

Elizabethtown Church of the Brethren

Church Council Minutes

November 20, 2022, 11:30 AM in the sanctuary and via Zoom

I.	<p>Welcome & Call to Order Moderator</p> <ul style="list-style-type: none"> Joe Detrick called the meeting to order at 11:40 a.m. and opened with a prayer.
II.	<p>Overview and Acceptance of Agenda Moderator</p> <ul style="list-style-type: none"> Ammended agenda to include an update on the search committee for music and worship. <p>Amended agenda approved.</p>
III.	<p>Acceptance of Minutes Moderator</p> <ul style="list-style-type: none"> Spring Council - May 22, 2022 Special Council - October 9, 2022 <p>Action: Al Sollenberger moved to accept the previous meeting minutes. Prior meeting minutes are accepted as presented.</p>
IV.	<p>Treasurer's Report (Exhibit A) Treasurer</p> <ul style="list-style-type: none"> Summary Two-Year Comparative Balance Sheet - 10/31/2022 Summary Comparative Income Statement with Current Year Budget For Ten Months Ending 10/31/2022 Brethren Foundation Fund Analysis - 01/01/2022 to 10/31/2022 Capital Campaign Report - Available Fund Analysis as of 10/31/2022 <p>Action A: John David Bowman moved to accept the Treasurer's Report. Motion seconded by Ken Kreider.</p> <p>Questions & Discussions on Action A:</p> <ul style="list-style-type: none"> John David Bowman: Of the information that you have presented, what do you find gives you the greatest pause? What gives you the greatest sense of hope? <ul style="list-style-type: none"> Pause: Being \$99k behind as of 10/31 with the trend of contributions coming down over the years Hope: Looking at the historical perspective, this congregation typically finds the funds to do what needs to be done. Hopeful that it will happen again. <p>Vote on Action A: The motion passes unanimously.</p>
V.	<p>Proposed Budget for 2023 & Narrative Budget (Exhibit B) Treasurer & Board Chair</p> <p>Action B: To accept the proposed budget for 2023.</p> <p>Action: Ray Leckrone moved to amend the proposed 2023 Witness & Outreach budget as follows: Increase the proposed amount for the Atlantic Northeast District to \$30,000 (from \$16,500); the Mission & Ministry Board to \$28,000 (from \$25,200); and add four new line items: Annual Conference Office (\$3,000); Emergency Disaster Fund (\$3,000); Global Food Initiative (\$3,000); Material Resources Ministry (\$3,000). Motion seconded by Jim Beckwith.</p> <p>Questions & Discussion:</p> <ul style="list-style-type: none"> Ray Leckrone: Our investments have generated over \$600,000 in the past five years, but we only use about 10% of the investments annually while reinvesting 90%. No matter how persuasive the defense of the status quo may seem, the harsh reality is that our reliance on investments reveals a high priority for hoarding money, with a low priority given to meeting critical needs. We are a wealthy congregation but we pinch pennies in support of our denomination. We are bonded in community with the entire Church of the Brethren. The apostle Paul says we are one organic body. Failing to give our fair share weakens the entire body. I have offered this motion to begin in a slight way the remedial work needed to close the deficit gap. We have the means to do it. If we do not change direction, we will continue to give priority to the accumulation of money. Pat Leiter: With regard to District giving. the district proposed budget amount per congregation is determined based on membership numbers. Etown reflects 496 members. This number seems high as a reflection of our membership. The district budgets \$55/member for setting their contributions. Jim Beckwith: As a person who has worked for the denomination in volunteer roles, this would certainly be a godsend if the congregation could increase their giving. However, the spirit of this motion is not so much about what we give to the denomination and the district. How many funds do we want to maintain

	<p>in the savings? Would this require a designated line item in the budget to reflect a transfer from the savings funds. What is the wisdom in maintaining the savings funds?</p> <ul style="list-style-type: none"> ● Kurt Sollenberger: Expression of support for the idea of reviewing our true membership numbers and defining the membership records. ● Jeff Eisenbise: The issue of the membership count assessment misses the point of the motion. The point of the savings account is that the funds accrue interest and then we spend the interest earnings. The motion appears to be change to how we approach the savings funds by spending the principal. ● Debbie Sagar: Question regarding the ministry benefits and salary in relation to hiring a music ministry person. ● Ken Kraybill: Is there some mechanism from a parliamentary procedure standpoint to table this motion? I find it impossible to make a reasonable decision in this setting. Can we table this for the next council meeting? These issues need to be settled in advance for an amendment of this nature. What are the appropriate procedures for this type of action? <ul style="list-style-type: none"> ○ One way to handle this would be for a vote to be “no” for now and bring it up at another time. ○ Another way is to amend the motion to refer it to a task force to present a recommendation at the next council meeting. ● Ray Leckrone: I would prefer to have this motion defeated than to be tabled.\ ● Anna Belser: I find over the years as a member of this congregation that we are slow to make such changes or conservative in our approach. I would like to see more done in favor of the motion. I’m hearing that most of us would like to think about it and have it brought up again. <p>Action: <i>Jeff Eisenbise moved to refer this matter to a special task force to present a recommendation to the spring council meeting as to what we do with our special investment funds. Motion seconded by John Over.</i></p> <ul style="list-style-type: none"> ● Jim Hollinger: As chair of the witness commission, thanks to Ray for bringing this matter to our attention. In support of recommending this to a special study committee to give this more attention. ● John David Bowman: Would this task force also be looking at the issues presented? <p>Vote on the amendment for the task force to study this issue: Motion approved unanimously.</p> <p>Vote on Action B: The motion to accept the proposed budget as originally presented passes unanimously.</p>
VI.	<p>Affirmation of Ministerial Licensing for Jason Haldeman (Exhibit C) Moderator</p> <p>Action C: Carroll Kreider moved to reaffirm the licensing of Jason Haldeman to the ministry in the Atlantic Northeast District of the Church of the Brethren.</p> <p>Vote on Action C: The motion passes unanimously.</p>
VII.	<p>Pastoral Team Reports (Exhibit D) Pastors</p>
VIII.	<p>Update on Responses to the <i>Perils of Christian Nationalism</i> Newspaper Ad Jason Haldeman</p> <ul style="list-style-type: none"> ● There was overwhelming positive support. The office took great care in reporting the calls and emails received. There was not a high amount of negative feedback.
IX.	<p>Reports from the Church Board (Exhibit E)</p> <ul style="list-style-type: none"> ● Comments from the Board Chair <ul style="list-style-type: none"> ○ We owe a debt of gratitude to Don Kraybill for spearheading the Christian Nationalism statement project. ○ The most significant event on the horizon is our staffing reorganization. There is a correlation of a congregation of a critical mass and what it can support in forms of staff. We need discernment and will be reviewing this at our January Board retreat to implement the feedback from the congregational listening sessions. ● Christian Education Commission ● Nurture Commission ● Resources Commission <ul style="list-style-type: none"> ○ Carroll Kreider: Would like to reiterate the first and last paragraphs of the written report. ○ Kurt Sollenberger: Would like to recognize Barb Ellis & Carroll Kreider for their dedication and work, as they are retiring from their service in this commission. ● Witness Commission ● Deacons

X.	<p>Update on Music & Worship Search Committee Jim Hollinger</p> <ul style="list-style-type: none"> • Committee has identified two positions: Organist/Keyboardist and Music Coordinator. • Meeting upcoming on Tuesday that should further us in identifying candidates for these positions. Things are moving along.
XI.	<p>Update on Building Project & Financials (Exhibit F) Jim Hoffer</p> <p>I would like to provide some updates to the written report in your Council Packet.</p> <ul style="list-style-type: none"> • While the ceilings are opened up and the infrastructure is exposed, materials are being added to provide a degree of soundproofing to the offices. This should enhance the productivity of the workspace. There is a lot of activity and noise in this building during the week. • The open ceilings also allow the installation of approximately 500 feet of 2-inch innerduct for future use. There are some future applications under consideration. We don't want to come back in the future and play with the drop-in ceiling panels or have to cut holes in either newly plastered or drywalled ceilings. The project budget can absorb these additional costs. • The written report refers to issues with PP&L. It seems that January has now moved to February. Neither the contractors or church representatives seem able to move PP&L. PP&L moves at their schedule. So yes, we will have costs for the contractors to remobilize due to PP&L's delay. • As we have moved further into the current project phase, the supply side of some materials has become a challenge and in turn, has added two to three weeks time to the Project. We now anticipate substantial completion, clean-up, and available use of the 1st-floor areas by mid-December. Other than the PP&L issue, we anticipate substantial completion of the project by mid-January. • The written report refers to the professionalism and experience of the construction firms and their personnel on this job. The Church Building Committee meets weekly with the various contractors' representatives to be sure work is coordinated, schedules are reviewed and adhered to, and hiccups along the way are addressed. To a person, all involved are cooperative and exhibit an attitude of working together to get the job done and problems addressed. We are fortunate. Additionally, Barry Garman, Chair of the Building Committee and who also serves as the owner's representative on the project, is here in the building most days addressing questions and issues as they occur. A Big Thanks to Barry! • Thank you for your patience, flexibility, understanding, and financial support. The Building Committee continues to believe the project will be completed within the approved budget.
XI.	<p>Affirmation of Reports</p> <p>Action D: John David Bowman moved to receive and accept the reports of the Commissions, Committees, and Pastors. Motion seconded by Anna Belser.</p> <p>Vote on Action D: The motion passes unanimously.</p>
XIII.	<p>Gifts Discernment Committee: 2023 Church Leadership Slate (Exhibit G) Anne Garber</p> <p>Action E: Jim Hollinger moved to accept the Slate for 2023 Church Leadership Group Members.</p> <p>Questions & Discussion on Action E:</p> <ul style="list-style-type: none"> • Jeff Eisenbise: With Kevin Engle coming on as Board Chair-Elect, Donna Hollinger will be stepping down as Vice-Chair. Thanks to Donna for serving in this manner. <p>Vote on Action E: The motion passes unanimously.</p>
XIV.	<p>Comments & Reflections Moderator</p> <ul style="list-style-type: none"> • We are in-between times. The early church got very anxious about being in the in-between times. • 1 Thessalonians 5:12-18: And now, friends, we ask you to honor those leaders who work so hard for you, who have been given the responsibility of urging and guiding you along in your obedience. Overwhelm them with appreciation and love! Get along among yourselves, each of you doing your part. Our counsel is that you warn the freeloaders to get a move on. Gently encourage the stragglers, and reach out for the exhausted, pulling them to their feet. Be patient with each person, attentive to individual needs. And be careful that when you get on each other's nerves you don't snap at each other. Look for the best in each other, and always do your best to bring it out. Be cheerful no matter what; pray all the time; thank God no matter what happens. This is the way God wants you who belong to Christ Jesus to live.

XV.	Sending Prayer <ul style="list-style-type: none"><li data-bbox="243 94 1201 136">● Pastor Pam closed the meeting in prayer. The meeting concluded at 1:23 pm.	Pastor
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Respectfully submitted,
Alyssa Cross, Clerk
November 20, 2022

ELIZABETHTOWN CHURCH OF THE BRETHREN
MINUTES OF SPECIAL CHURCH COUNCIL MEETING
SUNDAY, APRIL 16, 2023

Acting Moderator, Carroll Kreider, welcomed all in attendance at 11:35 a.m. Carroll introduced Pete Kontra, District Executive, as the Atlantic Northeast District Church of the Brethren representative for the official calling of a pastor. Pete offered opening remarks and a prayer.

Carroll specified the reason for this special council meeting which is to consider two motions: 1) to call Naomi Kraenbring to full-time pastoral ministry at the Elizabethtown Church of the Brethren and 2) to approve the financial compensation package for Naomi upon the result of the first motion. Jeff Eisenbise, Church Board Chair, offered his remarks and then invited Naomi to further address the meeting regarding her discernment during the past year as our interim pastor.

On behalf of the Church Board, Jeff conveyed some additional information for the first motion. Following time for discussion, comments and questions on motion 1, Jeff spoke on behalf of the Church Board regarding motion 2, the compensation package and allowed time for any discussion or questions on this motion.

Carroll then called for the ballots to be marked and collected for counting. After a short amount of time to allow for the counting of the paper ballots and those voting on-line, Pete Kontra announced the results: Motion 1, affirm calling Naomi Kraenbring to full-time pastoral ministry at Elizabethtown Church of the Brethren, the result was 100% YES (125 votes). On motion 2, affirm the financial package for Naomi Kraenbring, the result was 98.4% YES (or 123 votes).

After a few parting words from Carroll and Naomi, Bless Be the Tie that Binds was sung and the meeting was adjourned at 12:05 p.m.

Respectfully submitted,

Marcia Mummau
Secretary pro tem

FOR DISCUSSION PURPOSES ONLY
 ELIZABETHTOWN CHURCH OF THE BRETHREN
 BALANCE SHEET

Exhibit A

	<u>4/30/2023</u>	<u>12/31/2022</u>	<u>12/31/2021</u>
ASSETS			
Cash & investments			
Checking acct - Truist	345,289	543,532	693,251
Money market acct - Truist	114,608	114,280	1,162,682
Short-term investment fund - Eder	711,830	702,435	1,294,812
Balanced investment fund - Eder	1,095,293	1,034,613	1,318,392
Total cash & investments	2,267,020	2,394,860	4,469,137
Property & equipment			
Construction in progress	3,487,353	3,387,415	1,337,050
Land and building	3,088,740	3,088,740	3,088,740
Furniture & equipment	1,805,902	1,602,646	1,399,390
Accumulated depreciation	(2,532,742)	(2,532,742)	(2,306,542)
Total property & equip, net depr	5,849,253	5,546,060	3,518,638
Miscellaneous assets			
Advances & prepaids	18,819	4,037	4,107
Campaign pledges receivable	365,027	481,780	1,394,322
Total other assets	383,846	485,817	1,398,429
TOTAL ASSETS	8,500,120	8,426,737	9,386,204
LIABILITIES & NET ASSETS			
Liabilities			
Accounts payable	32,621	75,274	224,477
Other liabilities	2,097	2,963	(3,597)
Reserve - sabbaticals	5,678	5,678	5,678
Conduits	98,320	94,095	107,958
Total Liabilities	138,716	178,010	334,516
Net Assets	8,361,404	8,248,727	9,051,688
TOTAL LIABILITIES & NET ASSETS	8,500,120	8,426,737	9,386,204

Financial information unaudited and for discussion purposes only.
 Eder investments are listed at estimated fair value. All other line items are listed at cost.

ELIZABETHTOWN CHURCH OF THE BRETHREN
INCOME STATEMENT
FOR THE YEAR ENDED DECEMBER 31, 2022

	2022 BUDGET	2022 ACTUAL	2021 ACTUAL
Budgeted Revenues			
Offerings	750,000	725,603	743,914
Rents	67,000	66,833	65,664
Interest Income	0	381	153
Transfer from Housing Fund	10,000	10,000	8,000
Transfer from O'Donnell Fund	16,000	16,000	0
Transfer from Facility Fund	96,171	96,171	34,000
Total Budgeted Revenues	939,171	914,988	851,731
Budgeted Disbursements			
Ministry Salaries & Benefits	548,822	435,718	411,363
Administration	35,750	40,283	34,633
Expressions	9,577	8,968	5,744
Nurture	17,400	10,369	9,103
Christian Education	5,600	3,037	2,337
Witness/Outreach	89,594	89,222	91,599
Resources	276,070	321,128	249,812
Deacon Board	1,300	1,652	2,273
Total Budgeted Disbursements	984,113	910,378	806,863
Net Budgeted Items	(44,942)	4,610	44,868
Non-Budgeted Revenue			
Eder investment income, net fees	-	25,171	11,946
Eder net appreciation (depreciation)	-	(246,440)	152,096
Total Non-Budgeted Revenue	-	(221,268)	164,041
Non-Budgeted Disbursements			
Pastoral Housing Fund	-	10,000	8,000
K E Bucher Music Fund	-	150	(2,227)
Christian Ed Special Fund	-	1,385	5,568
O'Donnell Awards	-	16,000	10,000
Facilities Fund	-	96,171	34,000
Outreach/Ministry Fund	-	31,182	12,227
Plant Fund (depreciation expense)	-	226,200	373,558
Total Non-Budgeted Disbursements	-	381,087	441,126
Net Non-Budgeted Items	-	(602,356)	(277,085)
Net Budgeted & Non-Budgeted Items	(44,942)	(597,745)	(232,217)

ELIZABETHTOWN CHURCH OF THE BRETHREN
INCOME STATEMENT
FOR THE FOUR MONTHS ENDED APRIL 30, 2023

	JAN-APR 2023 BUDGET	JAN-APR 2023 ACTUAL	JAN-APR 2022 ACTUAL
Budgeted Revenues			
Offerings	233,333	186,389	188,609
Rents	23,000	24,982	22,813
Interest Income	0	188	38
Transfer from Housing Fund	2,667	2,667	3,333
Transfer from O'Donnell Fund	5,000	5,000	5,333
Transfer from Facility Fund	5,000	5,000	32,057
Total Budgeted Revenues	269,000	224,226	252,184
Budgeted Disbursements			
Ministry Salaries & Benefits	143,208	137,902	170,176
Administration	13,117	14,294	12,401
Expressions	4,751	2,992	1,677
Nurture	5,834	1,891	872
Christian Education	1,867	1,392	638
Witness/Outreach	29,865	31,424	32,144
Resources	82,594	111,363	88,212
Deacon Board	1,100	116	275
Total Budgeted Disbursements	282,334	301,374	306,394
Net Budgeted Items	(13,334)	(77,149)	(54,211)
Non-Budgeted Revenue			
Eder investment income, net fees	-	12,327	4,553
Eder net appreciation (depreciation)	-	57,748	(174,783)
Total Non-Budgeted Revenue	-	70,075	(170,229)
Non-Budgeted Disbursements			
Pastoral Housing Fund	-	-	-
K E Bucher Music Fund	-	-	-
Christian Ed Special Fund	-	535	1,385
O'Donnell Awards	-	-	-
Facilities Fund	-	-	-
Outreach/Ministry Fund	-	8,747	4,803
Plant Fund	-	-	-
Total Non-Budget Disbursements	-	9,282	6,188
Net Non-Budget Items	-	60,793	(176,417)
Net Budgeted & Non-Budgeted Items	(13,334)	(16,355)	(230,628)

Estimates - For Discussion Purposes Only
 ELIZABETHTOWN CHURCH OF THE BRETHREN
 CASH FLOW STATEMENT
 FOR THE YEAR ENDED DECEMBER 31, 2022

	GENERAL FUND	CAPITAL CAMPAIGN FUND	LONG TERM FUNDS	TOTAL
CASH & INVESTMENTS AS OF 12/31/2021	313,730	2,837,015	1,318,392	4,469,137
Budgeted Revenue				
Offering	725,603	-	-	725,603
Rent	66,833	-	-	-
Interest income	381	-	-	-
Housing fund (budgeted transfer)	10,000	-	(10,000)	-
O'Donnell fund (budgeted transfer)	16,000	-	(16,000)	-
Facility fund (budgeted transfer)	96,171	(88,171)	(8,000)	-
Budgeted Disbursements	(910,378)	-	-	(910,378)
NET INS (OUTS)	4,610	(88,171)	(34,000)	(184,775)
Interest and dividends, net fees		9,189	15,982	25,171
Unrealized gain (loss) on investments	-	(13,395)	(233,045)	(246,440)
INVESTMENT INCOME (LOSS)	-	(4,206)	(217,062)	(221,268)
Capital campaign activity				
Campaign contributions received in 2022	-	504,819	-	504,819
Campaign funds used in 2022	-	(2,050,365)	-	(2,050,365)
CAMPAIGN 2022 NET INS (OUTS)	-	(1,545,546)	-	(1,545,546)
Non-Budgeted Disbursements				
Ezra Bucher scholarship fund	-	-	(150)	(150)
Outreach and ministry funds	-	-	(31,182)	(31,182)
Christian education funds	-	-	(1,385)	(1,385)
NON-BUDGETED DISBURSEMENTS	-	-	(32,717)	(32,717)
Change in Liabilities				
Minus 2021 liabilities paid in 2022	(128,693)	(202,466)	-	(331,159)
Plus 2022 liabilities not paid until 2023	114,429	59,544	-	173,973
NET CHANGES IN LIABILITIES	(14,264)	(142,922)	-	(189,903)
NET INS (OUTS) FOR 2022	(9,653)	(1,780,845)	(283,779)	(2,174,209)
CASH & INVESTMENTS AS OF 12/31/2022	304,077	1,056,170	1,034,613	2,294,929
Checking acct - Truist	304,077	239,455	-	543,532
Money market acct - Truist	-	114,280	-	114,280
Short-term investment fund - Eder	-	702,435	-	702,435
Balanced investment fund - Eder	-	-	1,034,613	1,034,613
CASH & INVESTMENTS AS OF 12/31/2022	304,077 *	1,056,170	1,034,613	2,394,860

*The \$304,077 of general funds includes earmarked conduit funds of \$98,320.

Elizabethtown Church of the Brethren
 777 South Mt Joy St.
 Elizabethtown, PA 17022
 1/1/2022 - 12/31/2022

	(1) Beginning Balance	(2) Contributions	(3) Distribution	(4) Transfers	(5) Adjusted Balance	(6) Admin Fees	(7) Interest & Dividends	(8) Market Value Fluctuation	(9) Ending Balance
Christian Education Program									
Balanced	7,038.07	0.35	-1,385.00	0.00	5,653.42	-35.48	117.24	-1,223.84	4,511.34
Short Term	29,880.82	1.63	-11,538.46	0.00	18,343.99	-159.19	372.97	-308.92	18,248.85
Christian Education Program Totals:	36,918.89	1.98	-12,923.46	0.00	23,997.41	-194.67	490.21	-1,532.76	22,760.19
Ezra Bucher Scholarship									
Balanced	70,327.10	3.43	-150.00	0.00	70,180.53	-341.19	1,195.90	-12,494.21	58,541.03
Short Term	39,840.51	2.13	-15,384.62	0.00	24,458.02	-212.33	497.25	-411.85	24,331.09
Ezra Bucher Scholarship Totals:	110,167.61	5.56	-15,534.62	0.00	94,638.55	-553.52	1,693.15	-12,906.06	82,872.12
Facility Fund									
Balanced	167,433.01	8.13	-8,000.00	0.00	159,441.14	-821.78	2,838.26	-29,601.45	131,856.17
Short Term	647,405.88	34.26	-338,171.00	0.00	309,269.14	-3,439.01	7,919.39	-6,702.13	307,047.39
Facility Fund Totals:	814,838.89	42.39	-346,171.00	0.00	468,710.28	-4,260.79	10,757.65	-36,303.58	438,903.56
M O'Donnell Music Ministries Fund									
Balanced	409,948.28	19.91	-16,000.00	0.00	393,968.19	-1,995.92	6,954.94	-72,553.77	326,373.44
Short Term	149,401.07	7.91	-57,692.30	0.00	91,716.68	-793.88	1,864.75	-1,544.51	91,243.04
M O'Donnell Music Ministries Fund Totals:	559,349.35	27.82	-73,692.30	0.00	485,684.87	-2,789.80	8,819.69	-74,098.28	417,616.48
Memorial Fund									
Balanced	12,159.56	0.60	0.00	0.00	12,160.16	-59.11	206.07	-2,159.93	10,147.19
Memorial Fund Totals:	12,159.56	0.60	0.00	0.00	12,160.16	-59.11	206.07	-2,159.93	10,147.19
Organ Improvement									
Balanced	23,726.23	1.14	0.00	0.00	23,727.37	-115.30	402.87	-4,215.33	19,799.61
Organ Improvement Totals:	23,726.23	1.14	0.00	0.00	23,727.37	-115.30	402.87	-4,215.33	19,799.61
Outreach & Ministry Education									
Balanced	351,261.61	17.07	-31,181.82	0.00	320,096.86	-1,710.75	5,936.93	-61,846.61	262,476.43
Short Term	428,283.94	22.67	-165,384.62	0.00	262,921.99	-2,275.05	5,345.64	-4,427.60	261,564.98
Outreach & Ministry Education Totals:	779,545.55	39.74	-196,566.44	0.00	583,018.85	-3,985.80	11,282.57	-66,274.21	524,041.41
Pastor Housing									
Balanced	276,498.16	13.43	-10,000.00	0.00	266,511.59	-1,346.21	4,691.79	-48,949.53	220,907.64
Pastor Housing Totals:	276,498.16	13.43	-10,000.00	0.00	266,511.59	-1,346.21	4,691.79	-48,949.53	220,907.64
Elizabethtown Church of the Brethren Totals:	2,613,204.24	132.66	-654,887.82	0.00	1,958,449.08	-13,305.20	38,344.00	-246,439.68	1,737,048.20

Eder Financial Monthly Report - April 30,2023 Year to Date Report

	1/1/2023	Contrib	Distr	Transfers	Adj Balance	Admin Fees	Int & Div	Change in MV	4/30/2023
Christian Education Program									
Balanced	4,511.34	0.00	0.00	0.00	4,511.34	-6.46	33.13	237.98	4,775.99
Short Term	<u>18,248.85</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>18,248.85</u>	<u>-25.28</u>	<u>184.52</u>	<u>85.41</u>	<u>18,493.50</u>
	22,760.19	0.00	0.00	0.00	22,760.19	-31.74	217.65	323.39	23,269.49
Ezra Bucher Scholarship									
Balanced	58,541.03	0.00	0.00	0.00	58,541.03	-84.12	436.48	3,081.61	61,975.00
Short Term	<u>24,331.09</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>24,331.09</u>	<u>-34.13</u>	<u>246.01</u>	<u>113.87</u>	<u>24,656.84</u>
	82,872.12	0.00	0.00	0.00	82,872.12	-118.25	682.49	3,195.48	86,631.84
Facility Fund									
Balanced	131,856.17	0.00	0.00	0.00	131,856.17	-190.42	983.34	6,940.52	139,589.61
Short Term	<u>307,047.39</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>307,047.39</u>	<u>-441.28</u>	<u>3,104.47</u>	<u>1,437.12</u>	<u>311,147.70</u>
	438,903.56	0.00	0.00	0.00	438,903.56	-631.70	4,087.81	8,377.64	450,737.31
M O'Donnell Music Ministries Fund									
Balanced	326,373.44	0.00	0.00	0.00	326,373.44	-470.82	2,434.04	17,179.38	345,516.04
Short Term	<u>91,243.04</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>91,243.04</u>	<u>-127.75</u>	<u>922.54</u>	<u>427.06</u>	<u>92,464.89</u>
	417,616.48	0.00	0.00	0.00	417,616.48	-598.57	3,356.58	17,606.44	437,980.93
Memorial Fund									
Balanced	<u>10,147.19</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>10,147.19</u>	<u>-14.51</u>	<u>75.02</u>	<u>534.79</u>	<u>10,742.49</u>
Organ Improvement									
Balanced	<u>19,799.61</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>19,799.61</u>	<u>-28.43</u>	<u>147.12</u>	<u>1,042.79</u>	<u>20,961.09</u>
Outreach & Ministry Education									
Balanced	262,476.43	0.00	0.00	0.00	262,476.43	-380.89	1,957.41	13,815.68	277,868.63
Short Term	<u>261,564.98</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>261,564.98</u>	<u>-366.72</u>	<u>2,644.64</u>	<u>1,224.24</u>	<u>265,067.14</u>
	524,041.41	0.00	0.00	0.00	524,041.41	-747.61	4,602.05	15,039.92	542,935.77
Pastor Housing									
Balanced	<u>220,907.64</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>220,907.64</u>	<u>-318.59</u>	<u>1,647.48</u>	<u>11,627.99</u>	<u>233,864.52</u>
Total									
Balanced	1,034,612.85	0.00	0.00	0.00	1,034,612.85	-1,494.24	7,714.02	54,460.74	1,095,293.37
Short Term	<u>702,435.35</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>702,435.35</u>	<u>-995.16</u>	<u>7,102.18</u>	<u>3,287.70</u>	<u>711,830.07</u>
	1,737,048.20	0.00	0.00	0.00	1,737,048.20	-2,489.40	14,816.20	57,748.44	1,807,123.44

ECOB Capital Campaign Report

Available Fund Analysis as of April 30, 2023

Campaign Contributions Received	3,224,136.43	
Transfer from Eder Financial Investments	500,000.00	
Campaign Funds Disbursed	<u>-3,487,353.00</u>	
Cash - Campaign Funds		236,783.43
Campaign Pledge Receivable		
Total Campaign Pledges	3,514,972.90	
Campaign Income from Pledgers	<u>-3,149,946.11</u>	
Subtotal		365,026.79
Eder Financial Investments		
Christian Education	18,493.50	
Ezra Bucher	24,656.84	
Facility	311,147.70	
M. O'Donnell Music	92,464.89	
Outreach & Ministry	<u>265,067.14</u>	
Total		<u>711,830.07</u>
Total Potential Funds Available as of April 30, 2023		1,313,640.29

June 2023 Council Meeting - Pastoral Team Report

We celebrate Pastor Pam's retirement! As we move into ministry as a team of two, we are closely monitoring how our scope of work and weekly tasks will shift. Pastoral care is an important element to consider. We plan to work closely with Board leadership to assess pastoral staffing and congregational needs. In the immediate short term, Pastor Jason will act as primary contact person for pastoral care. A team of Pastor Jason, Pastor Naomi, and volunteers with pastoral care experience will work together to provide congregational care to the best of their ability.

We are entering a new season in this congregation, with new challenges and excitement before us. Let's find our hope in the promise that we are in this together, bound together and finely woven with God's love - love that grows when it's shared with others! As pastoral staff, we value your continued support and encouragement as we all continue the work of Jesus peacefully, simply, together.

Pastor Jason:

- Coordinating Faith Formation opportunities for Children and Youth
- Organizing speakers and classes for Adult Faith Formation Hour
- Planning teacher/volunteer training and organizing Child Protection requirements
- Stepping into Pastoral Care needs and coordination
- Completing Bethany Theological Seminary M Div program for Spring 2024
- 2023 Annual Conference Pastoral Delegate

Pastor Naomi:

- Beginning to plan worship themes for September-December
- Working closely with Kim Glass and Rachel Swank, music coordinators - very thankful for their gifts and service!
- Serving as worship co-coordinator for National Junior High Conference in June
- Currently reading (among other things) *Hybrid Church: Rethinking the Church for a Post-Christian Digital Age*, by James Emery White
- Passed doctoral comprehensive exams in January, and now working towards dissertation proposal defense
- Preparing to teach one course at the college in the fall: Religion and Nonviolence

Church Board Chair Report

In addition to the continuing work of each commission, a primary focus of the board in the next quarter of this year will be on discerning and delivering appropriate staffing resources to supplement the work of Pastors Naomi and Jason.

With the retirement of Pastor Pam, the obvious hole to fill is congregational care and visitation. In the immediate near term, the Leadership Team has implemented a plan whereby Pastor Jason will serve as the point person or coordinator for addressing congregational care needs as they arise. A combination of caregivers; pastors, deacons and some designated lay visitors, will assume responsibility for meeting those needs.

Because pastoral visitation and care ebbs and flows, we will have to monitor how well this near term care model meets our requirements. We may discover a need to hire part-time interim help in this area until it is clear what our long-term staffing model looks like.

Identifying an effective, efficient long term staffing alignment is critical to determining the trajectory of our congregational life. To that end, the Leadership Team is developing a holistic process designed to provide the board with information necessary to make some critical decisions.

Rhonda Myers has been asked to serve as the primary facilitator of a Needs Assessment Process whose ultimate goal is to convert the aspirations expressed in last fall's listening sessions and the January Board retreat into program objectives that the congregation wants to support.

The Samaritan Counseling Group, an agency with whom we have long been affiliated, has tools and resources designed specifically to assist congregations and pastors with this very process and Rhonda is in the process of researching their efficacy.

The Leadership Team expects to work with her to develop a process whereby the board is able to consider the gifts and time constraints of the present pastoral team and determine what additional resources should be applied so that the needs and aspirations of the congregation become program objectives.

Rhonda has been asked to go one step further and consider how we might best develop an assessment model for helping both the board and the pastors to hold each other accountable. The board needs to be accountable for understanding and articulating the aspirations and needs of the congregation and translating them into program objectives. In collaboration with the pastors, these objectives should be baked into the job descriptions of the staff.

The assessment model would then provide an ongoing mechanism for considering whether expectations and actions are mutually beneficial. This is an effort to improve on the not particularly helpful job performance reviews that have been intermittently used, misused or ignored for most of our institutional existence.

Jeff Eisenbise, Board Chair

Christian Education Commission

May 2023 - Report to Council

Sunday Morning Faith Formation

The building renovation project has progressed in the last six months to the point that we have been able to move back into all of our classrooms! This has made a tremendous difference in our ability to provide needed spaces for Faith Formation groups during the first hour on Sundays, as well as meeting spaces during the week. The Nursery has moved back into its room, conveniently located next to the sanctuary. The youth (Jr & Sr High) have been enthusiastic about decorating their space as they wish. Blaze (K - 5th) once again has their own colorful room and storage complete with new child-size stackable chairs. Shine (2 - 5 yrs) continues to share a classroom with the Nursery School in the lower level. The adult Discovery class is back in its classroom, which also serves as an efficient meeting space for larger groups. And we now even have spaces for 2 new adult Faith Formation groups.

Jr/Sr High

Youth Inquirers Class ran for 8 weeks in February and March and was led primarily by Pastor Jason with help from Pastors Pam and Naomi. This was an opportunity for all Junior and Senior High youth to learn the history of our church and denomination, explore their faith and what it means to make the decision to follow Jesus. It was good to be able to offer this program, the first since COVID. Four youth chose to be baptized on Palm Sunday: Sarah Heinz, Moriah Kraenbring, Ryan Siler, and Ben Siler. We welcome them into our fold.

Adult Faith Formation

The Discovery class invited Christine Bucher and John David Bowman to present and discuss "Processing Our Faith in the 21st Century: A Gentle Introduction of Process Theology" during the month of February. It was very well attended. We publicized the topic in the local paper which helped draw in a few attendees from the community. This class continues to have the ability to meet as a hybrid class. Both participants that can join in-person and on-line are welcome.

This spring we began offering two new adult Faith Formation opportunities in addition to the Discovery Class lecture series. "Chalkboard Chat" is an informal discussion format prompted by questions written on the chalkboard each Sunday morning. "Bible Exploration", led by David Leiter, is a class that dives into scripture and the historical context in which it was written.

VBS

Vacation Bible School will be held at our church from August 15 - 18, 2023. It takes many volunteers to run a successful program, so anyone interested in helping should please contact either Pastor Jason or Lynne Hockley. The Shine curriculum will be "Changemaker's Lab" based on Mark 1:15 "Now is the time! Here comes God's kingdom! Change your hearts and lives, and trust in this good news!"

Future Goals

1. Increase our support of students that have special needs (one-on-one support)
2. Hold a training for Faith Formation teachers sometime before the school year starts
3. Review and update the Christian Ed Commission's Handbook
4. Continue to brainstorm ways we can encourage the attendance of children and youth during the Faith formation hour

We are always pursuing volunteers to help in our children's programs. We'd like more substitute teachers for Blaze and Shine, baby holders in the nursery, and Kid's Club leaders during the church hour. Those who work with children in our church are required to have updated child abuse background checks which are easy to acquire online through Pastor Jason.

Please contact anyone on the Christian Education Commission with questions or ideas.

Lynne Hockley (Chair)
Ann Pineda Ziegler (Secretary)
Craig Coble
David Leiter
Jo Hershey (1-yr appointee)
Pastor Jason (Pastor of Faith Formation)

Expressions Commission Report

In January the Expressions Commission was reestablished to work with our new worship planning team of Kim Glass and Rachel Bucher Swank. We are moving forward toward a model focused on broad and frequent congregational participation in worship, as soloists, in ensembles and choir, reading scripture, and other liturgical participation. We have clarified Kim and Rachel's roles as co-music program coordinators and added the accompanist role to Kim's job description.

Rachel

- 5 hours/week Music Coordination
 - Long-range worship planning, in collaboration with pastors
 - Music selection, in collaboration with pastors
 - Ensemble coordination
 - Choir director
 - Children's bell choir/music

Kim

- 10 hours/week Music Coordination
 - Weekly music planning, in collaboration with pastors
 - Music selection, in collaboration with pastors
 - Ensemble coordination
 - Copyright licensing
 - Special music coordination
 - Instrument oversight and maintenance
- Accompanist (48 weeks/year)
 - Worship singing
 - Ensembles
 - Choir

Nurture Commission Report

The Nurture Commission continues actively to promote experiences that nurture friendships and relationships within the church community as well as to enable persons of all ages to develop their faith through small group activities.

Among the activities Nurture supports are events, small groups, and programs such as Faith Markers. This Spring, Nurture also provided the Lenten Discussion Forum. Integral to Nurture is the support of small groups such as the TransParent support group and others, following up on the congregational interest survey. Future groups may be focused on young adults or created based on the interest in specific books by Pavlovitz or Rohr. Nurture is planning a church weekend jointly with the Witness Commission and bringing speaker and author John Pavlovitz to the church and community in October.

Led by Gina Strouse and Deb Ziegler, Nurture's subcommittee on senior ministry, called "Prime Time," plans trips and tours such as Barnstormers and Rock Ford as well as luncheon speakers, walking and hiking opportunities, and a session of intergenerational storytelling, perhaps jointly done with the Racial Justice group. Discussion is also going on about expanding our horizons by visiting with other faiths and about deepening our church relationships through mentoring circles. A full schedule of Prime Time events for the 2023-24 year will be made available.

Lois K. Herr

Resources Commission Report

Besides managing the day to day building needs and operation, the Resources Commission continues to fill in the gaps to complete other necessary work as the HVAC project wraps up.

- We have completed painting and flooring work in multiple areas as the old heating system was removed. These include the narthex and portico entrance area, pastors' offices, the narthex bathrooms, the nursery, the main office and supply room, the parlor, the quilt room, the choir room and adjacent hallway, and several daycare class rooms.
- Painting and plaster work is complete in the men's bathroom by the kitchen and the elevator room on the FH level. New fixtures will be installed in the bathroom after we do flooring. Flooring upgrades have been planned to replace the old vinyl in those areas, the stairway landings, and the hallway by the choir room.
- Plaster repair and painting is scheduled for all the stairwells.
- We have purchased a new stove and (used) convection ovens for the kitchen. The big closet by the kitchen has been purged of unnecessary items and reorganized with new shelving. Barry Garman is turning the stage into a storage area, which will alleviate some of our storage needs since all tables and chairs will be stored there, along with select other items. Plans are in the works for a kitchen and fellowship hall upgrade. This project will be dependent on having additional funds approved.
- In April we had a successful work day, where we pruned, planted some shrubs and grass, and mulched the church grounds.
- We have removed the old volleyball poles and basketball hoop and installed a new (donated) hoop in the parking lot.

Resources would like to thank Amy Zimmerman, our Facilities Manager, for all the various things she does on a daily basis, and Crystal and Brooke in the office for keeping us organized and in the loop with anything else that needs attention. There are so many little things that happen daily to keep the church running smoothly, and they all do a great job! Thanks to Barry Garman and the building committee. Our projects often intersect and overlap, so their cooperation and coordination is always appreciated. Also, my fellow Resources members Duane Hernley, Don Ziegler, and Doug Good, who all spend a lot of time and their own resources to make things happen. It's a great "hands-on" group, and I feel fortunate to have them on the team. Thanks to Pastor Pam and Jeff Eisenbise for their guidance and sometimes different perspectives. Lastly, thanks to the congregation for your continued support as we do our work. There is still so much to do, as we held off doing any type of renovations for years due to the anticipated building project that took a different turn. The progress has been slow, but we are gradually getting to the point where we are seeing some real changes.

Respectfully submitted,
Kurt Sollenberger
Resources Chair

Witness Commission Report

So far this year we have organized "Service Sunday", on Feb 19. At this service we had SERRV and Equal Exchange products for sale, sent 39 letters to prisoners on Death Row in Oklahoma, packaged 100 "to go" bags for the clients at ECHOS, wrote a dozen cards for residents of Brethren Village in Lititz, picked up trash around the church, had an opportunity for education and conversation about Brownville, near the border, and enjoyed a fellowship luncheon together.

We met with Gail Viscome, representing "Elizabethtown Area Communities that Care". She shared with us ways that we can support our local students and become involved with the local community and you will probably be hearing more about this initiative.

The Climate Crisis Action Committee hosted a movie about climate change, and also had a booth at Earth Day. They are also working with the Resources Commission to work toward a greener footprint.

In April, we organized a Chicken Barbeque to benefit the Haiti Medical Center and CCEPI in Nigeria. We raised over \$13,000 for that.

Two big projects that we are working on now are working with Nurture to bring John Pavlovitz to our church for a weekend in October and sponsoring a refugee family. Both of these projects need a lot of volunteer support and we will be asking for that. If you feel a calling to work more in Witness, we have an opening on our commission for the remainder of this year. Talk with any member of the commission if you are feeling a desire to know more about what we are doing.

Respectfully submitted by Karen Ungemach, chair

Deacons Report

As reported in an earlier Council Report, the duties formerly assigned to the deacons only are currently being handled by the following eighteen Elizabethtown Church of the Brethren Ministry Teams, with the coordinator noted for each team.

- Bake Communion Bread - Sandy Garman & Vida Snavely
- Prepare Bread & Cup Communion (during Faith Formation hour)–Jim & Pat Hoffer
- Serve Bread & Cup Communion (during worship) - Jim & Pat Hoffer
- Love Feast Setup - Deb Ziegler
- Love Feast Kitchen Help - Deb Ziegler
- Love Feast Cleanup - Deb Ziegler
- Funeral Meal Setup - Vida Snavely
- Funeral Meal Kitchen Help - Vida Snavely
- Funeral Meal Serving - Vida Snavely
- Funeral Meal Cleanup - Vida Snavely
- Baking Cookies for Funeral Meals / other occasions - Vida Snavely
- Retirement Home Visitation / Contact - Sandy Garman & Vida Snavely
- Community Visitation / Contact - Sandy Garman & Vida Snavely
- Hospital Visitation / Contact (when possible) - Sandy Garman & Vida Snavely
- Sunday Morning Door Greeters - Sandy Garman
- Transportation Assistance (temporary & short distance) -Barbara Ellis
- Assistance with / completing a small job in the home / yard - George Snavely
- Assistance with computer / cell phone questions -- **no coordinator at this time**

These teams are made up of deacons, lay visitors, and many other church members / attendees who have agreed to be available when possible. The coordinator of each team will contact the names on the list when a need arrives. If you have not placed your name on these lists but would be willing to minister in one or more areas, **please contact Vida Snavely. A concern is that the last two teams on the list were added more recently, and to date we have only one individual who has his name on the list of assisting with small jobs and no one on assisting with computer / cell phone questions. We encourage youth to join many of these ministry teams, especially assisting with computer / cell phone questions.**

All other teams have been active, Sunday morning greeters and visitation teams weekly. We have also baked communion bread, served bread and cup communion, prepared and served Love Feast, prepared and served a simple meal for several memorial services, and responded to many transportation and benevolence requests, the last area being handled by George Snavely and Ron Good.

Heartfelt appreciation from the congregation for your willingness to minister so faithfully.

Respectfully submitted, Vida Sue Snavely