

**Please bring this Council Packet with you on November 17th**

**ELIZABETHTOWN CHURCH OF THE BRETHREN  
Fall Church Council Meeting Agenda  
November 17, 2019 at 12 Noon**

- |      |   |           |
|------|---|-----------|
| I.   | Welcome   | Moderator |
| II.  | Opening Litany  | Moderator |
| III. | Overview of Agenda                                      | Moderator |
| IV.  | Acceptance of Minutes<br>Spring Council – June 23, 2019 | Moderator |

- |    |                                       |             |
|----|---------------------------------------|-------------|
| V. | Presentation of Building Project Plan | Board Chair |
|----|---------------------------------------|-------------|

- |     |                            |             |
|-----|----------------------------|-------------|
| VI. | Building Project Motion #1 | Board Chair |
|-----|----------------------------|-------------|

*Action A: Approve Building Project Motion 1, as written below:*

We move for approval of the next phase of the building project:

- Building Project Scheme 20 Concept
- Estimated Cost of \$6,993,756
- The building committee is authorized to work with the architect to proceed with design development to prepare building specifications and to spend up to \$500,000 from building project pledge money, to pay for this phase of work.

- |      |                            |             |
|------|----------------------------|-------------|
| VII. | Building Project Motion #2 | Board Chair |
|------|----------------------------|-------------|

*Action B: Approve Building Project Motion 2, as written below:*

The Finance Committee is authorized to reallocate \$1,3000,000 of current invested funds to a conservative investment fund called “Building Project.” This money may be used after a future Council vote to approve the start of construction. If construction does not begin or the money is not needed, it will be allocated back to the original fund(s).

*continued on other side*

- VIII. The Treasurer's Report Exhibit A, Treasurer
- a) Summary Two-Year Comparative Balance Sheet – October 31, 2019
  - b) Comparative Income Statement with Current Year Budget –  
For Ten Months Ending October 31, 2019
  - c) Brethren Foundation Fund Analysis – 1/1/2019 to 9/30/2019
  - d) Conduit Balances – October 31, 2019
- Action C: Accept the Treasurer's Report*
- IX. Proposed Budget for 2020 Exhibit B, Treasurer  
Narrative Budget Exhibit C, Board Chair Elect
- Action D: Accept the Proposed Budget for 2020*
- X. Affirmation of Ministerial Licensing for: Moderator
- Rose Baer, Jason Haldeman, Naomi Kraenbring & Josh Tindall Exhibit D
- Action E: Re-affirm the licensing of Rose Baer, Jason Haldeman, Naomi Kraenbring & Josh Tindall to the ministry in the Atlantic Northeast District of the Church of the Brethren.*
- XI. Pastoral Team Report Exhibit E, Pastors
- XII. Reports of Church Board Exhibit F
- 1. Christian Education Commission
  - 2. Expressions Commission
  - 3. Nurture Commission
  - 4. Resources Commission
  - 5. Witness Commission
  - 6. Deacons
- XIII. Affirmation of Reports
- Action F: Receive & Accept the Reports of the Commissions, Committees, and Pastors*
- XIX. Gifts Discernment Committee - 2019 Church Leadership Slate Exhibit G
- Action G: Accept the Slate for 2019 Church Leadership Group Members*
- XV. Reflections and Questions Moderator
- XVI. Closing Prayer Pastor

## **Elizabethtown Church of the Brethren**

### **Building Project FAQ for Council Meeting Nov 17, 2019**

#### **What Has Happened Since May 2019?**

- The Building Committee scaled down Scheme 18. The committee created Scheme 19 and Scheme 20 to reflect financial restraints and congregational feedback.
- Scheme 20 was presented to the congregation in three different interpretive sessions.
- The Church Board reviewed Scheme 20 and recommendations from the Finance Committee.

#### **Where Are We Now?**

- The Church Board has approved three key items: 1) Scheme 20 with a cost estimate of \$6,993,576. 2) A Design Development process with a cost estimate of \$500,000. 3) The possible reallocation of up to \$1.3 million of our invested funds for the building project.

#### **What Is Design Development?**

- This 4-6 month process refines the details of space and layout of administrative, music, multi-purpose, classrooms, restrooms, storage, and lower level areas.
- The process also includes site development for parking and green space, code compliance, and bids from contractors.

#### **Why Is Design/Development the Next Step?**

- This critical process requires making final decisions about all the issues above. Plus, the bids from contractors will give us firm cost estimates so we will know more precisely how much money we will need to proceed.

#### **Where Will the Money Come From?**

- Four components
  - Pledged gifts (\$3.7 million)
  - Use of invested funds (\$1.3 million)
  - New/additional gifts (amount unknown)
  - Loan (amount unknown)

#### **Will Council Have Other Opportunities to Vote on the Project?**

YES. When the Design Development ends and we have firm financial estimates, the Board will bring a complete package for Council approval before the construction can begin.

## **What Is the Board Recommending to Church Council?**

The Board is bringing two recommendations for Church Council approval.

### **Building Project Motion #1.**

*Action A: Approve Building Project Motion 1, as written below:*

We move for approval of the next phase of the building project:

- Building Project Scheme 20 Concept
- Estimated Cost of \$6,993,756
- The building committee is authorized to work with the architect to proceed with design development to prepare building specifications and to spend up to \$500,000 from building project pledge money to pay for this phase of work.

### **Building Project Motion #2.**

*Action B: Approve Building Project Motion 2, as written below:*

The Finance Committee is authorized to reallocate \$1,3000,000 of current invested funds to a conservative investment fund called “Building Project.” This money may be used after a future Council vote to approve the start of construction. If construction does not begin or the money is not needed, it will be allocated back to the original fund(s).

## **What Happens Next If Church Council Approves the Recommendations?**

We will begin the Design Development phase ASAP

## **What Happens Next If Church Council Does Not Approve of One or Both of the Recommendations?**

The Board will review the Council’s actions and determine the next steps.

## **What Level of Support Is Required for Council Approval?**

According to our constitution (Article 14, section C), a simple majority (51%) is required for approval.

**Elizabethtown Church of the Brethren  
Spring Church Council Meeting Minutes**

**June 23, 2019 at 12:00 p.m.**

I.	<p><b>Welcome &amp; Opening Remarks</b></p> <ul style="list-style-type: none"> <li>• Joe Detrick, Moderator, called the meeting to order at 12:25 p.m.</li> </ul>	<b>Moderator</b>
II.	<p><b>Opening Prayer</b></p> <ul style="list-style-type: none"> <li>• Pastor Josh opened with a prayer focused on being better together</li> </ul>	<b>Pastor Josh</b>
III.	<p><b>Overview &amp; Approval of Agenda</b></p> <ul style="list-style-type: none"> <li>• Pastor Jason and Josh have swapped opening and closing prayer from the original agenda.</li> <li>• Amy Karr will be presenting on behalf of the Witness Commission for Peg Over.</li> <li>• Rhonda Myers will be presenting on behalf of the Nurture Commission for Beth DeGoede.</li> <li>• Finance Committee will not be presenting.</li> <li>• <b>To Accept the Addendum</b> <ul style="list-style-type: none"> <li>○ Motion by John David Bowman. Seconded by Don Kraybill. Addendum accepted.</li> </ul> </li> <li>• <b>To Accept the Agenda</b> <ul style="list-style-type: none"> <li>○ Motion by Ken Kreider. Seconded by Barry Garman. Agenda accepted.</li> </ul> </li> </ul>	<b>Moderator</b>
IV.	<p><b>Acceptance of Minutes</b></p> <ul style="list-style-type: none"> <li>• Fall Council   November 18, 2018 <ul style="list-style-type: none"> <li>○ Motion to accept by Barry Garman. Seconded by Don Kraybill. Fall Council Meeting Minutes accepted as presented.</li> </ul> </li> </ul>	<b>Moderator</b>
V.	<p><b>Treasurer's Report</b></p> <ul style="list-style-type: none"> <li>• Summary Two-Year Comparative Balance Sheet - December 31, 2018</li> <li>• Comparative Income Statement with Current Year Budget - For Twelve Months Ending December 31, 2018</li> <li>• Brethren Foundation Fund Analysis - 01/01/2018 to 12/31/2018</li> <li>• Summary Two-Year Comparative Balance Sheet - May 31, 2019</li> <li>• Comparative Income Statement with Current Year Budget - For Five Months Ending May 31, 2019</li> <li>• Long-Term Investments with the BFI</li> <li>• Questions <ul style="list-style-type: none"> <li>○ Jim Hollinger <ul style="list-style-type: none"> <li>■ What is the origin of the values for the long-term funds on the balance sheet? <ul style="list-style-type: none"> <li>• These are book values and exclude the market value appreciation of the invested funds.</li> </ul> </li> <li>■ What are the guidelines for how the facilities fund can be used? <ul style="list-style-type: none"> <li>• Amounts over 10% of the insured value of the property (currently about \$714,000) can be used for capital improvements and emergency repairs.</li> </ul> </li> </ul> </li> </ul> </li> <li>• <b>Action A: To Accept the Treasurer's Report</b> <ul style="list-style-type: none"> <li>○ Motion to accept the Treasurer's Report by Karen Stoltzfus. Seconded by Ken Kreider. Accepted as presented.</li> </ul> </li> </ul>	<b>Exhibit A</b>
VI.	<p><b>Reports of Commissions &amp; Committees</b></p> <ul style="list-style-type: none"> <li>• Christian Education, Kathy Nornhold <ul style="list-style-type: none"> <li>○ Working to solve the issue of space. Need for more room for Sunday School, particularly adult classes with exciting growth. The portable classroom has accommodated many of the needs for space. Thank you to the many hands that worked to make this possible.</li> <li>○ Looking forward to Children's Church moving from once a month to increased frequency. At least twice per month. We will need more volunteers.</li> </ul> </li> <li>• Expressions, Karen Ungemach <ul style="list-style-type: none"> <li>○ Live streaming improvements.</li> <li>○ Continuing to upgrade technology and training more people to help.</li> <li>○ Kudos to this congregation for nurturing and encouraging talent development.</li> <li>○ New development - band camp</li> </ul> </li> <li>• Nurture, Rhonda Myers <ul style="list-style-type: none"> <li>○ New this year - taize style lent experience</li> </ul> </li> </ul>	<b>Exhibit B</b>

	<ul style="list-style-type: none"> <li>○ Date night - offering childcare for families with young children</li> <li>○ The development of small groups is to come. A subcommittee has been formed.</li> <li>● Resources, Dick Keesey <ul style="list-style-type: none"> <li>○ Solved the issue of the blinking lights in the sanctuary</li> <li>○ Working on updating the resources manual</li> <li>○ Upgrading the computers in the office</li> <li>○ Replacing monitors in the Christian Ed entrance/childcare entrance</li> <li>○ Thank you to all that worked on the portable classroom to make the access porch.</li> <li>○ Safety &amp; Security team has been established</li> </ul> </li> <li>● Witness, Amy Karr <ul style="list-style-type: none"> <li>○ Tremendous success of the bucket project, kudos for exceeding the goal</li> <li>○ Community Cupboard</li> <li>○ There was a recent gift from the O&amp;M fund to an individual from Nigeria studying nursing</li> </ul> </li> <li>● Deacon Representative, Vida Sue Snavelly <ul style="list-style-type: none"> <li>○ There are 40 deacons organized into 3 groups to serve as ministers to the congregation</li> <li>○ Visitation is one of the greatest ministries. Over 5,000 visits in hospitals, homes, and retirement communities.</li> <li>○ Serving meals following memorial and funeral services for church members. Seeking more volunteers for this service. <ul style="list-style-type: none"> <li>■ Comment from John David Bowman - extend the announcement about the need for volunteers on a Sunday morning</li> </ul> </li> </ul> </li> <li>● Finance Committee <ul style="list-style-type: none"> <li>○ No report was given.</li> </ul> </li> <li>● Campaign Committee Update, Donna Hollinger &amp; Don Kraybill <ul style="list-style-type: none"> <li>○ 150 households made a commitment for a campaign contribution</li> <li>○ Raised \$3.65M - happy to report that exceeded the expectations by \$1.7M by a congregation of our size and budget</li> <li>○ Letter to come on June 30 which includes a copy of the commitment form and a statement of the pledge.</li> <li>○ Very important that all gifts are clearly identified as campaign gifts.</li> </ul> </li> </ul>
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VII.	<table border="0" style="width: 100%;"> <tr> <td style="width: 60%;"><b>Board Report</b></td> <td style="width: 40%; text-align: right;"><b>Exhibit C</b></td> </tr> <tr> <td><b>Nancy Hivner</b></td> <td style="text-align: right;"><b>Board Chair</b></td> </tr> </table> <ul style="list-style-type: none"> <li>● Overview of Church Board Activities <ul style="list-style-type: none"> <li>○ Joy to serve alongside the talented individuals who serve this congregation</li> <li>○ Review of Exhibit C - already seeing some movement in these areas as demonstrated by the Commission reports <ul style="list-style-type: none"> <li>■ Comment from Jim Beckwith - seeing the priority to stop allocating time to the denomination gives him great pause. This denomination needs this congregation and our witness. Hopes that we will continue to help this denomination be what it needs to be.</li> <li>■ Response from Nancy - we are trying to find balance. We don't want to invest so much to the denomination to the detriment of our own congregational needs.</li> </ul> </li> <li>○ Meeting of ordained clergy, board chairs, and moderators in the ANE district <ul style="list-style-type: none"> <li>■ Challenges in the ANE district. A committee has been formed to have more discussion on next steps.</li> <li>■ Comments and feedback: <ul style="list-style-type: none"> <li>● Jlm Beckwith - had a different experience at the meeting and was not aware of the abusive conversations that occurred. This should be shared with Pete Kontra.</li> <li>● Carroll Kreider - thank you to Nancy for coming along to the table to bear witness to some of the attitudes within the district towards ECOB.</li> <li>● John David Bowman - also received some vitriolic responses at his table. Was not a redeeming moment.</li> <li>● Amy Karr - feedback from the 20s/30s class is that the growth in our congregation is in part due to the support for the LGBTQ community. It's important and it matters.</li> <li>● Ken Kreider - there is a change. We have more female leadership. Change is good.</li> </ul> </li> </ul> </li> </ul> </li> </ul>	<b>Board Report</b>	<b>Exhibit C</b>	<b>Nancy Hivner</b>	<b>Board Chair</b>
<b>Board Report</b>	<b>Exhibit C</b>				
<b>Nancy Hivner</b>	<b>Board Chair</b>				

	<ul style="list-style-type: none"> <li>● John Stoltzfus- came to this congregation from Midway. This issue is happening across many denominations across the world.</li> <li>● Building Project Update <ul style="list-style-type: none"> <li>○ Building Committee is working to deliver the priorities of the congregation within the financial means but needs more time.</li> <li>○ The next step will be to review revised sketches and a financial package.</li> <li>○ Lisa Clemens has had to step down from her role on the Building Committee. We thank her for her work.</li> </ul> </li> </ul>
VIII.	<div style="display: flex; justify-content: space-between;"> <div style="width: 60%;"> <p><b>Pastoral Team Report</b></p> <ul style="list-style-type: none"> <li>● <b>Josh Tindall</b> <ul style="list-style-type: none"> <li>○ Fantastic board meetings. Encouraging results of our January retreat, many ideas focused on worship.</li> <li>○ Worship Planning Team - exploring new things. Visits to other congregations are planned to learn possibilities. Focused on making worship meaningful to all ages.</li> <li>○ Great community within the music ensembles. Chancel choir experiencing growth (ran out of chairs!). Youth are part of intergenerational ensembles that we see weekly - not just as their own group on a monthly rotation.</li> </ul> </li> <li>● <b>Jason Haldeman</b> <ul style="list-style-type: none"> <li>○ Growth in the 20s/30s class. Improvements in having a regular place to meet.</li> <li>○ Shine class (preK) has doubled in size.</li> <li>○ The portable classroom has exceeded expectations and had a positive ripple effect across many classes.</li> <li>○ Thankful for the many volunteers that make the work possible.</li> <li>○ With an influx of new people comes the challenge of knowing people. There is a desire to go deeper and this has encouraged the formation of Small Groups. A committee has been formed to explore what that might look like for our congregation.</li> </ul> </li> <li>● <b>Greg Laszakovits</b> <ul style="list-style-type: none"> <li>○ Seeing growth in numbers and also in our mindset and spirituality.</li> <li>○ Growth might not look like what we had imagined.</li> </ul> </li> <li>● <b>Pam Reist</b> <ul style="list-style-type: none"> <li>○ Thanks to the deacons on behalf of the pastors for their many visits. Meaningful visits from skilled deacons allow people to feel cared for.</li> <li>○ Great news on Naomi's ordination coming out of the district</li> <li>○ Regarding the District Policy on Same-Gender Marriage: <ul style="list-style-type: none"> <li>■ Need a 2/3 majority to pass polity. 54% of district delegates support punitive measures, but not a 2/3 majority.</li> <li>■ Agreement within the district that we cannot continue together. There must be a peaceful way to find a way forward separately.</li> <li>■ It has been helpful to have voices from our congregation at the district meetings.</li> <li>■ We don't know what the future holds, but we are faithfully following God's call.</li> </ul> </li> </ul> </li> <li>● <b>Questions/Comments</b> <ul style="list-style-type: none"> <li>○ Jim Beckwith - appreciate these pastors very much (met with great applause)</li> <li>○ Jean Moyer - delighted to see that some from the 20s/30s class will be discussing Don Kraybill's book <i>The Upsidedown Kingdom</i></li> </ul> </li> </ul> </div> <div style="width: 35%; text-align: right;"> <p><b>Exhibit D</b></p> </div> </div>
IX.	<p><b>Affirmation of Reports</b></p> <ul style="list-style-type: none"> <li>● <b>Action B: Receive and accept the reports of the Commissions, Committees, Board Chair, and Pastoral Team</b> <ul style="list-style-type: none"> <li>○ Motion by Naomi Kraenbring. Seconded by Karen Stoltzfus. Reports accepted as presented.</li> </ul> </li> </ul>
X.	<div style="display: flex; justify-content: space-between;"> <div style="width: 60%;"> <p><b>District Conference Delegate</b></p> <ul style="list-style-type: none"> <li>● Lynne Hockley is nominated to serve as District Conference delegate for the Fall 2019 ANE District Conference meeting, in place of Judith Gible who cannot attend this fall. <ul style="list-style-type: none"> <li>○ Motion by Ken Kreider. Seconded by Anna May Belser.</li> </ul> </li> <li>● Voice call to approve all motions. Approved.</li> </ul> </div> <div style="width: 35%; text-align: right;"> <p><b>Addendum</b></p> </div> </div>

X.	<p><b>Moments of Reflections and Questions</b></p> <ul style="list-style-type: none"> <li>● Ken Kreider - Bible does not say that marriage is <i>only</i> between a man and a woman.</li> <li>● Anna Belser - really appreciates the younger generation coming up and taking on leadership roles</li> <li>● John Stoltzfus - “Nothing is more resisted or more permanent than change.”</li> <li>● Moderator Comments - Leadership is here to serve in partnership in ministry with the congregation.</li> </ul> <p style="text-align: right;"><b>Moderator</b></p>
XI.	<p><b>Closing Prayer</b></p> <ul style="list-style-type: none"> <li>● Jason concluded the meeting with a prayer.</li> <li>● Meeting concluded at 2:20 p.m.</li> </ul> <p style="text-align: right;"><b>Pastor Jason</b></p>

Respectfully submitted,  
Alyssa Cross, Church Clerk  
June 24, 2019



**Elizabethtown Church of the Brethren**  
**SUMMARY Two-Year Comparative Balance Sheet**  
**October 31, 2019**

	This Year	Last Year
<b>ASSETS</b>		
*Cash	503,316.82	130,862.94
*Advances/Prepays/Receivables	11,629.22	12,106.07
*Property & Equipment	1,113,983.89	1,073,991.73
Investments at "Cost" - see Note below		
*K E Bucher Music Fund	48,212.76	47,860.35
*Christian Education Fund	13,424.43	13,135.43
*Facilities Fund	327,731.96	312,018.35
*Outreach & Ministry Fund	366,799.34	380,683.20
*Annuity Fund	0.00	0.00
*M.O'Donnell Music Fund	408,155.93	418,896.83
*Memorial Fund	4,325.64	4,186.03
*Pastoral Housing	87,282.52	91,728.47
*Organ Fund	10,212.65	9,939.12
Total Investments	1,266,145.23	1,278,447.78
Total Assets	2,895,075.16	2,495,408.52
<b>LIABILITIES AND CAPITAL</b>		
Liabilities		
Accounts Payable	10,489.27	7,311.01
Reserve - Sabbaticals	0.00	1,213.05
Budget Surplus Carryover	5,309.76	0.00
*Payroll Withholdings/Deductio	(1,858.61)	(988.71)
*Conduits	446,721.36	(22,538.59)
*Endowment Funds Income on Han	0.00	0.00
*Lilly Grant	0.00	0.00
*Notes Payable - Individuals	0.00	0.00
*Notes Payable - Other	0.00	0.00
Total Liabilities	460,661.78	(15,003.24)
Capital		
*Other Funds	2,353,778.17	2,307,370.56
Accumulated Surplus	114,084.89	114,084.89
Current Year Net	(33,449.68)	88,956.31
Total Capital	2,434,413.38	2,510,411.76
Total Liabilities & Capital	2,895,075.16	2,495,408.52
Total Market Value of Assets	\$ 4,104,414	\$ 3,458,563

Note: Investments in Brethren Foundation Inc Funds are carried on the balance sheet at cost, which includes amounts paid into the funds to purchase shares, plus interest and dividend income earned, less fees paid and amounts of any withdrawals. Market appreciation or declines are not reflected in the balances recorded in the general ledger.

Unaudited - For Management Purposes Only - Reports Printed November 5, 2019

**Elizabethtown Church of the Brethren**  
***Comparative Income Statement with Current Year Budget***  
**For the Ten Months Ending October 31, 2019**

	Budget This Yr	YTD - Budget	YTD - Actual	YTD - Last Year
<b>Budgeted Revenues</b>				
Offerings; Finance Com. Recom	778,125.00	648,437.50	626,463.02	642,767.00
Rents	57,000.00	47,500.02	43,408.00	37,782.00
Interest Income	0.00	0.00	1,997.34	189.38
Transfer from Housing Fund	8,000.00	6,666.68	6,666.70	6,666.70
Transfer from Facility Fund	20,000.00	16,666.68	0.00	0.00
Discounts/Misc	0.00	0.00	0.00	1,054.71
<b>Total Budgeted Revenues</b>	<b>863,125.00</b>	<b>719,270.88</b>	<b>678,535.06</b>	<b>688,459.79</b>
<b>Budgeted Disbursements</b>				
Ministry Salaries & Benefits	519,526.00	432,938.32	421,085.40	414,084.80
Administration	31,400.00	26,166.64	24,995.67	25,694.25
Expressions	11,002.00	9,168.32	7,288.29	6,335.78
Nurture	17,000.00	14,166.68	7,834.14	11,991.55
Christian Education	6,300.00	5,250.00	3,308.00	3,559.29
Witness/Outreach	86,250.00	71,874.84	70,358.91	61,358.62
Resources	185,647.00	154,705.86	182,558.53	107,309.11
Deacon Board	3,300.00	2,750.00	1,113.06	346.93
MAP	2,700.00	2,250.04	0.00	694.00
<b>Total Budgeted Disbursements</b>	<b>863,125.00</b>	<b>719,270.70</b>	<b>718,542.00</b>	<b>631,374.33</b>
<b>Net Budgeted Items</b>	<b>0.00</b>	<b>0.18</b>	<b>(40,006.94)</b>	<b>57,085.46</b>

ETH TOWN CHURCH OF THE BRETHREN

BRETHREN FOUNDATION FUND ANALYSIS 1/1/2019 TO 09/30/19

FUND NAME	12/31/2018 BEGINNING MARKET VALUE	2019 INTEREST & DIVIDEND INCOME	2019 ADMIN. FEES	ADDITIONS TO FUND	DISTRIBUTIONS FROM FUND	MARKET VALUE INCREASE (DECREASE)	9/30/2019 ENDING MARKET VALUE	9/30/2019 COST PER INVESTMENTS GENERAL LED.	9/30/2019 Market OVER (UNDER) COST
K. E. Bucher Music Fund	75,822.59	1,426.21	(346.29)			11,831.80	88,734.31	48,212.76	40,521.55
Christian Education Fund	34,689.10	651.95	(158.41)			5,413.65	40,596.29	13,424.43	27,171.86
Facilities Fund - Bal.	545,957.46	10,536.50	(2,491.58)	224,211.18		85,583.81	863,797.37	327,731.96	536,065.41
Facilities Fund - Bonds	202,746.69	4,724.30	(898.18)		(224,211.18)	17,638.37	0.00		
	748,704.15	15,260.80	(3,389.76)	224,211.18	(224,211.18)	103,222.18	863,797.37	327,731.96	536,065.41
Outreach & Ministry Fund - Bonds	202,746.68	4,724.30	(898.18)		(224,211.18)	17,638.38	0.00		
Outreach & Ministry Fund - Bal.	430,961.16	8,372.87	(1,974.44)	224,211.18		67,638.47	729,209.24	366,799.34	362,409.90
	633,707.84	13,097.17	(2,872.62)	224,211.18	(224,211.18)	85,276.85	729,209.24	366,799.34	362,409.90
Annuity Fund									
Plant Fund - Pastor Housing	188,529.94	3,547.22	(862.49)			29,418.11	220,632.78	87,282.52	133,350.26
Organ Fund	14,689.31	275.55	(67.01)			2,292.98	17,190.83	10,212.65	6,978.18
O'Donnell Music Ministry	411,764.12	7,747.85	(1,884.36)			64,250.95	481,878.56	408,155.93	73,722.63
Memorial Funds	7,528.33	140.97	(34.43)			1,175.41	8,810.28	4,325.64	4,484.64
TOTAL ALL BF FUNDS	2,115,435.38	42,147.72	(9,615.37)	448,422.36	(448,422.36)	302,881.93	2,450,849.66	1,266,145.23	1,184,704.43

Market Value @ 10/31/2019 = \$2,475,484  
 Investment Return this year = +17.0%  
 Dollar increase in investments = \$360,049

**Elizabethtown Church of the Brethren**  
**Conduit Balances**  
**October 31, 2019**

		This Year
*Conduits		
2601	N - Pre-Elementary Offerings	54.16
2602	Elementary Offerings	201.35
2603	N - Jr High Offerings	45.00
2606	Youth NYC Fund	19,055.45
2607	ECHO	79.88
2608	N - Post High	1,524.70
2609	CROP	19.00
2615	N - Youth Work Camp	670.85
2616	Refugee Family	22,395.63
2618	Disaster Response Team	1,434.80
2619	Nigerian Crisis Fund	805.00
2623	Food Bank	675.00
2624	Peace Group Activities	454.42
2625	Quilt Fund	375.00
2631	Fifty-Plus Fund	60.15
2633	Disaster Buckets	221.15
2634	Children's Disaster Ministries	100.00
2636	Equal Exchange	(823.37)
2637	Immigration Support	5,658.00
2641	Memorial Fund/Garden	2,859.53
2644	Softball Fundraiser	721.17
2648	Camp Swatara	(898.00)
2650	N - Jr High Conference	1,088.35
2661	Bldg Invest 2017 -Campaign	505,214.40
2661.1	Bldg Investment - Expenses	(127,130.41)
2667	School Kits	10.00
2670	N - Brethren Buddies Fundraise	135.29
2678	Ziegler Mem/3K PeaceRun	40.00
2680	Nigerian Trip	1,100.00
2682	Nepal	50.00
2683	Deacon Administrative Exp	57.49
2689	Belinda K Good Memorial Fund	1,055.00
2690	Deacons Benevolence	11,882.97
2690.3	Benevolence Loan #2	(1,000.00)
2690.4	Benevolence Loan #3	(1,056.00)
2690.5	Benevolence Loan #4	(250.00)
2690.6	Benevolence Loan # 5	(1,639.50)
2691	Conduit Balances	419.50
2693	S.E.R.R. V.	479.28
2694	Alternative Gift Fair	281.10
2695	Yoga Class	84.00
2699	Library Fund	211.02
	Total	446,721.36

ELIZABETHTOWN CHURCH OF THE BRETHREN

Exhibit B

	Proposed Budget 2020	Percent Change from 2019	Budget 2019	Estimated 2019
<b>MINISTRY SALARIES &amp; BENEFITS</b>	531,699	2.3%	519,526	511,536
<b>ADMINISTRATION</b>	30,100	-4.1%	31,400	28,550
<b>EXPRESSIONS</b>	11,002	0.0%	11,002	9,780
<b>NURTURE</b>	17,550	3.2%	17,000	13,852
<b>CHRISTIAN EDUCATION</b>	6,600	4.8%	6,300	4,850
<b>WITNESS &amp; OUTREACH</b>	91,230	5.8%	86,250	85,286
<b>RESOURCES</b>	219,822	18.4%	185,647	209,195
<b>DEACON BOARD</b>	3,300	0.0%	3,300	2,900
<b>MAP TEAMS</b>	1,000	-63.0%	2,700	500
<b>GRAND TOTAL EXPENSES</b>	<b>912,303</b>	<b>5.7%</b>	<b>863,125</b>	<b>866,449</b>
Offerings	803,303	3.2%	778,125	760,888
Rents	67,000	17.5%	57,000	57,000
Transfer from Housing Fund	8,000	0.0%	8,000	8,000
Transfer from Facility Fund	34,000	70.0%	20,000	20,000
<b>GRAND TOTAL INCOME</b>	<b>912,303</b>	<b>5.7%</b>	<b>863,125</b>	<b>845,888</b>
<b>Gain/loss</b>	(0)		0	(20,561)
Projected 2020 Outlay from the O&M Fund:		28,447		
Projected 2020 Outlay from the Music Ministries Fund:		18,810		

## ELIZABETHTOWN CHURCH OF THE BRETHREN

		Proposed Budget 2020	Percent Change from 2019	Proposed Budget 2019	Estimated Actual 2019
<b>MINISTRY SALARIES &amp; BENEFITS</b>					
5101	Salary (Greg)	81,258	0.8%	80,574	80,574
5102	Salary (Pam)	79,896	0.8%	79,224	79,224
5103.1	Salary (Josh)	72,870	3.4%	70,503	70,503
5103.2	Salary (Jason)	60,646	4.0%	58,303	58,303
5114	Salary, Administrative Assistant I	37,454	2.0%	36,720	36,720
5115	Salary, Administrative Assistant II	22,698	2.0%	22,253	22,253
5116	Salary, Organist	14,432	2.0%	14,149	14,149
5117	Salary, Bell Choir	5,306	2.0%	5,202	5,202
5121	Facility Management	24,024	51.4%	15,868	18,000
5104	Pension	39,855	2.1%	39,039	39,039
5105	Medical/Life/Dental/LTD/Vision	72,711	-6.6%	77,885	70,000
5106	Social Security	7,949	10.3%	7,206	7,369
5107	Auto - Pastors	2,600	0.0%	2,600	2,500
5108	Professional Growth - Pastors	6,000	0.0%	6,000	4,000
5112	Professional Expense	1,500	0.0%	1,500	1,200
5111	Sabbath Rest	2,500	0.0%	2,500	2,500
	Total	531,699	2.3%	519,526	511,536
<b>ADMINISTRATION</b>					
5201	Office Supplies	4,000	0.0%	4,000	4,000
5202	Telephone/Internet/Cell Phone	6,000	0.0%	6,000	6,000
5203	Postage	500	-50.0%	1,000	1,200
5205	Bank/Credit Card Fees	350	0.0%	350	200
5310	Accounting Services	7,500	4.2%	7,200	7,200
5460	Conference Delegate Expense	6,000	-20.0%	7,500	4,500
5462	Staff Enrichment	100	0.0%	100	50
5463	Retreats/Pastor Appreciation	300	0.0%	300	150
5464	Copier Lease	5,200	8.3%	4,800	5,200
5465	Recruitment	150	0.0%	150	50
	Total	30,100	-4.1%	31,400	28,550
<b>EXPRESSIONS</b>					
5501	Pulpit Substitutes	525	0.0%	525	150
5502	Organist Substitutes	525	0.0%	525	150
5510	Worship Environments	400	0.0%	400	420
5511	Worship & Funeral Bulletins	2,452	0.0%	2,452	2,400
5520	Music & Special Materials	2,875	0.0%	2,875	2,500
5530	Fellowship Committee Activities	600	0.0%	600	1,100
5591	Professional Growth	200	0.0%	200	200
5592	Aids to Worship	2,000	0.0%	2,000	2,000
5594	Ushers' Breakfast	100	0.0%	100	12
5595	Copyright License	825	0.0%	825	848
5601	Drama	500	0.0%	500	0
	Total	11,002	0.0%	11,002	9,780
<b>NURTURE</b>					
6125	Congregational Wellness Team	400	0.0%	400	100
6130	Camp Swatara (Good as Gold)	4,500	0.0%	4,500	4,000
6140	Lenten Worship	300	0.0%	300	208
6141	Church Picnic/Gatherings	800	0.0%	800	427

## ELIZABETHTOWN CHURCH OF THE BRETHREN

		Proposed Budget 2020	Percent Change from 2019	Proposed Budget 2019	Estimated Actual 2019
6150	Golden Age Dinner	900	0.0%	900	900
6160	Post High Group	300	0.0%	300	0
6170	Senior High Youth Group	1,500	0.0%	1,500	750
6180	National Youth Conference	3,000	0.0%	3,000	3,000
6185	Natl Jr High Conference	600	0.0%	600	600
6190	Jr High Youth Group	800	0.0%	800	400
6201	<b>Faith Markers (moved to C.E. for 2020)</b>	0	-100.0%	300	300
6202	Graduate Sunday	100	0.0%	100	67
6203	Parents of Young Children	100	0.0%	100	100
6220	Parish Resource Center	700	0.0%	700	700
6225	Samaritan Counseling Ctr	600	0.0%	600	600
6245	Child Protection Policy	50	0.0%	50	50
6260	Library Materials	200	0.0%	200	50
6282	GH Decorating	100	0.0%	100	50
6283	Fantasy Football	50	0.0%	50	25
6329	Womens Retreat	500	0.0%	500	500
6330	Brethren Buddies	300	0.0%	300	150
6335	Congregational Spiritual Grwth&Enrichm	1,000	233.3%	300	300
6340	Camp Swatara Events	500	0.0%	500	500
6345	Fifty Plus Group	100	0.0%	100	75
7235	<b>Messenger</b>	150	N/A	0	0
<b>Total</b>		<b>17,550</b>	<b>3.2%</b>	<b>17,000</b>	<b>13,852</b>
<b>Christian Education</b>					
6201	<b>Faith Markers</b>	300	N/A	0	0
6620	Sunday School Curric. & Resources	4,500	0.0%	4,500	4,100
6630	Vacation Bible School	1,200	0.0%	1,200	450
6640	Teacher Recognition	200	0.0%	200	100
6650	Teacher Training	400	0.0%	400	200
<b>Total</b>		<b>6,600</b>	<b>4.8%</b>	<b>6,300</b>	<b>4,850</b>
<b>WITNESS &amp; OUTREACH</b>					
7120	Church World Service (Lancaster)	2,500	0.0%	2,500	2,500
7130	Bethany Theological Seminary	3,800	0.0%	3,800	3,800
7140	Camp Swatara	3,000	0.0%	3,000	3,000
7150	District Budget	16,500	0.0%	16,500	16,500
7155	Susquehanna Valley Ministry Center	2,500	0.0%	2,500	2,500
7160	Elizabethtown College	2,500	0.0%	2,500	2,500
7170	Mission & Ministry Bd	25,200	0.0%	25,200	25,200
7180	UCEA	2,500	0.0%	2,500	2,500
7182	New Community Project	2,500	0.0%	2,500	2,500
7185	Etown Child Care	2,500	0.0%	2,500	2,500
7195	Samara	2,500	0.0%	2,500	2,500
7200	Brethren Village	2,500	0.0%	2,500	2,500
7220	Lanc. Co. Council of Churches	2,500	0.0%	2,500	2,500
7230	COBYS	2,500	0.0%	2,500	2,500
7235	<b>Messenger (moved to Nurture for 2020)</b>	0	-100.0%	150	150
7270	On Earth Peace	2,500	0.0%	2,500	2,500
7290	Special Outreach	500	0.0%	500	400
7320	Evangelism Events/Hospitality Comm	1,000	0.0%	1,000	700
7321	Communications Committee	1,000	0.0%	1,000	700
7335	Brethren Village Key Lady	0	-100.0%	100	86
7340	Brethren Housing Assn	2,500	0.0%	2,500	2,500

## ELIZABETHTOWN CHURCH OF THE BRETHREN

		Proposed Budget 2020	Percent Change from 2019	Proposed Budget 2019	Estimated Actual 2019
7372	Quilting Group	500	0.0%	500	250
7375	ECHOS	2,500	0.0%	2,500	2,500
7399	Run for Peace	2,000	0.0%	2,000	2,000
	<b>Adjustment to get to 10% of budget</b>	5,230	N/A	0	0
	<b>Total</b>	<b>91,230</b>	<b>5.8%</b>	<b>86,250</b>	<b>85,286</b>
<b>RESOURCES</b>					
8102	Custodial - Seasonal	2,500	25.0%	2,000	2,500
8106	Janitorial Services	39,164	47.8%	26,490	34,500
8110	Envelopes	356	-44.2%	638	350
8120	Insurance	16,571	13.7%	14,578	16,000
8130	Equipment/Improvements	20,000	100.0%	10,000	25,000
8150	Maintenance/Repairs	30,000	11.4%	26,920	20,000
8151	Kitchen Supplies	1,000	-50.0%	2,000	1,000
8154	Landscaping	10,000	203.0%	3,300	13,650
8155	Rider Cemetery	1,200	71.4%	700	500
8160	Service Contracts	19,424	-5.8%	20,625	17,000
8180	Electricity	16,145	0.0%	16,145	15,000
8190	Fuel	12,142	1.6%	11,951	10,500
8200	Water/Sewer Rental	6,300	0.0%	6,300	6,300
8210	Fire Company/Ambulance	1,000	0.0%	1,000	1,000
8301	Interest (NYC/Bldgs/etc))	700	40.0%	500	500
8315	Capital Improvements	35,000	0.0%	35,000	25,000
8320	Stewardship Education	500	0.0%	500	250
8322	Classroom Trailer Rental	6,000	-14.3%	7,000	20,145
	<b>Sunday Security</b>	1,820	N/A	0	0
	<b>Total</b>	<b>219,822</b>	<b>18.4%</b>	<b>185,647</b>	<b>209,195</b>
<b>DEACON BOARD</b>					
8501	Communion & Love Feast	500	0.0%	500	400
8502	Local Benevolences	2,000	0.0%	2,000	2,000
8503	Communications Ministry	400	0.0%	400	400
8504	Funeral Expense	400	0.0%	400	100
	<b>Total</b>	<b>3,300</b>	<b>0.0%</b>	<b>3,300</b>	<b>2,900</b>
<b>MAP Teams</b>					
8701	Spiritual Growth	0	-100.0%	500	0
8702	LEAP	1,000	-50.0%	2,000	500
8703	Worship Attendance	0	-100.0%	200	0
	<b>Total</b>	<b>1,000</b>	<b>-63.0%</b>	<b>2,700</b>	<b>500</b>
<b>GRAND TOTAL</b>					
		<b>912,303</b>	<b>5.7%</b>	<b>863,125</b>	<b>866,449</b>
	Offerings	803,303	3.2%	778,125	760,888
	Rents	67,000	17.5%	57,000	57,000
	Transfer from Housing Fund	8,000	0.0%	8,000	8,000
	Transfer from Facility Fund	34,000	70.0%	20,000	20,000
	<b>Total Income</b>	<b>912,303</b>	<b>5.7%</b>	<b>863,125</b>	<b>845,888</b>
	Gain/loss	(0)		0	(20,561)





# 2020 Budget Narrative

Our congregation had a meaningful year in 2019:



Our congregation has had a tremendous year of peace, service and openness to all, with far too many wonderful things to list, but among some of our members' work:

- Collection of 278 disaster relief buckets for Church World Service
- New Memory Loss Caregivers Support Group
- Run for Peace 5K raised money for the Community Place on Washington
- Taize-style Lent experience
- "Youth Sunday" where graduating seniors reflected on their time at Etown COB
- Date night, offering childcare for families with young children.
- SHINE Class (preK) has doubled in size
- Compelling sermon series, including "Moonshot"
- A home for hundreds of community children and families by hosting ECNS & ECCC
- Chancel choir growth and increased diversity in ensembles
- \$3.7 million in capital campaign pledges
- Positive ripple effect seen from installation of a temporary, portable classroom to handle the addition of Sunday School Classes (20s/30s and Mustard Seeds)
- Increased virtual participation -- between 100-200 weekly views of our worship services and sermons.
- Largest Inquirers' (new member) class in last 13+ years
- 40 members had a great time at the biennial Church of the Brethren National Older Adult Conference

These ministries and many more are planned and facilitated through our Church Board and commissions, with spiritual emphasis and inspiration provided by our pastoral staff. These ministries are funded through the faithful gifts of our members and friends. Here is a summary of our 2020 plan:



## Ministry Salaries, Benefits, and Administration

Our pastors and staff members enhance the life of our congregation as they minister to us, serve with us, make connections with partner congregations, serve the district and denomination, and invest in further education and training. Allocation of our gifts in these areas provides:

- Competitive compensation for our staff members
- Continuing education and development for our staff
- A comprehensive benefits package for full-time staff members
- Expenses for staff and delegate attendance at Annual Conference
- Accounting services, office equipment and supplies

**Total Budget for Ministry Salaries & Benefits \$531,699, up 2.3%**

**Total Budget for Administration \$30,100, down 4.1%**

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## Resources

The Resources Commission oversees our building and grounds to put us in the best position possible to provide ministry within and beyond the walls of the church, now and into the future. The Resources Commission works to maintain and improve the functionality and appearance of our building. The Resources Commission has consulted with the Building Improvements Committee.



This budget is increased due to:

- Higher costs for cleaning services
- Allocations for improvements, repairs, and maintenance
- Landscaping and tree services
- Given the funding needs of the Resources Committee to care for our aging building, the Board decided to increase the transfer amount from the Facility Fund to \$34,000 this year. This represents approximately 4% of the current market value of this fund. It is also noted that the current \$20,000 transfer amount has been in place and has not changed for many years. Last year we didn't make the budgeted \$20,000 transfer.

**Total Budget – \$219,822, up 18.4%**

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## Witness and Outreach

This commission plans and directs the congregation's witness to the world through evangelism, church extension, ecumenical relations, missions, social action, volunteer and international service, and mass media. In addition to the budget, this Commission annually recommends allocation of 4% of the value of the Outreach and Ministry Education Fund balance (approximately \$28,000) to organizations, funds, and events whose purposes and commitments are aligned with ours. We support many organizations locally and globally, including:



- *Local:* Samara Family Services, Etown Child Care Center, Etown Winter Shelter, Brethren Housing Assoc. (Harrisburg), Lancaster Food Hub (food bank, clothing, auto, etc.), United Churches of Etown (food bank, housing assistance, etc.), CoB Youth Services, Run for Peace, Elizabethtown College
- *National and Global:* On Earth Peace, New Community Project (environmental and justice efforts), Church World Service
- *Denominational:* Camp Swatara, ANE District allocation, Mission and Ministry Board (denomination), Bethany Theological Seminary, Susquehanna Valley Ministry Center, Brethren Village
- The 2020 budget retains the philosophy implemented for the first time last year to have a Witness budget that is 10% of the total budget (symbolic of a tithe).

**Total Budget – \$91,230, up 5.8%**

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## Expressions

The Expressions Commission is responsible for providing programs related to worship, music, drama, celebrations, fellowship and the coordination of staff and volunteers to carry out these functions. An exciting expansion of the Expressions program falls outside of the budget with estate gifts being used to purchase items to benefit the music program. Allocation of our gifts here provides aids to worship, music and special materials, worship and funeral bulletins, fellowship, audio, visual, and live-streaming ministries and volunteers.



**Total Budget – \$11,002, no change**

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## Faith Formation/Christian Education

The Christian Education Commission has responsibility for providing faith formational experiences through programming that enables participants of all ages to grow in their understanding of God and the Bible. The Commission provides intentional instruction in the faith, which encourages maturity and life application. Almost 100% of Pastor Jason's time (not included here) is invested in Faith Formation activities. Other expenses include:

- Sunday School materials and resources
- Teacher training and recognition
- Vacation Bible School materials

**Total Budget – \$6,600, up 4.8%**

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## Nurture

The Nurture Commission is responsible for providing experiences that enable our congregation to grow in faith and benefit from participation in special age and subject-related groups. Included in the Nurture Commission budget is money for:

- Camp Swatara (Good as Gold) and National Youth Conference (NYC)
- Lenten worship, faith markers, graduate Sunday
- Brethren Buddies, women's retreat, youth groups
- Parish Resource Center, Samaritan Counseling Center



**Total Budget – \$17,550, up 3.2%**

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## Deacon Board

Our Deacons prepare and serve Love Feast and Communion; visit in hospitals, retirement homes and residences; assist in preparation for baptism; provide funeral meals; greet at the doors on Sunday mornings; assist the pastors; and tend to the overall wholeness or "shalom" of the congregation. Expense allocations here will provide:

- Local benevolences, funeral meals, and communion and love feast



**Total Budget – \$3,300, no change**

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## Ministry Action Plan Teams

Our Ministry Action Plan has moved us forward in many exciting, new directions. We continue to focus on our partner congregation relationships, building initiatives, and growing spiritually, while also being engaged in visioning for a changed building full of new and growing ministries. The work of this group has lessened, with a corresponding decrease in budgeted amount.

**Total Budget** - \$1,000, decrease of 63%

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## Income Summary

We need gifts from offerings to total \$803,303 in 2020 in order to meet our ministry goals. We have faith that the congregation will meet this challenge. This is an increase of 3.2% from the prior year. Such generosity enables us to achieve our ministry plans, support our staff, make contributions to organizations which share our values, and enrich our spiritual lives. The budget proposed for 2020 assumes an increase in income from rents.

In addition to financial resources, we allocate significant amounts of time and talent to our ministries. Our teachers, deacons, greeters, hospitality team, musicians, worship technicians, and many others devote hours of time to make our ministries thrive.

It is truly an exciting time to be a part of a vibrant church, and we are excited for the challenge of the ministry that God calls us to in 2020!



## Licensing Reports

## Exhibit D

### *Rose Baer*

Following graduation from Lancaster Theological Seminary (May 2018) I began a yearlong chaplain residency program at Penn State Hershey Medical Center. From August 2018 to August 2019, I was the chaplain resident assigned to the Neonatal Intensive Care Unit and Women's Health. Along with this role, as an on-call chaplain, I offered care throughout the entire hospital.

In September, I stepped into a new role at Hershey Medical Center as an associate chaplain with two ministry areas. I am the chaplain on the Care Link Support Team, an interdisciplinary team that provides support to patients who benefit from care beyond what their primary care provider can typically provide. Additionally, I meet with women who struggle with addiction and give birth to babies who experience withdrawal symptoms after birth. Both areas are meaningful and bring me joy.

I am completing my pre-ordination paperwork. I hope to be ready to meet with the Ministry Commission in Spring 2020. I am grateful for the support and affirmation I receive from you, my brothers and sisters. Thank you.

### *Jason Haldeman*

During this past year I have continued my studies at Bethany Theological Seminary. I have taken courses online, through video conferencing, as well as an on-campus, in-person course. I am currently enrolled in a Ministry Formation class that meets for three hours weekly, while I complete the class requirements in my current position as Minister of Faith Formation.

I continue to meet regularly with my ministry mentor, Jim Beckwith. I still do not have an estimated graduation date, but expect to be enrolled in classes every semester over the next few years until I complete all of my requirements.

### *Josh Tindall*

In May of this year, I completed the required course in Polity with Jim Beckwith. I am currently looking into completing "Beliefs and Practices" in 2020. Upon completion I will be able to formally apply for ordination through the Atlantic Northeast District.

I am currently employed as Pastor of Music Ministries at the Elizabethtown Church of the Brethren. Retired Pastor John David Bowman continues to be my mentor through the district. We meet regularly.

*Licensing reports continued on next page*

## *Naomi Kraenbring*

My fourth and final year at Bethany Seminary concluded with graduation in May 2019. My studies culminated in:

- a Master of Divinity degree, with dual emphases in Preaching and Worship, and Evangelism and Missional Church
- a Master of Arts degree, with concentrations in both Biblical Studies and Brethren Studies, and a final portfolio project titled “Searching for Unity: An Historical Analysis of the Adaptation of Brethren Beliefs and Practices,” and
- a graduate Certificate in Intercultural Biblical Interpretation.

Original plans to pursue a doctoral program for this fall did not come together as I had hoped. March through June were spent engulfed in a challenging pre-ordination process, eventually resulting in district affirmation of my ordination, pending a ministry call. That call remains unclear. My pastoral profile has been available for congregations to view, which could potentially lead to a pastoral placement. I also continue to consider doctoral work for the future, and I am keeping my eyes and heart open for other possible ministry calls that God may have in store.

I began a full-time job in Harrisburg as a technical writer in September, but it quickly became evident that was not the right match. So for now, I am enjoying being back at home on a daily basis, working at my legal editing/proofreading business and being available for family activities and household tasks. Discernment can be exciting and promising, but also sometimes exhausting and frustrating. I continue to search for the next step along my journey, yearning for a sense of knowing, trusting that it will become clear at some point. I continue to enjoy opportunities to preach and plan worship, to write and read and study ... and sometimes just to sit and be.



**“...look around you and see how the fields are ripe for harvesting.”**

John 4.35

When we think about harvest at the Elizabethtown Church of the Brethren in 2019, we cannot help but be grateful as we look back:

- Spiritual growth as we take seriously the invitation to journey in Jesus' way
- A home for hundreds of community children and families by hosting ECNS and ECCC
- #275 Disaster Relief Buckets
- \$3.7 million in capital campaign pledges
- Discussions of moonshots
- A wonderful-good church picnic
- Deacon ministry, faithfully caring for and meeting the needs of many, even beyond these walls
- Chancel Choir growth *and* increased diversity in ensembles
- Building sketch #20
- Installation of a temporary, portable classroom to handle the addition of new Sunday School Classes (20s/30s and Mustard Seed)
- Live-streaming weekly worship services, affording many the opportunity to join the worship experience from a distance (between 100-200 weekly views of our worship services and sermons)
- An influx of younger families, the rebirth of “Family Dinner” (formerly “Supper Club”)
- The largest Inquirers' (new member) class in last 13+ years. 20 people!
- Hundreds of meals provided by you into the homes of newborns and their families, the healing, grieving
- Public and financial support for vulnerable immigrants
- Extensive planning of a small groups program that will start in 2020!

The harvest has been bountiful. We cannot help but wonder if we are doing all we can? Newer members and attendees politely encourage us to let our light shine brighter: *Why didn't I know about this congregation that is right here in my hometown?!* We know our community and world needs “peace, service, and openness to all” as much as ever. Our building limits our ministry and our sanctuary is at capacity. The fields are ripe for harvest--What now?

Jesus' words from the Gospel of John are explanation to the disciples' just after he shockingly shared the good news with the Samaritan woman at the well. She ran to town to tell all of her Samaritan friends that good news. As committed as they were to Jesus, the disciples weren't so sure this expanded worldview was a positive development. *Surely, this harvest can't be for everyone!*

All of the harvesting noted above shows our capacity to live into God's call. As we continue to live into our call as a congregation, we pray the communal courage to let our lights shine ever more brightly. Surely, God's harvest will continue!



## Christian Education Commission

### **CHILDREN and YOUTH SUNDAY SCHOOL**

Our preschool (SHINE) and elementary (BLAZE) Sunday School classes at Etown COB are thriving with enthusiasm and energy. We have welcomed an increase in the number of children attending these classes over the past year. The teachers and helpers of SHINE and those of BLAZE have had opportunities to gather together for training, fellowship and discussion on how best to nurture the children of the church and provide a safe and welcoming space for them. We are thankful for the care and dedication of nursery caregivers, Sunday School leaders and those caring for the young children during worship service.

We continue to experience space needs and challenges within the Christian Education program. However, the addition of the portable classroom (aka the trailer or “The Port”) has been a welcome addition and is providing comfortable space and is meeting some of those space needs. Currently, the Junior High class meets in The Port for Sunday School. The Jr and Sr High classes are going well, and we are thankful for the teachers and leaders of the youth.

The Port is also being used for Children’s Church during worship, and they meet on the 1st and 3rd Sunday of each month. Children in K-3rd grade are welcome to participate, and this has been well attended.

The CE Commission extends our sincerest appreciation to those who put time and work into securing and setting up the portable classroom. Your work has created a much needed and comfortable space for those who are using it.

**VACATION BIBLE SCHOOL** — The theme of this year’s VBS was “Who is my neighbor?” by MennoMedia. It was a fun week that included learning through stories, crafts, music, games, and Bible time. The CE Commission wishes to thank all of the adult and youth volunteers that have helped make VBS a success.

**ADULT SUNDAY SCHOOL** – The adult classes continue to gather, with opportunities for various areas of focus and study styles. Donald Kraybill has been teaching a fall Mustard Seeds class, currently studying a book of his titled *The Upside Down Kingdom*. This class has been well received and attended. The commission is planning to hold an elective series at the start of the new year.

**ECCC/NURSERY SCHOOL** - The commission continues to work with Pat Williams, as a liaison between Etown COB and Elizabethtown Child Care Center (ECCC) and the Nursery School. We continue to strive to maintain communication with both organizations so that our relationship with them is supportive and positive.

**MANY THANKS** – to all those who give of their time and talents, and make the Christian Education programs possible.

# Expressions Commission

Technology plays an important role in the ministry of our church. We continue to work on improving our use of technology in our services. You have witnessed the difficulties when computers break down. Right now we are working on repairing computer systems that control the lights and PowerPoint. We are still working on upgrading our live streaming. This is important, not only for our members and friends that watch from home, but also for our sister congregations in Cincinnati, Ohio and University Park in Washington, DC. We have recruited new members to work with this technology and will be training this new group once our new equipment is in place.

You many have noticed a new candelabra on the altar in the front of the sanctuary. This was designed by Amy Engle and LilliAnn Kopp. It was then commissioned from a local blacksmith to be created specifically for us. We added something beautiful to our service, while also supporting a small local business.

We enjoyed a Jazz worship service, with a theme centered around love. We had 6 incredible musicians join us that day and it felt so special because one was Gavin Horning, who is a member here. The other special moment that day was watching Seth Nornhold take a turn on the drums and playing with these musicians as well. It filled my soul that day and felt refreshing. Music has the power to pull us together.

The Classical Concert team has listened to the National Older Adult Conference attendees this year and have moved forward in scheduling Ken Medema and Ted Schwartz for a program in October 2020. Two gifted performers share music and comedy, you won't want to miss it!

We are pleased with the number of new faces you see up front in our musical groups. The choirs and ensemble seem to be growing, but we always welcome new voices. The bell choirs have room for a few new members if anyone has any interest in playing. Perfection is not required in any of our musical groups, just a willingness to share the joy of music.

Respectfully submitted,  
Karen Ungemach  
Chair of Expressions Commission

## Nurture Commission

The Nurture Commission was involved with the following activities since our June Council Meeting:

Family Camp Weekend at Camp Swatara was June 14-16 with many families attending and enjoying the great outdoors.

A Date-Night was held on June 21 at the church. This was an opportunity for families with children 6 months - 6th grade to have free baby-sitting services. There were 2 infants, 5 pre-k kids, and 4 elementary school aged kids with lots of volunteers to oversee the activities. This will be held again in the future!

The All-Church Picnic was held on August 25 immediately following worship. It was a perfect day, with good food, fellowship, bingo and over 200 people in attendance.

The Golden Age Dinner was October 27. A delicious meal was made by Trina Hollinger and served, by our youth, to approximately 85 guests. Thanks to Matt Telleen from Elizabethtown College for providing comic relief and to Barb Shaw for creating the table centerpieces.

### **Future Events:**

Be sure to save December 15 for Chili Supper and Christmas Caroling.

Small groups will be forming at the beginning of 2020, watch for more information!

Nurture will be sponsoring a retreat presented by Oasis Ministries "God as Maker." It will be held on Saturday, January 18 9:30 am - 3:30 pm. It will explore the expression of the Divine Feminine through the Fiber Arts across different cultures. We will engage our creativity through a hands on knitting project. We will explore the peace and beauty of the contemplative acts of knitting, spinning and weaving. Cost is \$50 for those who sign up by January 10 through Beth DeGoede.

## Resources Commission

Amy Zimmerman was hired as Facilities Manager to replace Tim Duncan who moved to Kentucky. Since she started in the beginning of October, she has done a lot of good work to make our building and grounds more welcoming and attractive.

In March of this year we changed cleaning services and are now using Premier One. Recently we have seen a significant improvement in their work. Amy has done a great job of working with them and providing both negative and positive feedback.

*continued*

We are working with our Safety/Security Team to develop plans to enhance the safety and security of all who use our building.

We now have an agreement with the college that makes their parking spaces on the North side of Cedar street available for our use on weekends.

Exterior doors (Memorial Lobby, Memorial Garden/ECCC and Christian Ed Parking Lot/ECNS entrances) with electronic magnetic locks are being upgraded to facilitate automatic unlocking of both sides of the doors on Sunday mornings and other times when groups are using the building. This will also make it easier for locking the building after worship and other events. The front door on Mt. Joy Street will be locked and unlocked manually. All other entrance doors will remain locked at all times.

Thank you to all of you for your time, energy and financial resources that make our facilities an enabling place for carrying out our ministries.

## **Witness Commission**

Commission members are Amy Karr, Jordan Eberhart, Amanda Hileman, Peggy McFarland, Peg Over and Pastor Greg

1. Before leaving for BVS, Jeli Mora organized and carried out a bake sale fundraiser. As a result, over \$1,000 was sent to Gifford's Law Center to Prevent Gun Violence. Jeli felt led to do this following the recent mass shootings in El Paso and Dayton. Thank you Jeli!!
2. Another successful CROP table season has ended with \$2908.37 being sent to CWS CROP. A big thank you to all who donated items and to everyone who took items home with them. Looking forward to next spring when the growing season begins anew.
3. A group traveled to New Windsor for a SERRV workday on September 24<sup>th</sup>. We are scheduled to go again on Tuesday, March 17, 2020.
4. We participated along with Elizabethtown College and the new President Cecilia McCormick on the Inaugural Food Drive to benefit the Community Cupboard as well as the Winter Shelter. Our congregation was invited to participate along with other neighbors of the college. It was a great community effort.
5. November is our regular month to collect items for the Elizabethtown Community Cupboard. Please place your items on the table in the narthex.

*continued*

6. During October we collected gently used/new shoes for Harrisburg Christian School to support students going on a trip to the Dominican Republic in conjunction with Funds2Orgs.com.
7. Hosted a presentation by Bianca Neff of Petra Peace Builders on Saturday October 26<sup>th</sup>.
8. Janet Gingrich will be our new coordinator for the Red Cross Blood Drive that our congregation hosts twice a year. A big thank you to Nancy Becker who is stepping down as the coordinator after many years. Next blood drive will be in January.
9. Currently searching for several additional individuals to join the Run/Walk for Peace steering committee. Please contact any Witness Commission member if interested. The 2019 Run for Peace raised \$5,307 for CPOW (Community Place on Washington). Thank you to Karin Laszakovits and Paula Knudsen Burke who are stepping down.
10. Peggy Shaffer (replacing Pat Williams) is our coordinator for Mental Health America LC and is asking the congregation to provide Christmas gifts for individuals with mental illness.
11. A group provided a September birthday party to the residents at Brethren Village with entertainment by Joe and Noni Detrick.
12. Other service opportunities.....recycling the last Sunday of every month, disaster relief projects, purchasing from Equal Exchange and/or SERRV, volunteering with the group that travels to work at the Lancaster County Food Hub every Wednesday morning , Quilting on Wednesday mornings, volunteering at the Winter Shelter, working with the Immigration Support Committee etc. etc. etc.

O & M report:

- Camp Swatara stipends to 4 full time staff @ \$750 each and one kitchen staff @ \$250

We are so blessed to be a congregation that strives to practice Peace, Service and Openness to all. Without fail every "project" that we undertake is supported fully, eagerly and cheerfully. It is a joy to be part of a Witness Commission in a congregation which puts a high degree of importance in outreach and service to others in our community and around the world. Working together we will continue to do great things to benefit others in need. Thank you Everyone!!

Peg Over

# Deacons

## **The deacons continue to support the congregation in an on-going ministry:**

Weekly greeting at the doors on Sunday morning and visiting in the hospitals, retirement homes, and community; setting up a special more-frequent visitation schedule for those who request this need; responding to benevolence requests; providing transportation when needed by members; supporting/assisting the pastors in their ministry by request.

## **Since reporting at the June 23, 2019 Council Meeting, specific involvement includes:**

Prepared and served a meal following the funeral/memorial service for the following:  
David Willoughby, Ruth Earhart, Gary Bell, Jobie Riley

July 30 – Assisted the pastors with baptism in the morning worship service

September 15 – held our semi-annual meal/meeting with the following action:  
Accepted volunteers to assist pastors with the Fall Feast of Love  
Accepted volunteers to assist with bread baking  
Accepted reports of various deacon committees  
Agreed to allow Vida to make changes needed in updating the Deacon Handbook, to be received/ratified at our January reorganization meeting

October 4 – Baked communion bread

October 6 – Prepared and served bread and cup communion during morning worship

October 6 – Assisted as table leaders and prepared for and gave guidance to the foot washing and hand washing stations at the Fall Feast of Love

The deacons extend our appreciation to all who continue to assist with the duties of the deacons, especially the preparation for and cleanup of funeral meals.

Respectfully submitted,  
Vida Snavely



## Slate, Fall Council Meeting 2019

## Exhibit G

<b>Position</b>	<b>Candidate</b>	<b>Term</b>	<b>Term Length</b>
<i>Clerk</i>	Alyssa Cross	2 <sup>nd</sup>	2 yrs
<i>Treasurer</i>	Frank Rhodes	8 <sup>th</sup>	1 yr
<i>Asst. Treasurer</i>	Bob Hollinger	8 <sup>th</sup>	1 yr
<i>Financial Secretary</i>	Amy Carroll	2 <sup>nd</sup>	1 yr
<i>Christian Education Commission</i>	Kathy Nornhold	2 <sup>nd</sup>	3 yrs
<i>Expressions Commission</i>	Amy Engle	2 <sup>nd</sup>	3 yrs
<i>Nurture Commission</i>	Glenn Book	1 <sup>st</sup>	3 yrs
<i>Resources Commission</i>	Carroll Kreider	1 <sup>st</sup>	3 yrs
<i>Witness Commission</i>	Mandy Hileman	1 <sup>st</sup>	3 yrs
<i>Annual Conference Delegate 2021</i>	Ralph Detrick	1 <sup>st</sup>	2 yrs
<i>ANE District Conference Delegate 2020 &amp; 2021</i>	Gina Strouse	1 <sup>st</sup>	2 yrs
<i>ANE District Conference Delegate 2020 &amp; 2021</i>	Fran Strouse	1 <sup>st</sup>	2 yrs

## **Bios for Candidates on Slate for Fall 2018 Council Packet**

### **Clerk**

#### **Alyssa Cross**

Alyssa grew up in Elizabethtown and graduated from Messiah College. She and her husband Robby live in Mount Joy with their three cats and enjoy hiking and camping. Alyssa works in data analytics for the marketing team at Ollie's Bargain Outlet in Harrisburg. She began attending Etown COB in 2013 and became a member in December 2015.

### **Treasurer**

#### **Frank Rhodes**

Frank has been a member of the church since 1988. He and his wife, Kay, are the parents of four children, Philip, Michael, Harry and Maggie. Along with Michael, Harry, and four others, they operate Rising Locust Farm, LLC, an affiliate of New Community Project. Frank works full time off-farm as a Partner and consultant with Conrad Siegel Actuaries, where he has been employed for over 30 years. He has served Etown CoB as Board Chair, Deacon, Usher, and Chair of Gifts Discernment Committee in addition to serving on several Special Ad Hoc Committees.

### **Assistant Treasurer**

#### **J. Robert Hollinger**

Bob and his wife, Marty, have been members of the church since 1961. Bob retired from Elizabethtown College and now works with Marty at Hollinger Services. The business has been transferred to new owner, John Snowden. Marty and Bob are still involved with their accounts.

## **Financial Secretary**

### **Amy Carroll**

Amy Carroll and her husband, Richard, moved to Mount Joy in 2010 from the Woolrich, PA, area where they raised their two sons. She has a degree in English from Westminster College in New Wilmington, PA. Since moving to Lancaster County, Amy has volunteered with The Friends of Milnof-Schock Library, The Literacy Council of Lancaster-Lebanon, The Center for Community Peacemaking and The Elizabeth Hughes Society. Amy and Richard joined the Elizabethtown Church of the Brethren in 2012.

## **Christian Ed**

### **Kathy Nornhold**

Kathy worked as a speech therapist at the Reading Rehab hospital and the Schreiber Pediatric Center in Lancaster. Kathy married Rich, her Donegal High School sweetheart, and they have been blessed with three children: Percy, Seth and Liam. She was nurtured in her faith by three Church of the Brethren congregations: Florin, Stevens Hill - where her father, Bill Longenecker, served as pastor for many years- and Bridgewater, where their family attended for four years when Rich's work took him to the Shenandoah Valley. They moved back to Lancaster County in 2014 and she and Rich became members of Etown CoB in March of 2015.

## **Expressions**

### **Amy Engle**

Amy and her extended family have been a part of Etown CoB for a very long time, and Amy herself became a member as an adult. Amy is married to Kevin Engle and they have three children: Dylan, Rachel, and Eirik. The Engles are a big sports family. She is self employed as a freelance artist. At church, she has helped with the youth (when her kids were in the group) and continues to serve on the Worship Center committee.

## **Nurture**

### **Glenn Book**

I became a member of Elizabethtown CoB in 2000 and have been a regular worship and Sunday school attender since. In those years, I have served on the Witness Commission and been the chair of it. As chair of the Witness Commission, I was also by extension on the Executive Committee. I have taught Sunday school for grades K through 3. I also served on the board of the ECCC for several years, being its chair in 2009. Over the years there have been many opportunities to fill short term roles such as leading adult Sunday school classes and recently helping schedule the photo sessions for the new church directory. Educationally, I earned an AB at Vassar College with a major in biology and a DVM at Cornell University. My family lives on the 118-acre farm where I grew up, and I own a veterinary hospital with my wife, Lia, a few miles away. We have two sons. Avery is in tenth grade at Lower Dauphin, and Miles is a freshman engineering student at Bucknell University. I have been a Cub Scout and Boy Scout leader for 9 years.

## **Resources**

**Carroll L. Kreider** – Professor of Business Emerita, Elizabethtown College.

Carroll has served the Church in many capacities: Church Moderator, Church Clerk, Christian Education Committee, Nursery Department, Pre-elementary Superintendent, Lay Visitor, Deaconess, Two Pastoral Search Committees, Expressions Commission, Executive Committee, and Classical Concert Series Committee. She has served on the Atlantic Northeast District Board, the ANE District Ministry Commission; and is currently serving as the ANE Assistant Treasurer. She served on the Brethren Village Board of Directors where she served a term as Vice-Chair of the Board and is currently a Trustee Emerita. She has served as a Bethany Seminary Advisory Board member.

Carroll is married to J. Kenneth (Ken) Kreider; they have two daughters (Brenda and Denise), two sons-in law, six grandchildren, and two great-grandchildren.

## **Witness**

**Amanda (Mandy) Hileman**

Mandy is a Registered Nurse who works in the Department of Patient Safety at Penn State Hershey Medical Center. She is the proud mother of 3 children: Connor, Breana and Gavin. Mandy enjoys spending time with family and friends, and she keeps busy watching her children participate in a variety of sporting events.

Mandy is originally from Blair County where she was a member of the Memorial Church of the Brethren in Martinsburg, PA. She attended summer camp and served as a camp counselor at Camp Blue Diamond in the Middle Pa District. As a youth, Mandy enjoyed participating in service projects locally and nationally and as an adult, continues to be a firm believer in service to others.

Mandy and her family moved to Elizabethtown in the fall of 2010 and began attending the Elizabethtown COB in 2013.

## **Annual Conference 2021**

**Ralph Detrick**

Ralph grew up in the Midwest in a preacher/farmer family. He has lived in Elizabethtown and a member of E-town CoB for 22 years. A graduate of Manchester University and Bethany Theological Seminary, he served two years in Ecuador in BVS in the 60's. Ralph was pastor of five CoB congregations in Illinois, Maryland and Pennsylvania. Now retired, he enjoys attending NOAC every two years and attends Song and Story Fest almost every summer. Active in Rotary since 2001, Ralph reenacts Rotary founder, Paul Harris at Rotary meetings. Still a farm boy at heart, he loves Bluegrass and 60's music, jogs, roasts coffee beans and loves listening to stories and can tell a few. He and Joyce Stoltzfus, moved to Masonic Village two years ago.

## **District Conference 2020 & 2021**

**Gina Strouse**

Gina's life has been largely defined through both musical experiences and work with young children. She is a retired early childhood educator having spent ten years as a teacher with the Community Nursery School followed by twenty years as director of the Elizabethtown Child Care Center and then ten more years as a consultant and trainer with the Keystone STARS statewide early childhood quality improvement initiative. She and Fran became members of this congregation in 1973. Gina is a long time member of the Chancel Choir and was director of the Children's Choir, Youth Choir and Kinder Choir in the 1970's and 80's. She has volunteered as

a Sunday School teacher and helper, preschool department superintendent and was a member of both the Christian Ed and Witness Commissions. In recent years she has enjoyed helping to resettle our newest refugee family and being part of the Immigration Support team.

### **District Conference 2020 & 2021**

#### **Fran Strouse**

Fran is a professional engineer and vice president for L.R. Kimball's Aviation Group. He was ANE District Recreational Director for 30 years. He assisted in the Seekers Sunday School class. His current Church duties also include ushering, but in the past he has served on the Resource and Nurture Commissions, Executive Committee and Board Vice Chairman. Decades ago he served as our Annual Conference delegate at the 1999 Milwaukee Conference and recently as our Annual Conference delegate at the 2016 Greenville Conference. In the Community, he is Community Place on Washington (CPOW) Board member, past president of the Elizabethtown Historical Society and a forever Train Guy providing a holiday train display and fund raiser for the Elizabethtown Public Library.