

Congregational Leadership Board Meeting

November 14, 2023 7PM

CLB Members: John Derstine (chair), Marcelo Mast, Jordan Kolb, Cathi Hunsberger, Todd Alderfer, Doug Clemens (via Zoom, present for items 1-3), Jodi Steward-Moore (via Zoom)

Pastors and Staff: Jeff Wright

Others: Matt Rittenhouse (Present for items 1-2)

Absent: Robin Schilling, John Goshow

1. Opening devotion and prayer—John Derstine

- a. John read 1 Corinthians 16:13-16 as an encouragement for the group.

2. Stewardship Update – Matt Rittenhouse

- a. Matt shared a draft of the 2024 Spending Plan and highlighted changes from 2023:
 - i. Corinthian Plan: projected increase based on increase in health insurance premiums and anticipated hires.
 - ii. Christian Education: projected decrease in Mennonite Education plan and College Student Aid.
 - iii. Church program spending: projected increase to account for anticipated hires.
 - iv. Facilities: projected increase due to oil costs and anticipated improvements/structural repairs.
- b. The group discussed technology needs pertaining to staff devices.
- c. Wages and benefits continue to follow MCUSA Guidelines, which recommended an 8% wage increase for 2024.
- d. Matt noted that a 2023 “Financial Snapshot” has been included in the Glen News recently to keep the congregation updated.
- e. The group shared appreciation for Stewardship’s work developing the 2024 spending plan.

3. Lead Pastor’s Report—Jeff Wright

- a. Since August 1, Jeff continues to work under the metaphor of “installing updates to the congregational operating system.” He is continuing to work at aligning systems.
- b. Jeff shared a one-page document recommending possible options for the CLB to consider regarding the 1860 barn. Jeff encouraged the group to move forward with pursuing a decision.

- i. The group discussed findings from the Barn Vision Task Force.
- ii. There was conversation about how to move forward, including the place of the barn within a Campus Master Plan or Facility Management Plan.

4. Staffing Considerations—John Derstine & Jeff Wright

- a. One of the four initial candidates has indicated renewed interest in the position. The Pastoral Search Committee will continue in conversation with this individual to explore the possibility of this person as a candidate.
- b. Jeff reported on three categories of staff: pastoral, office staff, and program staff.
 - i. Office staff roles are well aligned with church needs.
 - ii. Pastoral staff and program staff need continued aligning. Jeff noted two possible models:
 - 1. 3 pastors + 3 program coordinators with varied FTE
 - 2. 2 pastors + 5 program coordinators with varied FTE
 - iii. The group discussed strategies for gaining congregational feedback on staffing models.

5. Pathways Update—John Derstine & Jeff Wright

- a. MCUSA funding: The \$2,250 allotted for MCUSA Executive Board in the 2023 spending plan has not yet been distributed. The group discussed options for handling of those funds.
- b. The group discussed the Elders' recommendation that a letter be sent to MCUSA Executive Board to express: (1) desire for continued dialogue, (2) disappointment with the process leading to the Resolution for Repentance and Transformation, and (3) emphasis on the advisory nature of the resolution. The group agreed to ask Blooming Glen's Mosaic delegates to draft the letter.

6. Looking to next meeting—John Derstine

- a. John distributed three documents for the group to review before the December meeting:
 - i. Gifts Discernment Foundation Group Charter
 - ii. Campus Master Plan Task Force Charter
 - iii. Projection of CLB terms through 2027