

**YORK FIRST CHURCH OF THE BRETHREN
LEADERSHIP TEAM MEETING
APRIL 11, 2017 - 7:30 PM**

ATTENDING: Judith Deitch, Leonard Stoner, Roy Rollman, Timothy Beckwith, Pastor Bob, Barbara Jo Brown, Terry Wueschinski, Patricia Carey, Ken Gordon, Sheryl Leaman, Carol Gordon, Greg Klinedinst, Frank Leaman, and Arden Kile.

ABSENT: None

VISITORS: Garrett Page, Mary Esther Anderson, John Anderson, and Tammi Morris.

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 Barbara Jo Brown.

III. AGENDA: The agenda was approved as presented.

IV. APPROVAL OF MINUTES:

The minutes for Leadership Team meeting of February 14, 2017 were approved as presented. There was no March meeting due to snow.

V. HABITAT PRESENTATION - Tammi Morris, Executive Director

Tammi reviewed, in detail, what has been happening at Habitat; gave a description of the neighborhood around First Church; and outlined what a possible subdivision of First Church property may look like. Some of the facts, relative to a potential development on our property, follow:

- A. The priority goal that Tammi brings to York Habitat is to “return Habitat to God”. This includes seeking involvement with many more churches in the York area. The possible development with First Church is an example.
- B. Average cost per home built is currently \$ 150,000. However, Habitat will build to the assessed value of the neighborhood. They are intent on not lowering property values in the areas of their projects.
- C. Potential home owners must meet three main criteria: Need, stable income, and provide volunteer services.
- D. Average Selling Price to their client is \$ 75,000. Habitat retains a “silent second written to protect their investment”.
- E. Taxes are paid by home owner.
- F. Mortgages are underwritten at 30% of owners income. Generally for 20 to 30 years. There is no interest charge.
- G. Normal build time is 6 months.
- H. Habitat works with the owners by conducting home ownership classes and counseling.
 - I. Homes now include basements, dishwashers, and microwaves.
 - J. York Habitat has lowest delinquency rate of all Habitat affiliates.

- K. Habitat will not build in any area where their leadership would not live.
- L. There are eight homes on the books for construction this year.
- M. Currently, Habitat works with new construction at a 70% level and rehab at a 30% level.
- N. Habitat does not build homes that are easy to identify as “Habitat Homes”.
- O. Habitat has evaluated the neighborhood around First Church and determined that a three (3) lot subdivision is feasible. Habitat is willing to absorb the cost to build 2 or 3 homes on land donated by First Church. There was no maximum dollar commitment mentioned.
- P. In response to questions, the following items were noted:
 - 1. Home owners can not sell property without approval from Habitat.
 - 2. Home owners can not obtain a loan against the property without Habitat approval.
 - 3. Habitat continues to work with clients trying to avoid problems. However, if the project is not working, Habitat will foreclose on the property.
 - 4. Habitat will sit down and work out specific details of a project with First Church.
 - 5. Properties would be fenced.
 - 6. Habitat would promote the project with local news outlets to the extent the Church feels appropriate.
 - 7. Habitat would work within the neighborhood by a targeted mail outreach followed by a walking tour by Habitat officials through the neighborhood to address owner’s questions.

VI. REPORTS:

A. Treasurer - Sheryl Leaman

- 1) Copies of March Balance Sheet as well as the Profit and Loss Performance report were provided to all Leadership Team members.
- 2) Sheryl moved that the interest payment received from the designated funds be deposited in the Church Growth account. After a second by Greg Klinedinst, the motion was approved without opposition.
- 3) Patricia Carey moved that a gift of \$10,000.00 received from the Gail Wynn estate be used toward payment for the Audio update project. After a second by Timothy Beckwith, the action was approved without opposition.
- 4) Sheryl noted that March expenses exceeded income due to the timing of receipts and payments. However, she noted that April figures look good.
- 5) Sheryl noted that we will need to watch the political action on minimum wage as it may impact our budget.

B. Pastor - Bob Krouse

- 1) Pastor Bob presented a written report that highlights several significant shifts in responsibilities that have been enacted over the past month. Because of these changes Pastor Bob has added 10 to 20 hours to his working schedule. As a result, he suggests that rather than changing the pastoral agreement, he take an additional day off every third week. It is the consensus of the Leadership Team that this action would be appropriate.
- 2) Pastor Bob noted that he was receiving very good feedback on the “Way of the Cross” opportunity.

C. Youth Director - Garrett Page

- 1) In addition to his written report, Garrett noted the following:

- a) The work camp in Brooklyn remains a desired project and Garrett has requested that all students give him dates they will be available to participate.
- b) Responding to a question, Garrett noted that he has talked with the youth (preached) about the need to make and honor a commitment to others.

D. Education Team - Carol Gordon

- 1) Carol provided a written report to the Leadership Team. She noted that the Team will create a strategic plan intending to involve more children, youth, and adults in a vital relationship with Jesus. She asked for prayer support from the Leadership Team.
- 2) Relative to the Easter Egg Hunt, Frank Leaman noted that the Witness Team is considering an additional event for next year that would be directed to the community. This would supplement the hunt that relates to the CDC and Church.
- 3) It was agreed that the Trick or Trunk event is, in general, a community or witness function.

E. Deacon Report - Greg Klinedinst

Greg reported there were 70 people in attendance at Love Feast on Sunday.

F. Worship Team - Patricia Carey

A letter of suggested action relative to our hymnal query was given to Peggy Metzger and Michael Baldwin for evaluation of future action.

G. Fellowship Team - Tim Beckwith

All preparations are complete for the Easter Breakfast this Sunday.

Patricia Carey moved that all reports be approved. After a second by Leonard Stoner, the Leadership Team affirmed the motion without opposition.

VII. NEW BUSINESS:

- A. After discussion, it was agreed that the Position Description for the Pastor should be reviewed by Judy Deitch and Sheryl Leaman with Pastor Bob and then provided to the Leadership Team and the Search Committee.
- B. It was noted that no one from our Congregation is assigned to address HR responsibilities. As a result, Judy Deitch will contact Bill Waugh and determine if the District can provide or advise relative to this problem.
- C. Relative to a question of advertising in the newspaper, it was noted that a previous Leadership Team had determined that it was not very effective. Barbara Jo Brown noted that she was aware of some good results using the Community Courier.
- D. Judy Deitch advised the Team that a retreat of the Leadership Team has been scheduled for 16 July after Worship. Lunch will be provided followed by approximately 3 hours for the Retreat. The subject will be mindfulness led by Blake Colaianne.

VIII. ADJOURNMENT:

Meeting was adjourned at 9:20 PM

Next meeting - May 9, 2017

Devotions for next meeting - Witness Team

Church Clerk
Arden Kile