

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

**January 11, 2020, 8:30 AM, Young Center, Elizabethtown College**

**In Attendance:** Paula Knudsen Burke (Chair), Rich Nornhold, Frank Rhodes, Kurt Sollenberger, Glenn Book, Kathy Nornhold, Brittany Hoeschele, Kendra Gottshall, Duane Hernley, Lyssa Morehart, George Snavely, Pastor Greg Laszakovits, Trina Hollinger, Carroll Kreider, Joe Detrick (Moderator), Pastor Jason Haldeman, Pastor Josh Tindall, Beth DeGoede, Pastor Pam Reist, Barbara Ellis, Vida Snavely, Karen Ungemach, Peg Over, Amy Karr, Jordan Eberhart, Ann Pineda Ziegler, Mandy Hileman, Alyssa Cross (Clerk)

I.	<b>Coffee, Gathering, and Welcome</b>
II.	<p><b>Devotions</b> <span style="float: right;"><b>Joe Detrick, Moderator</b></span></p> <ul style="list-style-type: none"> <li>● Leadership Characteristics (Luke 10: 1-12, 17) <ul style="list-style-type: none"> <li>○ Courage</li> <li>○ Tenacity</li> <li>○ Hard-working laborers</li> <li>○ Cooperative, work in teams</li> <li>○ Fortitude (you're not always welcome, but don't give up too quickly)</li> <li>○ Communication</li> <li>○ Meek (went out as lambs). Risk-taking</li> <li>○ Focus on the big picture: peace</li> <li>○ Recognize when work is successful or not; move when necessary</li> <li>○ Reliance on the Holy Spirit; travel light, carry nothing with you</li> </ul> </li> <li>● Implications for Church Board Leadership and Ministry for the Elizabethtown congregation <ul style="list-style-type: none"> <li>○ Graciously accept what is dealt</li> <li>○ Remain steadfast</li> <li>○ Work together</li> <li>○ Celebrate accomplishments - as instruments of God's will</li> <li>○ Acknowledge that it is work - it is hard.</li> <li>○ Integrated into the cultures to which they were sent out (eat what is set before you)</li> <li>○ 70 were sent out - <u>all</u> have a mission and a part in the work</li> </ul> </li> <li>● Implications for me as a developing church board member and ministerial leader within this ministry setting <ul style="list-style-type: none"> <li>○ Be a risk-taker; move out of comfort and be an example</li> <li>○ Invite others on the journey</li> <li>○ Meet people where they are</li> <li>○ Prayer - invite the work the Holy Spirit to be part of our lives (collectively and individually)</li> <li>○ Equipped by the Holy Spirit</li> </ul> </li> <li>● Common Prayer</li> </ul>
III.	<p><b>Introductory Activity</b> <span style="float: right;"><b>Paula Burke, Chair</b></span></p>
IV.	<p><b>Administrative Necessities &amp; Updates</b></p> <ul style="list-style-type: none"> <li>● Review of helpful documents</li> <li>● December minutes will be reviewed for approval at the February meeting</li> <li>● Finance Update (&amp; Celebration) <ul style="list-style-type: none"> <li>○ Fiscal 2019 ended with a surplus of approximately \$15,000</li> <li>○ \$500,000 came in during the month of December for the Capital Campaign.</li> </ul> </li> <li>● Witness Update <ul style="list-style-type: none"> <li>○ John Pavlovitz to come and speak in the spring (date tbd). Weekend event. Will have lots of opportunities for volunteers.</li> <li>○ Run for Peace: 2020 Run is on hold. No coordinator at this time. Considering the vision for the event and how it can make an impact. May no longer be a race. Open to ideas.</li> </ul> </li> <li>● Christian Ed Update <ul style="list-style-type: none"> <li>○ working on an adult elective series for March. Also, thanks to Karen for coordinating the volunteers for the children's programs.</li> </ul> </li> <li>● Nurture Update <ul style="list-style-type: none"> <li>○ Small Groups starting in a few weeks and continuing through May.</li> </ul> </li> <li>● Building Committee Update</li> </ul>

	<ul style="list-style-type: none"> <li>○ In the Design &amp; Development Phase. Carrissa working on coordinating with all involved parties (architects, commissions, pastoral team, ECC, ECNS) to hear the vision and needs so we can move to a more detailed building plan</li> <li>● Deacon Update <ul style="list-style-type: none"> <li>○ Meeting on 1/12/2020 for role assignment.</li> <li>○ Have lost 3 deacons this year, but welcoming Pat Williams to the group. Always looking for more Deacons.</li> <li>○ There are opportunities to volunteer to assist in other ways (such as funeral meals).</li> </ul> </li> <li>● Music Program Update <ul style="list-style-type: none"> <li>○ New singers or ensembles always welcome.</li> <li>○ Goal to improve in AV and technical capabilities this year. Looking for able and interested individuals to join the team.</li> </ul> </li> </ul>
V.	<p><b>Looking Back: Review 2019 Board Retreat Summary</b>  <i>What Ministry Activities Should We Stop Doing?</i></p> <ul style="list-style-type: none"> <li>● Mailbox paper - have started communicating some things in other ways (paper reduction, fiscal reasons, environmental reasons, focus on what's important) <ul style="list-style-type: none"> <li>○ Consider opportunities for people to opt-in or out of certain communications</li> <li>○ Consider text notifications</li> </ul> </li> </ul> <p><i>What Ministry Activities Should We Start Doing?</i></p> <ul style="list-style-type: none"> <li>● Church Visits <ul style="list-style-type: none"> <li>○ The pastoral team visited numerous congregations to learn how other congregations do church (parking lot to parking lot experience -- worship, staffing, etc. etc.)</li> </ul> </li> </ul> <p><i>What Ministry Activities Should We Keep Doing and Improve?</i></p> <ul style="list-style-type: none"> <li>● Children/Youth Engagement with families - a huge success and enthusiastic response</li> <li>● Worship <ul style="list-style-type: none"> <li>○ Have explored and continue to pursue new and different ways for engagement, keeping it fresh</li> <li>○ Having more than 1 Christmas Eve service was a success this year. Two services created space for more families to participate. There are opportunities for exploring different types of services at the two hours (i.e. contemporary and traditional, celebratory and reflective)</li> </ul> </li> </ul>
VI.	<p><b>Looking Forward: October 2019 Congregational Assessment</b>  Board members spent time individually, as pairs, and then as larger groups discussing what they thought were the major takeaways from the Fall 2019 Congregational Survey. Each group presented their ideas (lists follow) and Paula said we will continue to review these ideas throughout the year. Joe D. volunteered to further hone the teams' list for future discussions.</p> <p><b>What really matters? Three Things for the Board to Focus on for 2020</b>  <u>Team: Jordan, Karen, Vida Ann</u></p> <ol style="list-style-type: none"> <li>1. Strengthen peace emphasis/service – disaster relief not just military focus on the idea of peace – talking to others out in the community about our position on peace and how do we do peace</li> <li>2. Connections/deeper/welcoming/deeper relationship with God</li> <li>3. Get the building done! The building project helps create conversations</li> </ol> <p><u>Team: Glenn, Brittany, Barbara, Kathy</u></p> <ol style="list-style-type: none"> <li>1. Development social/spiritual connectedness – including older members, service opportunities, young families, 20/30s age group to give them leadership opportunities and general support, communicating about the building project</li> <li>2. Spiritual growth/Sunday School, Biblical grounding w/ youth</li> <li>3. Extend peace/nonviolence witness outside the community</li> </ol> <p><u>Team: Amy, Kurt, Rich, Mandy</u></p> <ol style="list-style-type: none"> <li>1. Continue to enhance interpersonal relationships through communications with a continued emphasis on openness to all</li> <li>2. Building excitement about building project but recognize need to do stuff now!</li> <li>3. Increase attendance, more people, more ability to impact through service</li> </ol> <p><u>Team: Greg, Pam, Josh, Jason</u></p> <ol style="list-style-type: none"> <li>1. Connections/relationships, spiritual and social</li> <li>2. Hospitality in broad terms, quality AV, good communications, including things as specific as “parking lot to parking lot”</li> </ol>

	<p>3. Develop process re: discernment for congregational growth while recognizing and considering those who may be uncomfortable with growth</p> <p><u>Team: Kendra, Beth, Carol, Peg, Frank</u></p> <ol style="list-style-type: none"> <li>1. Interconnected/intergenerational relationships – better communications/excitement re: building project</li> <li>2. Reaching out/education on peace and service and having political conversations (esp. in 2020), using technology to get the message out</li> <li>3. Openness to change and acceptance of difference</li> </ol> <p><u>Team: Trina, Lyssa, George, Duane</u></p> <ol style="list-style-type: none"> <li>1. Peace through service to others</li> <li>2. Interpersonal relationships/strengthening</li> <li>3. Enriching spiritual depth /intergenerational/small groups</li> </ol>
VII.	<p><b>Upcoming Meetings</b></p> <ul style="list-style-type: none"> <li>● 02/10/2020 - Board Meeting in Room 101 at 6:45 pm</li> </ul>
VIII.	<p><b>Closing devotions, Lunch</b></p>

Respectfully submitted,  
Alyssa Cross (Church Clerk)  
February 3, 2020