

University Mennonite Church Business Meeting

May 20, 2018, 6:30 p.m.

Pending Congregational Approval

Attendance: Karl & Evelyn Bartsch, Mary Derstein, Rosita & Tim Derstine, Joyce & Marvin Hall, Carl Keener, Becky & Dale Kephart, Nel Kopp, Fidele & Leah Lumeya, Osseo Asare, Karen Rath, Gabrielle & Mike Robinson, Jim Rosenberger, Bethany Spicher Schonberg, Amy Sattler, Evelyn Stauffer, Joel & Krista Weidner, Ben Wideman

Opening Devotions – Karen Rath opened the meeting with a reading from Romans 15 and prayer.

Review and Approval of February 18, 2018 Meeting Minutes – Marvin Hall motioned to accept the minutes as presented. The motion was seconded and carried.

Review and Approval of May 13, 2018 Meeting Minutes – Corrections were made to add Mary Derstein and Rodney Brubaker to the list of attendees. Nel Kopp motioned to accept the minutes as amended. The motion was seconded and carried.

Gifts Discernment of 2018-19 Volunteer Positions – Karen Rath led the elections and affirmation of church officers and volunteers for the 2018-2019 fiscal year.

Elders, Chair, and Assistant Chair – Karen asked for any nominations from the floor for elders, chair, and asst. chair. No nominations from the floor were made.

Leland Glenna was elected for a three-year term, by ballot as elder. All other positions, as documented on the slate were affirmed. Ben Wideman made a motion to affirm the slate as presented. The motion was seconded and carried.

- Rosita Derstine was affirmed as elder for a three-year term.
- Karen Rath was affirmed as congregational chair for a one-year term.
- Doug Miller was affirmed as asst. congregational chair for a one-year term.

An updated sheet of all positions will be shared by Karen Rath and posted on the church web site.

Treasurer's Report and Financial Updates – Jim Rosenberger

The treasurer's report and financial reports were made available on the web site prior to the meeting. Jim reviewed the reports and provided highlights.

We are currently about 70% through the church budget year with income of approximately \$211,00 and expenses of \$152,000, leaving us with net income of \$59,000. Income and expense is generally on track for this time of year. The net income is due to not having a pastor for much of this last year. The balance sheet shows that we have approximately \$133,000 in our bank accounts (restricted and unrestricted funds). Jim thanked the congregation for contributing to all the various ministries of the church.

Review of Budget Draft for 2018-2019 Church Year – Jim Rosenberger

A proposed budget report was made available on the web site prior to the meeting. Jim reviewed the reports and provided highlights.

Proposed Budget Income

Jim reported that he had received 28 pledges, totaling \$168,000. Twenty-five percent of anticipated unpledged income was added to that figure to arrive at the total projected income of \$210,000.

An additional \$45,000 in restricted contributions is budgeted for 3rd Way Collective. This income is projected to come from other church and individual ministry partners. Ben will be meeting with the UCC board next month. Ben was at the UU church today. They are on hold due to internal staffing issues and will re-engage in the summer.

Total budgeted income is \$257,000.

Proposed Budget Expenses

Proposed giving to our church-wide and local ministries were shifted based on the priority feedback in the recent mission survey. Highlights included:

- Allegheny Mennonite Conference was left at 10% of our total budget.
- Ghana missions were left at zero because we are having a hard time getting a committee chair and committee members to support this ministry.

There was discussion around combining all children and youth education funds into a single line item. Jim would like to leave them in separate funds for now.

Pastor's salaries reflect potential salary and benefits for Ben and Kate (if called) using Menno USA guidelines that include a 3% + increase.

Total budgeted expenses were \$256,374

There was discussion around health care costs for our pastors, which is estimated to cost \$40,000 (for two pastors). Should we continue with the Corinthian Plan (via Everence), that includes disability, dental, and vision, or move to a plan non-related to the church. Nel Kopp suggested that Tom Charles might be a resource to investigate alternatives. Rosita Derstine indicated that their family purchases health insurance on the government insurance exchange and their cost is greater than what the church is paying with the Corinthian plan. Jim noted that the Corinthian plan does include a mutual aide component that assists churches who are unable to pay for insurance for their pastors.

Marvin moved that we approve the budget, as presented, as a preliminary spending plan with the final budget to be approved in September. The motion was seconded and carried.

Proposed Bylaws Change – Karen Rath

Karen mentioned the proposed bylaws that were distributed to the congregation prior to the meeting. The changes provide more flexibility for when the congregation conducts business such as approving budgets and affirming volunteers. She noted that we were not voting on the change at this meeting and following our bylaws change rules to allow discussion at multiple meetings. There was no further discussion on the proposed change. Voting on the change will occur at a future congregational meeting.

Proposed Pastoral Covenant Changes – Karen Rath and Joel Weidner

The leadership team proposed several changes to the University Mennonite Church pastoral covenant to make it consistent with the Mennonite Church USA, *Covenant of Understanding* (last revised April 2015). The proposed changes were all related to pastoral leave policy for sick time, continuing education, personal days, and sabbatical leave. A document was provided to the congregation prior to the meeting detailing the proposed changes.

There was discussion around the changes. The question was asked if other Mennonite Churches follow the guidelines in the Covenant of Understanding. Ben reported that there is a mix of practices and there has been a shift in churches moving to align with the standard covenant. A question was asked if there are any penalties for not following the guidelines. There are no penalties, other than the potential risk of not being able to attract quality candidates if a church's local covenant is less generous than the guidelines.

Joel Weidner voiced a motion, on behalf of the leadership team, to accept the proposed changes to the covenant. The motion was seconded and carried.

Other Committee Reports – Karen Rath shared that the following additional reports were made available on the web site, prior to the meeting, but would not be discussed at this meeting.

- Chair's Report – Karen Rath
- Elders' Report – Gloria Horst Rosenberger
- 3rd Way Collective Campus Ministry Report– Ben Wideman
- Fellowship Committee Report – Elaine Mercer
- Children and Youth Program Committee Report — Bethany Spicher Schonberg

Other Business – Karen Rath asked if there was other business that needed to be discussed.

Karen Rath mentioned that this was the last opportunity to provide ballots for voting on calling Kate Heinzl as our new pastor and that the votes would be counted directly following the meeting close.

There was no other business.

Closing Hymn – Evelyn Bartsch led the group in HWB 396, The work is thine.

Meeting was adjourned at 8:05 p.m.

Post Meeting Addendum – Vote Tally of Pastoral Candidate Call

Immediately following the meeting, Karen Rath, Bethany Spicher Schonberger, and Joel Weidner counted the votes (cast via email and in the physical ballot box) for calling Kate Heinzl as our new pastor. A total of 64 votes were cast with the results of 61 YES, 3 NO. This resulted in a 95.3% affirmative vote which was greater than the 90% affirmative vote required by our bylaws.

Joel Weidner and Karen Rath contacted Kate, via telephone, to let her know the voting results and extended a formal call to be the next pastor of University Mennonite Church. Kate indicated that she was ready to accept the call to be our pastor.

Respectfully Submitted, Joel Weidner, Secretary