

Elizabethtown Church of the Brethren

Church Board Minutes

Monday, February 12, 2024, 6:45 PM in Room 102 & via Zoom

In Attendance: Alyssa Cross (Clerk), Vida Snavelly, Sandy Garman, Joe Detrick, Kendra Gotshall (Treasurer), Lois Herr, Peggy Shaffer, Craig Coble, Pastor Liz Bidgood Enders, Kurt DeGoede, Dave Leiter, Don Ziegler Pastor Jason Haldeman, Kevin Engle (Board Chair), Duane Hernley, Kurt Sollenberger, Deb Ziegler, Karen Ungemach, Sandy Bradley, Sandy Brubaker, Pastor Naomi Kraenbring, Lynne Hockley

I.	<p>Opening Devotions Board Chair</p> <ul style="list-style-type: none"> ● Kevin opened the meeting sharing some personal stories about optimism. He encouraged us to look for the good in situations and to try and find ways to turn something negative into something positive. ● Little is gained in worrying about the unknown; try not to waste energy focusing on negative outcomes that may not ever occur.
II.	<p>Acceptance of Previous Minutes Board Chair</p> <ul style="list-style-type: none"> ● January 27 Board Retreat Minutes <ul style="list-style-type: none"> ○ Karen seconded the motion to approve the minutes. Minutes approved as submitted.
III.	<p>Treasurer's Report Treasurer</p> <ul style="list-style-type: none"> ● 2023 Year End financials <ul style="list-style-type: none"> ○ The cash flow report is still being finalized. Year end financials are to be approved at the March board meeting. Kendra will send the final report as soon as it is finalized for review prior to the meeting. ○ Net deficiency estimated at approx \$15k ○ Investment income was approx \$40k due to favorable market conditions ● Kitchen & Fellowship Hall Renovation Project <ul style="list-style-type: none"> ○ \$202,362.17 funds received (as of 1/31/24) ○ (\$45,854.01) expenses to date (as of 1/31/24) ● January 2024 financials <ul style="list-style-type: none"> ○ January offerings were up compared to the prior year.
IV.	<p>Commission & Deacon Highlights Commission Chairs</p>
	<p>Christian Ed</p> <ul style="list-style-type: none"> ● Will be looking for additional nursery help. Expectation of 5 new babies by summer.
	<p>Expressions</p> <ul style="list-style-type: none"> ● Expressions is looking for approval to purchase 3 new cameras (\$17k) this year. <ul style="list-style-type: none"> ○ The Board approves of the purchase for the cameras out of the operating budget.
	<p>Nurture</p> <ul style="list-style-type: none"> ● Rose Baer is joining Nurture as an appointed member. ● Still looking for one member to be assigned by Gifts Discernment/Board. ● Would like to have some guidance regarding which priorities and ideas from the Board Retreat should be handled by the Nurture commission.
	<p>Resources</p> <ul style="list-style-type: none"> ● Kitchen & Fellowship Hall update <ul style="list-style-type: none"> ○ The kitchen and fellowship hall project is progressing nicely under the guidance and hard work of Jeff Mummau, Duane and Lucy Hernley, and multiple subcontractors. ○ The kitchen was basically gutted, and has since had a total electrical upgrade and plumbing work completed, stainless steel installed behind the stove area, a hard core plastic wall installed in half the kitchen behind the sink and dishwasher locations, plus painting of all remaining surfaces. ○ The new air conditioning system has been installed, along with new ductwork in the fellowship hall and a total cleaning of our existing kitchen ducts. ○ The fellowship hall has been painted and all adjacent closets and hallways have had major plaster repairs done in preparation for paint. ○ Next week the flooring process starts, which will occur in two phases. Once the first phase is complete, the closets and kitchen will be put back together and the second phase will follow two weeks later in the main fellowship hall area. Despite the flooring company delaying their start date for two weeks, we should be on schedule so long as things go as planned.

	<ul style="list-style-type: none"> ● Other Projects <ul style="list-style-type: none"> ○ We continue to work to fine tune the new HVAC system so it's running optimally, as scheduled. ○ We've prioritized other projects we'd like to focus on this year. They include a shed refurbishment, plans to build an outside pavilion, and possibly new exterior doors. We're early in the planning stages, but feel these are all worthwhile projects. ○ Baptistry has been given some maintenance and refreshes.
	<p>Witness</p> <ul style="list-style-type: none"> ● Refugee family has been the primary focus lately. Things have gone smoothly so far. Great turnout of volunteers.
	<p>Deacons</p> <ul style="list-style-type: none"> ● Formation of Caregiving Ministry Teams <ul style="list-style-type: none"> ○ In the fall of 2021, when several deacons, because of age or for other reasons, were asking to be replaced and we were having a difficult time finding replacements, the lead deacons met with the staff at that time to discuss this situation. The decision was made to form what we are currently calling Caregiving Ministry Teams. The Caregiving Ministry Teams are made up of deacons (as of 2020), lay visitors, and many others from the congregation who volunteered to be on one or more of the teams. The teams handle all the duties formerly assigned to deacons only. To date this has worked well. ● Possible constitutional change regarding the Deacon role <ul style="list-style-type: none"> ○ We are at the place we need to answer the following question: Do we continue to have deacons or do we continue fulfilling the many duties outlined for deacons in the Deacon Handbook with Caregiving Ministry Teams and work at getting even more of the congregation involved on these teams. The deacons met with the current staff recently to discuss this question. The consensus at that meeting showed support for continuing with Caregiving Ministry Teams. We are bringing this issue to the Board this evening for your thoughts, thinking it may ultimately need to go to Council if we need to change the constitution. ○ Response: the Board expressed support for this proposal to be further developed.
V.	<p>Reports from Pastors Pastors</p> <ul style="list-style-type: none"> ● Pastor Liz <ul style="list-style-type: none"> ○ Focused on living into a shared leadership model and exploring what congregational care looks like. ● Pastor Naomi <ul style="list-style-type: none"> ○ Feeling energized by connecting and enjoying working with the Witness commission on recent efforts. ● Pastor Jason <ul style="list-style-type: none"> ○ Presented a proposal for hosting Kingian Nonviolence training in part with On Earth Peace. This is an opportunity to provide access to this training as a tool for others and it is representative of our values. Proposed date of April 12-14. ○ There was broad support for this effort. More discussion needed regarding logistics, scheduling, and getting the word out.
VI.	<p>Review of Board Retreat Board Chair</p> <ul style="list-style-type: none"> ● Refer to the retreat summary document ● Groups were encouraged to take initiative in making things happen. Some actions have already been taken based on ideas that came out of the board retreat.
VII.	<p>HR Situation Board Chair</p> <ul style="list-style-type: none"> ● Getting guidance from David Miron at Samaritan and from the denomination for best practices. <ul style="list-style-type: none"> ○ Background Checks ○ Relational & Technical
VIII.	<p>Next Meeting</p> <ul style="list-style-type: none"> ● March Board Meeting: 3/11/2024
IX.	<p>Adjournment</p> <ul style="list-style-type: none"> ● Meeting concluded at 8:45 pm.

Respectfully submitted,
Alyssa Cross (Clerk)
February 12, 2024