

Elizabethtown Church of the Brethren Church Board Minutes

Monday, November 13, 2023, 6:45 PM in Room 104 & via Zoom

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

I.	<p>Opening Devotions Board Chair</p> <ul style="list-style-type: none"> Jeff opened the meeting with a reflection on a recent LNP opinion column titled “Reflections on being woke as Jesus meant it”. With the approaching Advent season we are reminded to “watch and keep awake”; we don’t know when hope is coming.
II.	<p>Acceptance of Previous Minutes Board Chair</p> <p>Action: October 9, 2023 minutes accepted as presented.</p>
III.	<p>Gifts Discernment Committee: Presentation of 2024 Church Leadership Slate Candace Hoover</p> <ul style="list-style-type: none"> Candace offered a report regarding the progress of filling the leadership slate and expressed that there were still a few openings. The committee is still seeking annual conference delegates and a few additional commission members.
IV.	<p>Council Meeting Agenda Review Moderator</p> <ul style="list-style-type: none"> Council meeting agenda approved with a revision for the meeting time.
V.	<p>Treasurer’s Report & 2024 Budget Review Treasurer</p> <p>Action: Approval of the Treasurer’s Report</p> <ul style="list-style-type: none"> Treasurer’s Report accepted as presented 2024 Budget approved via email vote.
VI.	<p>Commission & Deacon Highlights & Concerns Commission Chairs</p> <p>Christian Education</p> <ul style="list-style-type: none"> Faith Formation programs up and running well; would still like to see more kids attending Noted priority of attracting young adults and families (CAT survey results) Looking for assistance in children’s programming; potential resource in elementary ed college students Working on teacher appreciation coming up in February <p>Expressions</p> <ul style="list-style-type: none"> Walking Roots weekend (Saturday night concert and Sunday morning worship) was well received <p>Nurture</p> <ul style="list-style-type: none"> Faith Markers: Presenting Bibles to third and fourth graders on December 10, 2023 Prime Time is sponsoring a family Christmas event on December 8th. Christmas Eve service: Trina Hollinger has agreed to handle set up/take down, supervising the cookies, and providing punch for the congregation to enjoy after the 7PM service. Guess Who’s Coming to Dinner: October 28th (approximately 50 participants) <ul style="list-style-type: none"> The spring date is slated for April 20, 2024. Pavlovitz Event begins October 20th Nurture Members for 2024: The Gifts Discernment Committee is looking for people to be on the Nurture Commission with Lois Herr next year. An appointed member may also be invited. Benowitz Luncheon: Wednesday, November 15th, through Prime Time. <p>Resources</p> <ul style="list-style-type: none"> Duane is working with Amy Zimmerman and Jeff Mummau regarding the fellowship hall/kitchen remodel <ul style="list-style-type: none"> With daycare using some of the classroom spaces, there will be impact to faith formation on Sunday morning as far as accommodating the physical space needs Agreed to take \$50,000 capital expenditure out of the budget for 2024. Will be looking at individual projects to be approached if the funds are available to support them Still working to fine-tune the HVAC system. <p>Witness</p>

- No news regarding the Haitian family.
- These are the funds spent from O&M this month:

John Pavlovitz	Speaker Fees for Weekend	\$4,000.00
Jason Haldeman	Bethany Travel Fees	\$328.95
Jason Haldeman	Bethany Travel Fees	\$231.17

- Very pleased with how well the John Pavlovitz weekend went. Have been discussing ways we could put together something that is uplifting and challenging for the community each year (working with Nurture). We have been discussing ways to fund this endeavor.
- The Witness Commission requests approval to spend up to \$5,000- \$10,000 annually from the O&M fund to support a weekend event for the inspiration and growth of the congregation and community. This money is in addition to the four percent of earnings currently available annually from the O&M fund. Furthermore, the Witness and Nurture Commissions are requested to bring a joint proposal to the board for approval each year that an event is planned. The proposal should include a tentative budget, the amount requested from the O&M fund, the name of the presenter(s) and the overall objectives for the event.
 - No action taken at this time. This idea is preliminary and may be considered in plans for next year.

Deacons

- Need to have a discussion regarding the Benevolence Fund and yearly distribution
- Ministry Teams - team approach has been working

VII.

Report on the CAT Project

Board Chair

- The Congregational Assessment Tool was a survey style effort employed by The Leadership Team to gain a sense of the state of our congregational well-being.
- The questions on the survey were designed to reveal areas of importance for the congregation as well as levels of support or concern for various elements of congregational life. This is useful information for allocating resources for programming initiatives.
- Professional analysis of the survey results allowed for comparisons to a broad base of other congregations both similar and dissimilar to ours.
- Following a potluck dinner on Nov. 5, 2023, David Miron from the Samaritan Center led a forum style review of the survey results for any interested members. He cautioned that reading the survey results without interpretive information would be neither useful nor productive.
- The results presented by David were voluminous and complete. Although they did not reveal any great surprises regarding who we are or what matters in our congregational life, they contained much useful information for the Leadership Team and the board as they determine the allocation of resources and the trajectory of our call.
- The Leadership Team will be meeting David to discuss possible ramifications for staff alignment and repurposing the Human Resources Committee.

VIII.

Report from Congregational Endowment Integrity Committee

Kevin Engle

- Since the last board meeting, the Money Talks panel series concluded and we received positive feedback.
- Next steps for the committee include diving into the details. Frank Rhodes will be providing a historical perspective on the funds. Also looking to talk with other congregations with an endowment fund.
- Aiming to have a report and recommendation for action prepared for the Spring Council meeting. A report will be made to the Board prior to the spring council meeting.

IX.

Reports from Pastors

Pastors

- Pastor Liz
 - Looking forward to getting settled in this location
 - Doing some visioning regarding Christmas; looking to create opportunities for more intimate spaces and places for mourning and acknowledging losses and broader congregational care issues
- Pastor Jason
 - Feeling a lot of positive energy in the congregation
 - Ongoing concern regarding participation at the youth level
- Pastor Naomi
 - Working during faith formation hour with the young adults (primarily Etown college students)

	<ul style="list-style-type: none">○ Presenting a paper at the American Academy of Religion conference in San Antonio on 11/19. (<i>Welcome to "America's Refugee Capital": Theologies of faith communities that welcome refugees in Lancaster County, Pennsylvania</i>)○ Looking forward to Rachel's ordination service on 11/26.
X.	Next Meetings <ul style="list-style-type: none">● Fall Council Meeting: Sunday, December 3, 2023● Board Meeting: Monday, December 11, 2023● January Board Retreat: Saturday, January 27, 2024 (Young Center) (8 am - noon)
XI.	Adjournment <ul style="list-style-type: none">● The meeting adjourned at 8:18 pm.

Respectfully submitted,

Alyssa Cross (Clerk)

November 13, 2023