

SALFORD MENNONITE CHURCH  
CHURCH BOARD – Minutes  
May 25, 2021

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

**Absent:** Darin Benner

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

1. **Devotions:** Randy Nyce led the board in a time of devotions. Randy spoke on scripture from Mark. With Dave's installation, Randy has been reflecting on leadership, and his growing respect for those willing to lead. We certainly have more vehicles to throw stones at our leaders these days. What does it mean to lead? Randy was impressed with Jon Carlson's reflection on Mennonite core values and willingness to step into leadership at Mennonite Church USA. Randy read Mark 10:35 – 45. Randy spoke about stone catchers, from a sermon from Leonard Dow. What does it mean to lead in this time of polarization? Randy shared from a book *Serving Leaders*. Serving leaders run to great purpose. Serving leaders upend the pyramid of conventional business models. Serving Leaders raise the bar of expectation by being highly selective in the choice of team leaders. Serving Leaders blaze the trail. Serving Leaders build on strengths by arranging each person on the team to contribute what they are best at.

Randy led the board in a time of prayer.

2. **Fiduciary:**

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

**Financials:**

- A. **Church April 2021 reconciled income & expense report and balance sheet** – Our April income and expense report shows offerings and income up and expenses down compared to April 2020. The PPP loan received in March is being used to cover staff payroll for church and the Child Care program. The board approved the April financials as presented.
- B. **Child Care balance sheet** – Child Care assets on the balance sheet continue to increase as the PPP loan and other grants are used to cover payroll and other expenses. This loan has been very helpful to the program as income has been unpredictable due to Covid-19 shutdowns and decreased enrollment.

3. **Welcoming Dave Greiser**

- A. **Board:** Randy asked board and staff to share: What is one word you would use to describe the present state of yourself, the board and the congregation as a whole? After a time to contemplate, each person shared:

**Yourself:** Happy, cluttered, relief, pivotal, hopeful, seeker, hopeful, holding on by fingernails, anticipating, regrouping, alert-wondering, energized

**Board:** Optimistic, emerging, hopeful, selfless, hopeful, traditional, coalescing, generous, wondering, contemplating, developing, waiting

**The Congregation:** Dedicated, hungry, expectant, significant, hopeful, tentative, tentatively emerging, deep, tentative, cautiously hopeful, unsettled, expectant-uncertain

- B. **Hearing from Dave:** Dave Greiser was asked to share impressions from his first days of listening and learning as new Lead Pastor. The Pastoral team has been providing an orientation for Dave. This has been a gift for Dave, but also much to take in during an intense period. Dave has not yet had time to do much reflection or synthesis of what he has heard and learned so far. Dave first learned some things about Salford 25 years ago. His doctoral dissertation was partly about Salford and researching on four preachers, one of which was from Salford. Dave is seeing that there has been a lot of change in a relatively short period of time for a congregation with a 300 year history. He is observing that Salford is several different congregations in one, with different ways of being and history, in church life and in the

community. Newer persons to Salford want to learn and grow. There is work to be done on where Salford stands in welcoming and justice work and how they interact with the work that was done recently on the vision statement and core values. Dave has been a pastor for 41 years, and 38 of those years have involved Mennonite Church USA wrestling with questions of sexuality. Dave believes this has left us with a myopic view of what Christian faith means and he is not sure exactly what to do with this. He has had good relations with Pastors with all different views on human sexuality and values all those relationships. Dave hopes to take a wider view on how we live and practice faith together, at least in the short term. Dave reflected on his teaching of membership classes over the years and how he looks at the Mennonite Confession of faith, and compares what percent of these confessions Christians, Protestants and Mennonite hold in common. 70% of beliefs are common to all Christians, 15% additionally is common to all Protestants and about 15% of beliefs are unique to Mennonites. The board reflected on what they heard from Dave and appreciate the gift of new eyes in the congregation. The board reflected on the different ways of thinking in the congregation and the level of respect and trust in the congregation.

**4. Pastor's Reports:** Beth expressed her appreciation and thanks for the transition that occurred on May 9<sup>th</sup> and how she was honored for her time as Acting Lead Pastor. Beth reflected on dis-integrating her role right now and holding the pieces of her ministry before she reorganizes these pieces. Beth reflected on pastoral care needs in the congregation, and some specifics around the ambiguity of the congregation's current welcoming status and some dilemmas it presents. Maria reported that the multiple senior celebrations for high school graduation are bringing her joy. A particular challenge at this time has been to find buy-in for helping with the youth program for the fall. She has received 35 no's at this point for various roles in the youth ministry. Everyone is exhausted and evaluating many things coming out of pandemic. So she does not have a clear sense for what that means at this time. How do we bring the congregation on board with the challenge we are facing without negativity? The board will focus on this question with Dave in the coming weeks. Dorcas is reflecting on the joy of being able to relate to members in person with the relaxing of the pandemic restrictions. Dorcas is also reflecting on whether we are in another interim time with Beth and Maria's upcoming time of leave, and how that relates to her continued time on staff in the coming months.

## **5. Reports/Updates**

A. **Financial Update:** See above

B. **SMCCC Minutes:** Three classes were closed the past week due to a positive Covid-19 case in a Child Care classroom. Child Care was awarded a \$66,000 grant this past week with little strings attached. So between the help from the PPP loan and the cash from grants, the balance sheet is doing well with increased funds in recent times.

## **6. Discussion Items:**

A. **Development Committee, Board Member Nominations:** The board received nominations from the congregation for the open board position. We did not receive a large number of nominations but did receive names with good potential. The hope is to find a board member with good discernment instincts, good thinking process and the possibility of future board leadership. The board has discerned three names to ask and priority with those names. **The board affirmed asking these persons to serve on the board, with the priority discussed.**

B. **Board Meeting Date & Format:** Randy asked if the board is ready to come back to in person conversation for meetings? There were no specific objections but will consider a hybrid option for those who would find it helpful for stage of life with young children or travel. The board will tentatively plan to meet in July this year, which is normally an off month. Please hold July 20<sup>th</sup> for meeting availability.

C. **Board Retreat:** The board is focusing on October 1-2, 2021 for a board development retreat.

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

Respectfully recorded by Brad Alderfer  
Next Meeting: June 15, 2021 – 7:00 p.m.