

**Elizabethtown Church of the Brethren  
Church Board Minutes**

**February 14, 2022 6:45 PM via Zoom**

**In Attendance:** Alyssa Cross (Clerk), Jeff Eisenbise (Chair), Donna Hollinger (Vice-Chair), Jim Hollinger, Pastor Jason Haldeman, Vida Snavelly, Joe Detrick (Moderator), Duane Hernley, Frank Rhodes, Olivia Knight, Pastor Josh Tindall, Gina Strouse, Carroll Kreider, Pastor Pam Reist, Karen Ungemach, Ann Pineda, Kurt Sollenberger, Don Ziegler

I.	<p><b>Opening Devotions</b> <span style="float: right;">Pastor Pam</span></p> <ul style="list-style-type: none"> <li>Pam opened with a devotion focused on Queen Esther and the idea of being called to be somewhere for “such a time as this”. We can be bold, we can be brave, and we can say “yes” to creating change.</li> </ul>
II.	<p><b>Review and Approve January Minutes</b> <span style="float: right;">Board Chair</span></p> <ul style="list-style-type: none"> <li>Jeff made a correction to the supporting documentation from the previous meeting regarding the building project HVAC installation.</li> <li>Motion to approve the minutes by Jim Hollinger. Seconded by Gina Strouse. Minutes approved unanimously.</li> </ul>
III.	<p><b>Treasurer’s Report</b> <span style="float: right;">Treasurer</span></p> <p>1. Review of Income Statement as of 01/31/2022</p> <p>After one month in 2022, preliminary operating results are negative, with disbursements exceeding revenues by \$44,536. Revenue at the end of January is under budget by \$26,062 (\$44,855 received versus \$70,917 budgeted). Revenue is \$1,888 behind where we were at the end of January last year. Regular offerings, at \$39,375, fell short of the budgeted offerings of \$62,500 by \$23,125, and are \$2,052 below last year’s amount of \$41,427. January is typically a lower than budget giving month, and this is compounded by the pandemic this year.</p> <p>Disbursements at the end of January are over budget by \$14,730 (\$89,392 actual spending versus \$74,662 budgeted spending) and \$24,913 more than last year.</p> <p>Overall, as of 1/31/2022 we are in a preliminary net operating loss position of \$44,536, with income well under budget and less than a year ago, and expense over budget and significantly more than last year. A year ago we started the year with a \$17,736 net loss.</p> <p>2. Cash Position and LT Investments at BFI</p> <p>Our cash position at 1/31/2022 is \$1,643,228. This compares to our cash position a year ago of \$1,761,555. The decrease in cash is primarily due to Capital Campaign expenditures. Just over \$1,162,000 of this cash is invested in a money market fund.</p> <p>Contributions to the building project at 1/31/2022 totaled \$2,717,354. Total 2022 contributions are \$40,567. Non-operating budget building project costs to date are \$1,359,167.</p> <p>The market value of all long-term memorial funds invested with the Brethren Foundation as of 1/31/2022 was \$2,549,848, which is down \$63,356 from the beginning of the year market value of \$2,613,204, reflecting an investment loss, net of expenses, of \$63,356 (a total investment return for the year of approximately -2.4%). As of 1/31/2022 ECOB’s portfolio was invested \$1,293,406 (51%) in a Short-term investment fund and \$1,256,442 (49%) in a balanced fund (60% domestic stock fund, 40% bond fund).</p> <ul style="list-style-type: none"> <li>Motion to accept the treasurer’s report by Gina Strouse. Seconded by Carroll Kreider. Treasurer’s report was accepted unanimously.</li> </ul>
IV.	<p><b>Update on the progress of Phase 1 of the Building Project</b> <span style="float: right;">Board Chair</span></p> <ul style="list-style-type: none"> <li>Working to rewrite the contract with the architect to reflect our decision at the last meeting to move forward with plans for the HVAC installation.</li> <li>Discussions between Resources and the Building Committee will need to take place regarding the HVAC units and the roof maintenance and repairs that are necessary.</li> <li>Regarding communication to the congregation regarding our decision: there was an article in the newsletter that described the Board’s action, however, we may need to schedule a congregational meeting to explain in further detail.</li> </ul>

V.	<p><b>Update on Pastor Eric</b> <span style="float: right;">Moderator</span></p> <ul style="list-style-type: none"> <li>The hopeful news is that there is a possible resolution coming forth later this week and we will know more after that time. Due to the confidential nature, that is all that can be shared at this time.</li> </ul>
VI.	<p><b>Words from the Board Chair</b> <span style="float: right;">Board Chair</span></p> <ul style="list-style-type: none"> <li>Goal is for the church board to be a visionary body. How do we envision a post-pandemic future?</li> <li>We have been the beneficiaries of a very gifted, prophetic, and rare pastoral team. They have given us the insight and the language to shed the vestiges of that “old-time religion”. That “old-time religion” has come to permeate popular American Christianity and has completely distorted the love theology of the gospel. It panders to the worst human instincts: to exclude, to punish, and to manipulate. It has left a generation of young people with mistrust and disdain for the church. Our embracement of an inclusive and just understanding of the kingdom of God has been a double-edged sword. While it has been a beacon of light that attracts folks from all over, it has also caused us to be reviled and ridiculed by some of our closest neighbors. What if the authentic call of the spirit is for us to raise the stakes? What if we decided to make ourselves more visible and more vulnerable? What if we are called to be “evangelicals”?</li> <li>We only have one job: to love. That is our way forward.</li> <li>Can we find new, creative ways of doing business that will raise our visibility in our community?</li> </ul> <p><u>Discussion and Remarks</u></p> <ul style="list-style-type: none"> <li>Thinking about the work of the youth advisors. The overwhelming theme of what is shared by the youth during the reflections on Youth Sunday has been about relationships, the teachings and putting the lessons into action, and acting out love.</li> <li>Youth Sunday should be an evaluation of the effectiveness of the ministry of the church.</li> <li>Resonated with the idea of being a surprising presence. Witness Commission is considering opportunities where can we show up where we are not expected.</li> <li>Emergent Strategy book: all change occurs through relationships and through love.</li> <li>A word of thanks and encouragement for Jeff to present the remarks he shared this evening on a Sunday morning to the congregation.</li> <li>Echo of the importance of presenting love theology, especially to youth. It is a rare gift and an important alternative to the “old-time religion” paradigm.</li> </ul>
VII.	<p><b>Pastor’s Remarks</b> <span style="float: right;">Pastors</span></p> <ul style="list-style-type: none"> <li>Pastor Pam <ul style="list-style-type: none"> <li>Pastoral Care has been heavy since the holidays with 3 deaths in the congregation and many more when considering friends and family of the congregation. A lot of loss and grieving in addition to illnesses and diagnoses.</li> <li>Innovative things have happened: <ul style="list-style-type: none"> <li>The chaplain of Londonerry Retirement Village used our sermons for live streaming.</li> <li>Anti-racism sermons are highlighted on our website.</li> </ul> </li> </ul> </li> <li>Pastor Jason <ul style="list-style-type: none"> <li>Many have mentioned the youth this evening – NYC is coming up and 14 youth are going. It has been challenging without a regular Sunday school hour to get the ball rolling with the youth in building relationships.</li> <li>Appreciation for moving the Blaze Room up in the Christian Ed wing. Having our own dedicated space available all week may lead to some other programming opportunities.</li> </ul> </li> <li>Pastor Josh <ul style="list-style-type: none"> <li>Gratitude to Jeff, Donna, and Joe for serving in their leadership roles.</li> <li>Upcoming sermon series will address what a lot of folks are facing right now with uncertainty.</li> </ul> </li> </ul>
VIII.	<p><b>Commission Chairs’ Reports about 2022 Plans</b></p> <p>Who are we and where are we going? How can we remain a community of love?</p> <hr/> <p><b>Christian Education</b></p> <ul style="list-style-type: none"> <li>Looking forward to meeting in person for the Sunday School hour in the not too distant future</li> </ul>

- Planning to involve the congregation by sending a survey. Looking for ideas of how the congregation wants to be connected since it might not look the same way it did before.

**Nurture Commission**

- Continuing to reinvent by becoming less event-focused and more focused on community and relationship-builders.
- Thinking creatively and staying flexible with activities.
- Thinking of ways that can allow for in-person and virtual participation.
- Continually asking “What does our community need right now?” May eliminate some historical events that are no longer serving our needs.
- Looking for ways for online attendees to identify themselves (online registration /sign-in like the red books in the sanctuary pews)

**Resources Commission**

- The goal of the Resources Commission is to maintain and restore the facility. The need to maintain our facility is often stymied by the hesitation to invest in the building in order to prioritize relationships.
- Don Ziegler has been appointed to step in for Rich Nornhold, who had to resign.

**Witness Commission**

- Theme for Witness is showing up/having a presence in surprising places
- Future Witness Commission Activities
  - March 27: Racial Literacy Workshop for Church Leaders – Elizabethtown College
    - Applying for a grant to offset half the cost.
    - What will we do with the information that is learned there? Where can we go from that as a next step?
  - April 23: Earth-2-Etown Earth Day Celebration – Elizabethtown Fairgrounds
    - ECOB will register for an exhibit with programming and resources for all ages.
    - The event organizers were surprised that a church would want to be involved with this event.
  - June 18: exhibit at Lancaster Pride Day
    - Had a booth last year and people were pleasantly surprised by our presence there.
- Continuing the discussion of where the church needs to make its presence known and appear outside of the “box” of the traditional church, much like Jesus did. Where else should we be showing up and surprising people? Looking at county events, etc. This can be seen as a type of evangelism.

**Deacon’s Report**

- It became apparent a year or two ago that to be a Deacon required the willingness to be available for any and/or/ all of the 16 various ministry responsibilities. After taking the time to reimagine how the Deacon body can serve the congregation, the Deacons reached the decision to form ECOB Ministry Teams – recognizing that all of us in the congregation are ministers. All interested parties were surveyed on their willingness/interest in serving in each of the 16 ministries. We now have 55 names (up from 35 names) of willing parties as well as a dedicated coordinator for each of the ministries.
  - Prepare communion
  - Serve communion during worship
  - Love Feast set-up
  - Love Feast kitchen help
  - Love Feast clean up
  - Funeral set up
  - Funeral meal kitchen help
  - Funeral meal serving
  - Funeral clean up
  - Baking cookies for funerals
  - Hospital visitation
  - Retirement home visitation
  - Community visitation
  - Sunday morning door greeter
  - Preparing the font for baptism
  - Transportation assistance

**Written Commission Reports**

**Nurture Commission**

- Introduction of Nurture Members and Roles

	<ul style="list-style-type: none"> <li>○ Olivia Knight, Chair</li> <li>○ Gina Strouse, Vice-Chair</li> <li>○ Ellen Flury, Secretary</li> <li>○ Pastor Pam Reist, Pastor Liaison</li> <li>○ Lois Herr</li> <li>○ Bill Siler</li> <li>○ Donna Hollinger present at the meeting as Vice Board Chair</li> </ul> <ul style="list-style-type: none"> <li>● Reviewed Nurture Commission appointments and plan on some follow-up calls.</li> <li>● Discussed potential avenues for fostering church community, including our online congregation, with COVID continuing to be a presence. <ul style="list-style-type: none"> <li>○ Faith Markers</li> <li>○ Small Zoom Groups</li> </ul> </li> <li>● Discussed plans for Winter/Spring activities <ul style="list-style-type: none"> <li>○ Online discussion forum for Lenten devotional</li> <li>○ Virtual Game Nights - February 18 and March 11</li> </ul> </li> <li>● Discussed potential future activities for spring, summer, and beyond and will revisit ideas at the next meeting.</li> </ul>
	<p><b>Resources Commission</b></p> <ul style="list-style-type: none"> <li>● Pastor Eric's office has been refurbished: \$3,676.67 <ul style="list-style-type: none"> <li>○ paint, flooring, and electrical repairs</li> </ul> </li> <li>● Slate Roof repaired by GSM Roofing: \$15,808.00 <ul style="list-style-type: none"> <li>○ Installed 240 linear feet of new 16 oz. copper ridge cap; removed and installed 20 broken slate.</li> </ul> </li> <li>● Renewed the Church's Property, Liability Insurance Coverage (Hess Agency): \$7,891.00</li> <li>● Renewed an Umbrella Insurance Policy (Hess Agency): \$450.00</li> <li>● Parking Lot light timer replaced (Hawthorne Electric): \$234.38</li> <li>● The projects currently being initiated: <ul style="list-style-type: none"> <li>○ Refurbishing the men's bathroom on the ground floor (off the kitchen) with a washer/dryer (purchased by DayCare).</li> <li>○ Refurbishing the Day Care Director's office: paint, lighting, and flooring.</li> <li>○ Continue floor restoration on the main floor education wing following the removal of "stuff" that needs to be sorted and discarded.</li> <li>○ Lighting repair in stairwell off the pulpit side of the sanctuary.</li> <li>○ Storm drains underground could not be scoped (clogged or broken drains); therefore, digging and replacing of drainage area will be occurring.</li> <li>○ Sanctuary plaster repair.</li> <li>○ Scupper roof repair; and signing a roof maintenance contract with GSM Roofing.</li> <li>○ Dishwasher repair/replacement is an emergency priority.</li> </ul> </li> </ul>
IX.	<p><b>Next Meeting</b></p> <ul style="list-style-type: none"> <li>● Board Retreat delayed until Pastor Eric's arrival</li> <li>● Next Board Meeting: Monday, March 14 at 6:45 pm</li> </ul>
X.	<p><b>Closing Prayer</b> <span style="float: right;">Moderator</span></p> <ul style="list-style-type: none"> <li>● Joe reflected on the polarities of a maintenance church vs a missional church and how it relates to facing changes and how God is leading us to new adventures.</li> <li>● Joe closed the meeting with a reading from Philippians 4 1:9 and a prayer.</li> <li>● The meeting concluded at 8:22 pm.</li> </ul>

Respectfully submitted,  
Alyssa Cross (Clerk)  
February 14, 2022