Leadership Council Meeting Summary

September 28, 2026

The Leadership Council met on September 28 to plan for the November 15 Congregational Meeting, continue its detailed review of the proposed bylaws, and address regular Council business.

The meeting was opened with prayer.

Approval of Minutes

The Council unanimously approved the minutes from its September 14 meeting.

Planning for the November 15 Congregational Meeting

The Congregational Meeting will be held in the sanctuary following the last worship service on November 15. Key steps leading up to the meeting include:

- **By October 15:** The proposed bylaws will be finalized and shared with the congregation, along with a pre-registration form for the meeting.
- **Questions:** An online form is available for submitting questions, and a Frequently Asked Questions page will be posted on the church website and updated as new questions come in.
- **November 1 and 8:** Leadership Council members will host question-and-answer tables after worship services.
- **November 15:** Congregational meeting and vote. The voting method will be communicated in advance.

The Council wants the meeting to be a celebration and not simply a business meeting. Plans include recognizing the work of the Catalyst Team, staff, and Leadership Council, along with music beforehand and an ice cream social in the lobby afterward.

Proposed Bylaws Review

The Council worked through the revised draft of the proposed bylaws section by section, incorporating feedback from the church's attorneys and from Council members. The main themes included:

- **Role clarity:** Making sure the language clearly reflects the relationship between the Lead Pastor and the Leadership Council, including how corporate officer titles relate to Council leadership roles.
- **Pastoral voting:** Confirming the approach agreed to earlier this year, in which the Lead Pastor and Executive Pastor serve as voting members with guardrails, including matters on which pastors may not vote and a requirement that pastoral votes always be outnumbered by Council votes.
- **Membership:** Simplifying the membership process, clarifying the baptism requirement, and clarifying how inactive status and removal from membership are handled.

- **Terminology and consistency:** Using "affirm" instead of "ratify" for congregational votes, "task force" instead of "committee," consistent leadership titles, and gender-neutral language throughout.
- **Notice and procedures:** Clarifying notice requirements for annual meetings, termination thresholds, and conflict-resolution language.
- **Statement of Faith:** Aligning the wording with the church's established language and attaching the Statement of Faith as an exhibit.

All feedback will be compiled and sent back to the attorneys for revision.

Staff Health Care Reimbursement

The Council unanimously approved the annual adjustment to staff health care reimbursement limits for 2027, in line with the average increase in the Pennsylvania individual insurance market. The Council also expressed interest in exploring group options with other churches in the future.

Leadership Council Membership

One Council member shared that he will step down from the Leadership Council at the end of the year due to work travel commitments. He will continue serving through the end of the year, including helping with the Congregational Meeting. The Council is grateful for his service, especially through a significant season of transition.

Under the proposed bylaws, new Leadership Council members will be nominated through a nominations process, affirmed at the spring congregational meeting, and begin their terms on July 1.

Next Steps

- Send the compiled bylaws feedback to the attorneys.
- Finalize the voting method and share it with the congregation along with pre-registration information.
- Release the proposed bylaws, pre-registration link, and FAQ by October 15.

The meeting was closed with prayer.