma of this pandemic season?” What is being transformed through this experience, and what do we need to be attuned to at this time? Maria reflected on how all her recent conversations mention spring or vaccines or both. That is hopeful, but also challenging, with the questions of safety and comfort levels as we transition. We are at a transition point in the pandemic, but at different places along the spectrum of concerns. Maria is working on a seminar or a webinar to talk about this transition time and what it means for us as

individuals, families and children. Dorcas reflected on this being the Spring of the Great Vaccination. Dorcas is taking joy in the meeting of a small group of older persons meeting by Zoom. This group was not interested in meeting earlier in the pandemic, but as time went by there was a nudging to reconsider. They are very grateful for this social connection and the good deep conversations that go on through this gathering.

- B. **SMCCC minutes:** There were no disruption in operation at Child Care in March due to Covid or other concerns. All staff choosing to be vaccinated have now received their vaccinations.

4. Discussion Items:

- A. **Maternity Leave Policy:** Randy reviewed previous guidance on maternity leave policy for Maria when Mateo was born. The board affirmed the previous policy as added to her memo of understanding. **Maria will receive 12 weeks of maternity leave with 11 weeks paid by the church and the allowance for use of one week of vacation for the 12th week.**
- B. **Brooke Martin Credentialing:** Brooke Martin has been involved with a discernment group including Salford folks to explore her calling towards credentialing with Mosaic Mennonite Conference. Beth brings the recommendation that the board affirm Brooke for credentialing with an intention towards ordination. Beth reviewed Brooke's spiritual journey and her leadership journey in various church roles. Brooke has also been participating in various classes with seminary and Mosaic Mennonite Conference. A request for credentialing always come from a congregation, even if the person is not pastoring in that congregation. **The board affirmed recommending Brooke for licensing towards ordination.** The board is grateful for Brooke's ministry and being part of her journey towards ordination.
- C. **Transition Team:** Margaret, Zook, Beth and Dorcas have been meeting to discuss transition time as Dave Greiser comes on board as part of staff. Margaret reviewed a document that is being developed to guide this transition time. Various areas of focus and introduction are detailed in this document. The document is a work in process, with some good staff and volunteer commitment to guide the work.
- D. **Development Committee:** The congregation will be surveyed in the coming days for board member nominations for the open board position. Margaret led the board in an exercise for thinking about our own gifts and the gifts of the new person that may join the board. The board members did breakout sessions to discuss personal gifts and brainstorm. The board will review the nominations received from congregation members and Margaret asks that the board members bring a list of three persons from the nomination list and why they would recommend them as the next board member to the next meeting.

- 5. **Closing Prayer:** Randy Nyce closed the meeting with prayer.

Respectfully recorded by Brad Alderfer
Next Meeting: May 25, 2021 – 7:00 p.m.