

Elizabethtown Church of the Brethren
Special Church Board Minutes
March 22, 2022, 6:45 PM via Zoom

In attendance: Jeff Eisenbise (Chair), Joe Detrick (Moderator), Donna Hollinger (Vice-Chair), Frank Rhodes (Treasurer), Jim Hollinger, George Snavely, Vida Snavely, Lynne Hockley, Gina Strouse, Craig Coble, Carroll Kreider, Karen Ungemach, Kurt Sollenberger, Olivia Knight, Ann Pineda Ziegler, Kathy Nornhold, Duane Hernley, Pastor Jason Haldeman, Pastor Pam Reist, Pastor Josh Tindall, Ben Hoover (HR Committee Chair)

I.	<p>Opening Remarks Board Chair</p> <ul style="list-style-type: none"> • Jeff opened by outlining the purpose of the meeting which is to consider a severance package for Eric. • The HR Committee was asked to do some research and prepare a recommendation as a starting point for discussion this evening (refer to Exhibit that was emailed). • Jeff introduced Ben Hoover, HR Committee Chair.
II.	<p>Presentation of HR's Recommendation Ben Hoover</p> <ul style="list-style-type: none"> • The Committee met and reviewed District standards for severance packages and concluded that 3-months was the standard timeframe for providing pay and insurance. <ul style="list-style-type: none"> ○ It is the HR committee's recommendation that the church follows that precedent and provide Pastor Eric a 3-month stipend of pay. • Pastor Eric was provided a moving stipend of \$7,500 prior to any move being made. <ul style="list-style-type: none"> ○ HR recommends this payment be considered part of the severance stipend. ○ The HR Committee further recommends that any future stipends for moving expenses be paid as a reimbursement after a pastor has moved. This recommendation would bring the church into alignment with District best practices. • Eric Landram is on the church's insurance plan as of January 17th and will remain on the church's health care plan until such time that he is formally removed. <ul style="list-style-type: none"> ○ It is the HR committee's recommendation that the church follows precedent and provide Pastor Eric with a 3-month stipend of insurance coverage. <p><u>Discussion and Comments</u></p> <ul style="list-style-type: none"> • Frank had a note of clarification regarding the salary figures listed in the Exhibit provided by the HR Committee. The total salary should include the housing allowance. His base salary of \$62,400 + \$12,000 annual housing allowance would make his effective salary \$74,700 (or \$6,200/month). • Jeff noted that any actions regarding severance pay will be based on these corrected figures from Frank. • Clarification regarding the starting point for the timing of the severance package: the timeframe would begin as of the date of resignation (February 28, 2022).
III.	<p>Motion 1 Board Chair</p> <ul style="list-style-type: none"> • Jeff moved to approve the recommendation of the HR Committee that we pay Eric a three months severance based on his salary, beginning from the date of the resignation (02/28/2022). • Motion seconded by Carroll Kreider. • The motion passes with 9 of 10 possible votes.
IV.	<p>Motion 2 Board Chair</p> <ul style="list-style-type: none"> • Jeff moved that we absorb the prepaid \$7,500 moving allowance. • Motion seconded by Carroll Kreider. • The motion passes with 6 of 10 possible votes.
V.	<p>Motion 3 Board Chair</p> <ul style="list-style-type: none"> • Jeff moved that the insurance coverage coincide with the timing of the severance package, for a period of three months beginning on 02/28/2022. • Motion seconded by Karen Ungemach. • The motion passes with 8 of 10 possible votes.
VI.	<p>Adjournment</p> <ul style="list-style-type: none"> • Meeting concluded at 7:40 pm.

Respectfully submitted,
Alyssa Cross, Clerk (via recorded meeting)
April 7, 2022