

# Elizabethtown Church of the Brethren Church Board Minutes

Monday, December 11, 2023, 6:45 PM in Room 104 & via Zoom

**In Attendance:** Alyssa Cross (Clerk), Jeff Eisenbise (Chair), Joe Detrick (Moderator), George Snavelly, Vida Snavelly, Lois Herr, Kendra Gotshall (Treasurer), Gina Strouse, Pastor Naomi Kraenbring, Craig Coble, Kevin Engle (Chair Elect), Lynne Hockley, Karen Ungemach, Pastor Liz Bidgood Enders, Pastor Jason Haldeman, Jim Hollinger, Kurt Sollenberger, Duane Hernley, Don Ziegler, Kurt DeGoede

I.	<p><b>Opening Devotions</b> <span style="float: right;">Board Chair</span></p> <ul style="list-style-type: none"> <li>● Jeff opened the meeting with a devotion inspired by Brian McLaren’s meditation on “The Privilege of Life Itself” <ul style="list-style-type: none"> <li>○ Genesis is about beginnings. Enjoy the unspeakable gift and privilege of being here, being alive.</li> <li>○ The nature of the universe in a constant state of being born, blooming, declining, destroyed, recombined and reborn. It is a violent thing and it’s in every component of creation.</li> <li>○ How does this inform how we live into our faith?</li> </ul> </li> </ul>
II.	<p><b>Acceptance of Previous Minutes</b> <span style="float: right;">Board Chair</span></p> <p><b>Action:</b> November 13, 2023 minutes approved as presented.</p>
III.	<p><b>Treasurer’s Report</b> <span style="float: right;">Treasurer</span></p> <p><b>Action:</b> Treasurer’s Report for 11 months ended November 30, 2023 approved as presented.</p>
IV.	<p><b>Commission &amp; Deacon Highlights &amp; Concerns</b> <span style="float: right;">Commission Chairs</span></p>
	<p><b>Christian Education</b></p> <ul style="list-style-type: none"> <li>● Not having Faith Formation hour on Christmas Eve and New Year’s Eve.</li> <li>● Pat Leiter attended a conference about children’s ministry that prompted some ideas of things to try in the new year.</li> </ul>
	<p><b>Expressions</b></p> <ul style="list-style-type: none"> <li>● Nothing new to report outside of what was reported at the council meeting.</li> </ul>
	<p><b>Nurture</b></p> <ul style="list-style-type: none"> <li>● Guess Who’s Coming to Dinner event went well. Plans for another in 2024.</li> <li>● Christmas Eve service refreshments for fellowship time are planned. Thanks to Trina Hollinger!</li> <li>● Faith Marker presentation of Bibles to third and fourth graders is on schedule for December 10th during worship.</li> <li>● Pavlovitz Weekend was a success. Possible plans with Witness Commission to sponsor another similar event in 2024.</li> <li>● Christmas Cards to shut-ins project is in progress for this holiday season.</li> </ul>
	<p><b>Resources</b></p> <ul style="list-style-type: none"> <li>● Continuing to prepare for the kitchen project</li> <li>● Looking for snow removal service/provider (for sidewalks and entry).</li> </ul>
	<p><b>Witness</b></p> <ul style="list-style-type: none"> <li>● Planning for next year. Looking for interest in an anti-gun violence group. Hosting a t-shirt project (Heeding God’s Call to End Gun Violence).</li> <li>● Working on cleaning up conduits.</li> </ul>
	<p><b>Deacons</b></p> <ul style="list-style-type: none"> <li>● Met with pastors and are planning for how to move forward with the work of the ministry teams.</li> </ul>
V.	<p><b>Reports from Pastors</b> <span style="float: right;">Pastors</span></p> <ul style="list-style-type: none"> <li>● Naomi <ul style="list-style-type: none"> <li>○ Advent planning is coming together well. Excited for Christmas Eve services (AM and PM).</li> <li>○ Attended first ministerium meeting and enjoyed making connections there.</li> <li>○ Exploring ways to partner in ministry with Etown UCC church.</li> </ul> </li> <li>● Jason <ul style="list-style-type: none"> <li>○ On Earth Peace Kingian non-violence training: Considering opportunities for our congregation to host these trainings (16 hours).</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ Accountability Committee has developed a new covenant for member Bob Jacobs. Covenant is to be signed by the Board chair with the approval of the Executive Committee. Executive Committee members should watch for an email from Jason with the proposed covenant along with guideline for supervision for consideration and approval. Communication also needs to go out to the congregation regarding the covenant.</li> <li>● Liz <ul style="list-style-type: none"> <li>○ Glad to be planning some special services</li> <li>○ Grateful for opportunities for connections</li> </ul> </li> </ul>	
VI.	<p><b>Approval of Appointed Members</b></p> <p>Action Item: Seeking Executive Committee approval of two appointments:</p> <ul style="list-style-type: none"> <li>● Finance Committee: Wendy Neiss</li> <li>● Assistant Treasurer: Kris Strayer</li> </ul> <p>Members approved.</p>	Board Chair
VII.	<p><b>Report regarding Board retreat</b></p> <ul style="list-style-type: none"> <li>● Board retreat will be focused on the CAT survey results – Top 4 Goals: <ul style="list-style-type: none"> <li>○ Make necessary changes to attract families with children and youth to our church.</li> <li>○ Work to renew and revitalize the community around around the church by building coalitions with partners that share this vision and commitment.</li> <li>○ Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.</li> <li>○ Expand outreach ministries that provide direct services to those living on the margins of society. (i.e. homeless, immigrant, transient persons).</li> </ul> </li> </ul>	Kevin Engle
VIII.	<p><b>End of Year Ruminations</b></p> <ul style="list-style-type: none"> <li>● Themes that came up: <ul style="list-style-type: none"> <li>○ Engagement/Participation <ul style="list-style-type: none"> <li>■ Needing to encourage volunteers to get involved</li> <li>■ Same set of people show up to participate or volunteer</li> <li>■ Recognizing that times have changed; people are more likely to make short-term commitments for specific projects</li> </ul> </li> <li>○ Recognizing and honoring the gifts of all who are called to ministry</li> <li>○ Open up more strategic talking time to wrestle with issues at board meetings</li> <li>○ Consider how to move from being welcoming to inviting. We have a story worth telling. This community is a refuge and a balm.</li> </ul> </li> </ul>	Everyone
IX.	<p><b>Next Meeting</b></p> <ul style="list-style-type: none"> <li>● January Board Retreat: Saturday, January 27, 2024 (Young Center)</li> </ul>	
X.	<p><b>Adjournment</b></p> <ul style="list-style-type: none"> <li>● Pastor Liz closed the meeting in prayer.</li> <li>● Meeting adjourned at 9:00 pm</li> </ul>	
XI.	<p><b>Housing Allowance</b></p> <ul style="list-style-type: none"> <li>● Motion: Approve the 2024 IRS Pastoral Housing Allowance of \$30,000 each for Pastors Naomi Kraenbring and Jason Haldeman <ul style="list-style-type: none"> <li>○ An vote was taken via email on January 13, 2024 and received unanimous approval for the housing allowance.</li> </ul> </li> </ul> <p>Background: Each year we must approve the \$30,000 IRS housing allowance for the pastors. The IRS requires proof of board approval (by way of a vote included in the board minutes) for the housing allowance for IRS reporting purposes. It is required to be voted on and included in the minutes each year with a copy of those minutes sent to HSI for record keeping. Please note: this \$30,000 is for IRS tax purposes only and does not change the pastors' salaries which were approved in the 2024 budget.</p>	

Respectfully submitted,  
Alyssa Cross (Clerk)  
December 11, 2023  
(ammended January 14, 2024)