

Executive Committee's Response to Listening Session, held on October 11, 2020:

Since Pastor Jeff's resignation, Nurture Commission has approved a transition team for youth and young adults. Ministry Commission will be evaluating what our pastoral needs are moving forward. This process will take some time and we are trying to keep the best interests of our youth in mind. We recognize that youth are in a period of growth. We want to continue to nurture them and encourage them to ask questions and grow in their faith. In the past, we have informally conducted exit interviews for pastoral staff. Pete Kontra, Atlantic Northeast District Executive, will be providing some resources for us to consider in the future. We have not traditionally conducted exit interviews with those resigning from Church Board positions. Derrick Kreider, Church Board Chairperson, has contacted both individuals who have resigned recently from Church Board and did receive reasons for leaving and thanked those individuals for their service to the congregation. Moving forward, we will look to make a more formal exit interview process.

As a congregation we have called our leadership and signed a pastoral agreement with certain steps that must be followed. Pastors and congregations alike have responsibilities in how we treat each other and handle disagreements. Concerns typically fall in one of three categories: performance, preference, and personal issues. Executive Committee is addressing concerns with Pastor Calvin. We need to recognize that Covid has given us additional challenges. We need to give ourselves time to come together as a body to return to health. Pastors should only be asked to resign (or a vote of confidence taken) after all other options have been explored and due diligence taken. Executive Committee has shown a majority of support for Pastor Calvin.

This spring we received a Federal Payment Protection Plan Loan. This money is not guiding our decisions being made for the church and went entirely to COM expenses. Without this loan, some COM programming would not have been able to continue through to this point. COM is currently restructuring some programs to maintain financial stability. Our Children's Outreach Ministries are an important part of our programming here at MGCB. We have talked to other insurance carriers. We are unable to find another insurance agency that is willing to insure the church, including our outreach programs, at the level we currently have. Regarding mask usage, we are endeavoring to follow the regulations provided by the State Department of Health.

Pastor Calvin contacted the school district this summer, after they published their back to school plans, about the church being used as a Learning Center for students to use WiFi and attend school virtually. The school district knows our facility is available if the need arises. Currently, Learning Centers are only being housed in school district buildings.

A social media policy for church accounts will be developed by representatives of Executive Committee and Witness Commission. We ask all members to choose their words carefully and conduct themselves in a Christian manner on all social media accounts. We recognize clear lines of communication are important. Most current information from the church is sent by email. Letters are sent to those who don't have email and those who request it.

Children's Sunday School has started back up, but attendance has been very light. Nurture has discussed Children's Church and has decided to reevaluate that program in January. The concern is the number of children in the space. WOW will also be reevaluated in the new year. All children's programming is currently being reevaluated by Nurture Commission to be more cohesive.

If anyone has questions related to this response from the Listening Session, or other concerns, please contact a member of the Executive Committee, who will bring those questions back to Executive Committee who will then respond.