

May 1, 2022 Congregational Meeting at 6:00 PM

Welcome, Devotions, and Prayer – President Sam Byers

Approval of November 14, 2021 Congregational Meeting

Old Business – Vote on tabled motion from November 14, 2021 Congregational Meeting

Report by the Church Council of any pertinent information to the Congregation

- Financial Update

Congregational Approval: Church By Laws, Item #4: Capital expense projects exceeding an anticipated cost of 2% of the current General Fund operating budget must be approved by the Congregation.

- **Annex:** Replace existing carpet tile with Commercial Grade flooring: \$13,234.50 (funding from General Building Fund).
- **CRS:** Main entrance foyer: Replace double door entrance with single extra wide door with side lights, new flooring, lighting, repair and resurface walls, and refinish staircase: Not to exceed \$25,000 (funding from Phase 2 Building Fund).
- Pastoral Search Team Update

New Business – (Any discussion items to be presented and discussed must be shared in advance with the Council President, Sam Byers)

Adjournment with prayer

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2022 Council Members

Elders

Sam Byers
Tony Massara
Troy Shively, chair
Ryan Wickard

Deacons

Dave Bodah
Mike Gutshall
Shawn Miller, chair

Trustees

Steve Barnes
Larry Bistline
Herb Bowers
Denny Fleagle
George Fritz, chair
Rich Mathna
Jack Shaul

Deaconesses (But not Council Members)

Kristin Byers
Amy Culbertson
Bessie Jones
Jeanette Roberts
Elaine Sampson
Linda Tosten, chair

Congregational Meeting
6:00 pm Sunday, November 14, 2021
Church sanctuary

- Sam Byers, the council president, led the meeting in prayer and shared Psalm 34. He reiterated what God has done for us--blesses, provides, protects, and delivers us--and what we do to respond to God's love, that is, praise, seek, fear, and trust God. We are also called to seek peace, do good, be servants, and be humble.
- A motion was made to approve the minutes of the May Congregational Meeting. The motion passed.
- Children's Ministries Update
 - Deb Booz, as acting Children's Ministries Director, introduced her fellow volunteers, Becky Cramer, Jeanette Roberts, and Heather Negley. Deb shared that Sunday School numbers are down but the children are eager to learn. Awana attendance is approximately thirty children, half of which are not from our church. This group also is eager to hear the Word and learn.
 - There is currently no children's message during Sunday services. The children's choir sang in a recent second service and plan to sing again at the Service of the Heart, Christmas Market, and the first Christmas Eve service.
 - The ministry is also working on other activities such as the Lumberjack Pancake outreach and the partnership with adult Sunday schools to provide cookies for the Awana birthday celebrations.
 - Deb asked all volunteers to stand and be recognized.
- Youth Ministries Update
 - Jason Nell shared the names of the youth volunteers and shared recent and upcoming events such as the Fall Fest and Wednesday's Friendsgiving meal. They hope to participate in traditional youth activities such as the All Nighter and Winter Slam.
 - The youth are a smaller group now, but actively volunteering in the church such as with Children's Ministries and Tech.
 - The youth leaders are looking at new curricula to support their work with the youth.
 - Youth are asking good questions and turning to the leaders for answers to the church crisis.
- Church update
 - Pastor Gary Hornbaker shared the experience of the church as a whole since 2020. Because of Covid-19, we could not meet in church for several months. After we were able to return for several months, the council voted to not renew the contracts of Pastor Jim and Cauleen Rogers and Pastor Brad Mowery.
 - He stressed that this is a hard time for our church, a time of testing, and you must grieve if you need to. We need to get better, not "back to normal." He shared John 15:5-8--we need to remain in Jesus to bear much fruit.
 - There is good happening in the church, such as the development of Friends at Home meals after Kitchen of Grace ceased. The children are bringing healing through song.
 - Where is God taking us? We need to be aware that God brings us in and sends us out, like an airport. We need to know that we are not healthcare experts or

politicians. Our focus is to be Christ's ambassadors. We need to see how we can reach the people of today, through the internet and outside the church walls.

- We need to reestablish trust. The recent events have demonstrated that trust is broken in our church. We need to improve communication, and one way to do that is contact people that have left our church and tell them that they're loved and missed. We should not focus on numbers, however. God can use them in another church. We need to show the community how the Church deals with conflict, and to allow God to work in the mess.
- Pastor Gary introduced the new interim pastor, Tom Myers, and his wife Ada.
- Council update
 - Sam Byers shared that the trustees are doing great improvements to the church and committees and ministries are busy and active.
 - We need to put our church's issues in perspective compared to the persecuted church around the world.
 - Denny Fleagle shared that the council agreed to fully fund Pastor Gary's salary, so he is no longer required to raise funds.
 - Sam shared that the Crossroad Station project is on hold as we deal with larger issues in the church.
- Budget Proposal
 - Lane Stern shared highlights of the treasurer's report, which he passed out in hard copy.
 - Covid did not slow giving as services ceased in 2020 due to Covid.
 - Since the pastoral staff dismissal, however, giving has decreased to 75% of expected (last year's) giving. We have had a four-month cushion of assets compared to expenses, but it is now down to three to continue paying the staff through 2021.
 - Council approved a budget for 2022 with a wide cushion. However, if giving should fall to 64% of expected funds, we will reach a breaking point and need to access reserves.
 - Staff in general were given a 4% cost-of-living raise.
 - After Lane consulted with Deb Booz and Jason Nell, it was decided Children and Youth's budgets will remain the same.
 - Council will need to re-examine the budget monthly due to so much uncertainty with staffing and giving in 2022.
 - Crossroads Station giving is now at \$274,000.
 - Pastoral salary was discussed and Lane indicated that council is working on that.
 - Can the congregation get updates on the budget and giving? Yes, that information can be given to members at any time. We want to be transparent. We can even create a simplified expense report once a year for congregation viewing.
 - There is a lot of uncertainty in replacing Pastor Jim, Caulene, and Pastor Brad's positions. We need to plan strategically and ask hard questions. Waiting a great deal of time to hire replacements is not the goal, but the church must be patient as there are more questions than answers right now.
 - We are thankful for the many volunteers that have stepped into the gaps to fulfill new roles. We all need to find ways to help, however.
- New Business
 - We had hoped to have a vote for new council members (deacons, elders, deaconesses, and trustees), but due to recent events we were not ready for that yet.

- The subcommittee that is working on the council restructure had also hoped to be prepared with a proposal for the congregation vote, but the committee needs more time to complete it. A special congregational meeting will be held for this purpose when it is ready.
- We discussed what will happen to the council members whose terms expire in December. A motion was made to extend their terms past December and the motion carried.
- A request was made to invite Mike Gayman and Phil Ritchie back to council. However, this will need to be brought to council.
- A motion was made for the subcommittee to look into the council structure for changes. However, after discussion the motion was withdrawn.
- A motion was made to keep the current council structure and seconded. There was a great deal of discussion as to the wisdom of this action and whether it was even permitted due to an earlier council motion to approve the formation and work of the subcommittee. A motion to table the earlier motion until the special congregational meeting was given and seconded. The motion to table passed 42-8.
- Sam closed in prayer. The meeting adjourned at 8:40 pm.

Minutes recorded by Tony Massara, Elder