

**YORK FIRST CHURCH OF THE BRETHREN
LEADERSHIP TEAM MEETING
DECEMBER 13, 2016 - 7:30 PM**

ATTENDING: Judith Deitch, Roy Rollman, Timothy Beckwith, Frank Leaman, Patricia Carey, Greg Klinedinst, Ken Gordon, Mary Esther Anderson, Terry Wueschinski, Sheryl Leaman, Arden Kile, Nancy Gipe, and Pastor Don.

ABSENT: Melinda Carlson

VISITORS: Anna Miller, Leonard Stoner, and Garrett Page

I. CALL TO ORDER: Meeting was called to order by Judy Deitch, Leadership Team chair at 7:30 PM in Room 145.

II. DEVOTIONS/PRAYER: Led by Arden Kile.

III. AGENDA: The agenda was approved as presented.

IV. APPROVAL OF MINUTES:

The minutes for Leadership Team meetings of November 8, and November 12, 2016 were approved after changing Garrett Page's title to "Youth Director".

V. REPORTS:

A. Leadership Team - Judith Deitch

Judy recognized Leonard Stoner as our newly elected Moderator and Vice chair of the Leadership Team. In addition, she expressed, on behalf of the Leadership Team, our appreciation to Pastor Don for his years of service to First Church and his participation with the Leadership Team.

B. Treasurer's Report - Sheryl Leaman

1) Sheryl provided copies of the October Balance Sheet as well as the Profit and Loss Performance report. Highlighted was the fact that we have changed insurance companies and have received money back from the previous provider but have not yet paid a premium to the new provider. Consequently, this has a significant impact on the Facility Care Profit and Loss performance.

2) Sheryl moved that the church provide a Christmas bonus of \$ 100. plus taxes to our part time staff and 200.00 plus taxes to full time staff. After a second by Greg Klinedinst, the motion was approved without opposition.

C. Youth Director - Garrett Page

1) Garrett updated his written report with information relative to the proposed "have a cup of Joe" event as follows:

a) The purpose is to have the youth and members of the church experience more intergenerational events.

- b) The current plan is to have the event Sunday, after church services once every month. Possible start in February.
 - c) Youth Group will be responsible for conducting the events.
 - d) All Church attendees will be invited to attend.
- 2) Emma Stoolmaker has been invited and is planning to attend a future Leadership Team meeting. Other youth will be encouraged to attend future Leadership Team meetings.

D. Pastor's Report - Don Hubbell

- 1) Pastor Don reflected on his time at York First Church by thanking Leadership Team Members for their support and offering the following comments:
- a) Leadership Team needs to document realistic expectations for Staff.
 - b) Pastor's need more personal time.
 - c) Consider providing Sabbath rest time for Pastor.
 - d) Members need to "Love one another".
 - e) We need to think "long and hard" about what we say to each other.
 - f) Pastor Don feels he needed to spend more time with people in the Church and Community.
- 2) Pastor Don noted receipt of a letter from the Brotherhood relative to our "Hymnal Query". Matter referred to Worship Team.

E. Hospitality Team - Terry Wueschinski

- 1) Terry noted that we had "67 visitors in the month of November".
- 2) Team is considering a "one-day event" has a way of reaching out to the community.

F. Worship Team - Patricia Carey

- 1) Patricia providing the following information:
- a) TV monitors are being repaired.
 - b) Financing for Sound System upgrade is not yet established.
 - c) A contract for a new sound system has been signed.
 - d) Work on the sound system project is to start in the Spring.

2) Arden Kile requested and has been provided a copy of the recommendations from the Financial Resources Team, for the file, relative to financing the upgrade of our audio system.

On a motion by Roy Rollman and a second by Ken Gordon, the Leadership Team accepted the above reports without opposition.

VI. NEW BUSINESS:

- A) Roy Rollman presented a listing of appointment recommendations by the Financial Ministry Team and moved their approval by the Leadership Team. The motion was seconded by Arden Kile and approved by the Leadership Team without opposition. A copy of these appointments is attached to these minutes.
- B) Roy Rollman noted that the Facility Care Team recommended that the changes made to

Scott Shorts' contract be extended another six months. This action, moved by Roy for approval, provides 30 hrs. each week for Scott's contract. Because the 30 hours exceeds the budgeted amount, the Leadership Team will revisit the financial portion of the contract after the first six months of 2017. The motion was seconded by Ken Gordon and approved by the Leadership Team without opposition.

C) Relative to the Transition Plan for a change in staff, the following action was taken:

- 1) A Church credit card, limited to \$1,500.00 will remain with Jay Crist. A church credit card, limited to \$1,000.00, will be assigned to Karen Bowman.
- 2) Roy Rollman will accept responsibility for snow closure decisions and announcements.
- 3) Tim Beckwith will change pastor status on electronic media.
- 4) Sheryl will make changes to the insurance packages for Pastor Don.
- 5) Judy will determine how Pastor Bob wishes to be represented on the Church electronic tools.
- 6) Pastor Bob will be responsible for the supervision of Karen and Garrett.

D) Mary Esther requested that prayer partners identify themselves via contact with each other.

E) Patricia Carey again brought up the question of "community bins" placed on Church property to collect clothing. See minute of November 10, 2015, Item VII.B. Pat will contact Township to see if they have any restrictions.

F) Leadership Team was informed of the latest Youth Director review in closed session. No action requested of Leadership Team.

G) Sheryl Leaman continues to work with Pastor Bob Krouse relative to how he will receive his payment as interim pastor.

H) Arden Kile requested that the Leadership Team receive copies of the Congregational Profile being used by the Search Committee since it is the current document that suggest how our congregation views itself.

Arden also requested that the search committee provide status reports to the Leadership Team. Currently, the Leadership Team should be advised how the Search Committee intends to answer specific questions related to controversial issues faced by the church.

VII. ADJOURNMENT:

Meeting was adjourned at 9:10 PM

Next meeting - January 10, 2017

Devotions for next meeting - Moderator Leonard Stoner

Church Clerk
Arden Kile