

Please bring this Council Packet with you on November 21

ELIZABETHTOWN CHURCH OF THE BRETHREN
Fall Church Council Meeting Agenda
November 21, 2021 at 11:30 am

- I. Welcome Moderator
- II. Opening Comments Moderator
- III. Overview and Acceptance of Agenda Moderator
- IV. Acceptance of Minutes Moderator
 Spring Council - May 23, 2021
 Special Council - October 10, 2021
- V. The Treasurer's Report Exhibit A, Treasurer
 a) Summary Two-Year Comparative Balance Sheet - October 31, 2021
 b) Summary Comparative Income Statement with Current Year Budget -
 For Ten Months Ending October 31, 2021
 c) Brethren Foundation Fund Analysis - January 1, 2021 to October 31, 2021
 d) GI Account Summary Report - January 1, 2021 thru October 31, 2021
Action A: Accept the Treasurer's Report
- VI. Narrative Budget & Proposed Budget for 2022 Exhibit B & C, Treasurer & Board Chair Elect
Action B: The Finance Committee is authorized to reallocate up to \$88,171 from designated Facility Fund investment fund monies held in the Building Project. This money will be used for the 2022 Special Capital Improvements Budget.
Action C: Accept the Proposed Budget for 2022
- VII. Pastoral Team Report Exhibit D, Pastors
- VIII. Affirmation of Ministerial Licensing for: Exhibit E, Moderator
 Jason Haldeman & Josh Tindall
Action D: Re-affirm the licensing of Jason Haldeman & Josh Tindall to the ministry in the Atlantic Northeast District of the Church of the Brethren.
- IX. Reports of Church Board Exhibit F
 1. Christian Education Commission
 2. Expressions Commission
 3. Nurture Commission
 4. Resources Commission
 5. Witness Commission
 6. Deacons
 7. Building Committee
- X. Affirmation of Reports
Action E: Receive & Accept the Reports of the Commissions, Committees, and Pastors
- XI. Gifts Discernment Committee - 2022 Church Leadership Slate Exhibit G
Action F: Accept the Slate for 2022 Church Leadership Group Members
- XII. Reflections and Questions Moderator
- XIII. Closing Prayer Pastor

Elizabethtown Church of the Brethren

Church Council Minutes

May 23, 2021 11:30 AM via Zoom

I.	Welcome & Call to Order	Moderator
II.	Opening Prayer	Pastor Jason
III.	The Process for Questions, Comments and Voting <ul style="list-style-type: none">• Comments and questions will be handled via the Chat function.• A link to the voting ballot was distributed via email.	Moderator
IV.	Acceptance of Minutes <ul style="list-style-type: none">• November 22, 2020 Fall council meeting• March 21, 2021 special council meeting• May 2, 2021 special council meeting Minutes approved as submitted.	Moderator
V.	Treasurer's Report (Exhibit A) <ul style="list-style-type: none">• Review of the income statement as of 04/30/2021• Question of clarity on the \$400k expenditures for the building project.<ul style="list-style-type: none">○ The expenditures are part of the Design & Development phase per the 2019 Council approval to spend up to \$500k on this phase.	Treasurer
VI.	Pastors' Reports (Exhibit B) <ul style="list-style-type: none">• Pastor Pam<ul style="list-style-type: none">○ An update on meetings with the District in response to officiating a same-sex wedding: a letter was placed in Pam's permanent file noting her action. Pam expressed thanks to the congregation for the overwhelming support for both and the LGBTQ community.• Pastor Jason<ul style="list-style-type: none">○ Working on many moving parts to be able to provide childcare and Sunday School for the return to in-person worship on June 6.• Pastor Josh<ul style="list-style-type: none">○ Main focus has been on reopening and continuing worship for online and in-person.○ Completed last class and is working with the district to set up ordination. Comments and Questions <ul style="list-style-type: none">• Are there any limitations for in-person worship?<ul style="list-style-type: none">○ Once we open up in June, there will not be capacity limitations or reservation requirements.	Pastors
VII.	Request from Greg Laszakovits <p>The District requires congregational affirmation for Greg to maintain membership.</p> <ul style="list-style-type: none">• <i>Action A item: Request to maintain membership in the Elizabethtown Church of the Brethren as per request from the ANE District Ministry Commission.</i><ul style="list-style-type: none">○ Motion to approve from Carroll Kreider. Seconded by Anna Belser.○ Motion passes with 97 "yes" votes and 1 "no" vote.	Board Chair
VIII.	Reports of the Church Board (Exhibit C) <p>Highlights in addition to the written reports:</p> <ul style="list-style-type: none">• Christian Education Commission<ul style="list-style-type: none">○ Received prior approval for a Zoom-capable cart, which can turn any room into a Zoom room. This was important as we think about the next phases for adult Sunday School. This allows us to bring in guest speakers via Zoom and for individuals to participate remotely. Similarly, this provides additional capabilities for Commission meetings, Board meetings, etc.• Expressions Commission	Board Chair

	<ul style="list-style-type: none"> ○ Focus has been on online elements of worship ○ Looking to spend O'Donnell Fund allocation in the next cycle based on needs for reopening ○ Great appreciation of the dedication of the A/V team ● Nurture Commission <ul style="list-style-type: none"> ○ See action item later in the agenda ● Resources Commission <ul style="list-style-type: none"> ○ Grateful for the completion of the elevator project ○ Acknowledgment of the great work done outside by Kurt and Amy ○ Thanks to Bob Hollinger for his many years of maintenance at the cemetery and appreciation for David Clemens for taking over that responsibility. ● Witness Commission <ul style="list-style-type: none"> ○ Chicken BBQ Fundraiser for Haiti Medical clinic was a success. ○ June is our congregation's month for donations for the Community Cupboard ○ Many other events on the calendar for the remainder of the year ● Deacons <ul style="list-style-type: none"> ○ Thanks to all the deacons and lay-visitors for continuing virtual visitation. With the church reopening, the plan is to start in-person visitation where both parties are comfortable. ● Search Committee <ul style="list-style-type: none"> ○ Have requested the second step with a few candidates. Looking towards June for interviews. ● Building Committee <ul style="list-style-type: none"> ○ Work is beginning in the Christian Ed wing with renovations on the men's and women's restrooms to make them ADA compliant.
IX.	<p>Affirmation of Reports Board Chair</p> <ul style="list-style-type: none"> ● <i>Action B: Receive & Accept the Reports of the Commissions, Committees, and Pastors</i> <ul style="list-style-type: none"> ○ Jim Beckwith moved to receive and accept the reports. Seconded by Craig Coble. ○ The motion passes with 96 "yes" votes and 0 "no" votes.
X.	<p>Vote on Nurture Recommendation Board Chair</p> <p>The Church Board unanimously recommends that the congregation affirm Elizabethtown Church of the Brethren's membership in the Supportive Communities Network.</p> <ul style="list-style-type: none"> ● <i>Action C: Shall the congregation vote to affirm the Elizabethtown Church of the Brethren's membership in Supportive Communities Network (SCN)?</i> <ul style="list-style-type: none"> ○ The motion passes with 94 "yes" votes and 2 "no" votes.
XI.	<p>Reflections and Questions Moderator</p> <ul style="list-style-type: none"> ● Anna Belser expressed thanks for the positive way the meeting was conducted. The meeting flowed well and questions were able to be asked and answered. ● Joe Detrick: With regard to virtual meetings, we need to take a stronger look at our constitution and bylaws and make some needed adjustments for the future considering where we've been and where we're headed with our life together. ● John David Bowman: In response to Joe's comments regarding the constitution and bylaws, we should also re-evaluate the structural design of redundancy in our organizational process, as commented on by Pastor Greg before he left. We should examine the structure to determine how much of that redundancy is important for us all to feel in joint control and how much of it is simply administrative?
XII.	<p>Concluding Comments and Prayer Moderator, Pastor</p> <ul style="list-style-type: none"> ● The voting ballot will remain open for one hour and then the meeting will be officially closed. ● Pastor Josh closed the meeting in prayer.

Respectfully submitted,
Alyssa Cross, Clerk
May 23, 2021

Elizabethtown Church of the Brethren
Church Council Minutes
October 10, 2021 11:30 AM in the sanctuary and via Zoom

I.	<p>Welcome & Call to Order Moderator</p> <ul style="list-style-type: none"> • Moderator Joe Detrick called the meeting to order at 11:26 am
II.	<p>Opening Prayer Pastor</p> <ul style="list-style-type: none"> • Pastor Pam opened the meeting with a prayer
III.	<p>Process for Voting Moderator</p> <ul style="list-style-type: none"> • Paper ballots for members attending in-person • Dedicated phone line for members attending online.
IV.	<p>Introduction of the Process District Executive</p> <p>Two separate votes</p> <ul style="list-style-type: none"> • For the candidate <ul style="list-style-type: none"> ○ Minimum of $\frac{2}{3}$ required for approval • For the financial package <ul style="list-style-type: none"> ○ Simple majority required for approval
	<p>ACTION A Search Committee Chair</p> <ul style="list-style-type: none"> • The search committee, with the approval of the Executive Committee and the approval of the Church Board, recommends unanimously and enthusiastically that you, the Elizabethtown Church of the Brethren Church Council, consider and approve the employment of Pastor Eric L. Landram, Executive Pastor.
	<p>ACTION B Board Chair</p> <ul style="list-style-type: none"> • Financial compensation package: <ul style="list-style-type: none"> ○ Cash salary: \$62,400 ○ Housing \$12,000 ○ Benefits: \$34, 984 <ul style="list-style-type: none"> ■ Includes pension, medical, HSA contribution, dental, vision, life, disability, AD&D • Total Compensation: \$109,384 • One-time relocation stipend of \$7,500
V.	<p>Discussion on the above item Board Chair</p> <ul style="list-style-type: none"> • When will employment begin? What is the timeframe? <ul style="list-style-type: none"> ○ A 90-day notice is needed for the current congregation, so January 2022 is our timeline. • The finance committee used the figures of this financial package while preparing the 2022 budget.
VI.	<p>Results</p> <p>Question 1: I affirm calling Eric Landram to be our Executive Pastor of the Elizabethtown Congregation.</p> <ul style="list-style-type: none"> • 96.2% affirmative • A total of 189 votes were received. 182 yes; 3 no; 4 abstentions <p>Question 2: I affirm the financial package for Eric Landram</p> <ul style="list-style-type: none"> • 97.5% affirmative • A total of 165 votes were received: 161 yes; 3 no; 1 abstention
VII.	<p>Concluding Comments and Prayer Moderator, Board Chair, Pastor</p> <ul style="list-style-type: none"> • The Moderator closed the meeting at 12:03 pm • Pastor Jason concluded with prayer.

Respectfully submitted,
Alyssa Cross, Clerk
October 10, 2021

Elizabethtown Church of the Brethren

SUMMARY Two-Year Comparative Balance Sheet

October 31, 2021

		This Year	Last Year
ASSETS			
	*Cash	204,701.80	143,048.42
1110	MM - BB&T2489 - Campaign Funds	1,332,440.45	1,231,734.81
	*Advances/Prepays/Receivables	11,111.11	12,116.95
1300	Campaign - Pledges Receivable	1,394,321.65	2,324,323.54
1300.1	Campaign - Const in Progress	893,084.23	247,860.20
	*Property & Equipment	1,113,983.89	1,113,983.89
INVESTMENTS ---			
	*K E Bucher Music Fund	66,271.80	55,118.85
1436.1	BFI-Bucher Sch(Short-Term)Cmp	39,928.20	39,983.84
	*Christian Education Fund	12,408.16	10,467.22
1482.1	BFI-Chrst Ed Fd-Short Trm(Cmpn	29,946.59	29,987.87
	*Facilities Fund	197,485.56	242,801.62
1694.1	BFI- Facility Fd-ShortTerm(Cmp	648,826.08	649,737.37
	*Outreach & Ministry Fund	355,663.26	323,602.28
1700.1	BFI-O&M-ShortTerm(Cmpgn)	429,223.42	429,826.24
	*Annuity Fund	0.00	0.00
	*M.O'Donnell Music Fund	410,897.04	358,538.59
1750.1	BFI O'Donnell Music-ShrtTrm{Cm	149,728.98	149,939.39
	*Memorial Fund	11,891.99	9,828.54
	*Pastoral Housing	278,351.16	237,526.25
	*Organ Fund	23,204.09	19,177.42
	Total Investments	2,653,826.33	2,556,535.48
	Total Assets	7,603,469.46	7,629,603.29
LIABILITIES AND CAPITAL			
Liabilities			
2500	Accounts Payable	(2,663.90)	10,638.40
2503	Reserve - Sabbaticals	3,178.34	2,500.00
	*Payroll Withholdings/Deductio	(5,660.17)	(6,575.55)
	*Conduits	103,460.40	101,071.80
	*Endowment Funds Income on Han	0.00	0.00
	*Lilly Grant	0.00	0.00
	*Notes Payable - Individuals	0.00	0.00
2850	Campaign - Construction Loan	1.00	1.00
2850.1	Campaign - Income	2,256,546.90	1,449,332.32
2850.2	Campaign -Pledges Out Standing	1,394,321.65	2,324,323.54
	*Notes Payable - Other	0.00	0.00
	Total Liabilities	3,749,184.22	3,881,291.51
Capital			
	*Other Funds	3,659,090.97	4,867,457.06
	Accumulated Surplus	112,540.76	(1,147,754.99)
	Current Year Net	82,653.51	28,609.71
	Total Capital	3,854,285.24	3,748,311.78
	Total Liabilities & Capital	7,603,469.46	7,629,603.29

Elizabethtown Church of the Brethren
SUMMARY Comparative Income Statement with Current Year Budget
For the Ten Months Ending October 31, 2021

	BUDGET This Year	Year-to-Date Budget	Year-to-Date Actual	Year-to-Date Last Year
Budgeted Revenues				
Offerings; Finance Com. Recom	803,303	669,419	569,671.12	563,249.25
Rents	67,000	55,834	53,230.00	51,270.00
Interest Income	0	0	131.01	2,823.43
Transfer from Housing Fund	8,000	6,667	6,666.70	6,666.70
Transfer from Facility Fund	34,000	28,333	0.00	0.00
Total Budgeted Revenues	912,303	760,253	629,698.83	624,009.38
Budgeted Disbursements				
Ministry Salaries & Benefits	538,094	448,411	336,433.81	417,475.05
Administration	31,050	25,875	28,706.98	22,801.41
Expressions	11,002	9,169	3,864.44	9,401.97
Nurture	17,700	14,750	4,043.52	7,531.32
Christian Education	6,300	5,250	1,883.25	2,542.13
Witness/Outreach	92,714	77,266	73,650.98	72,068.02
Resources	225,976	188,313	221,906.57	117,450.23
Deacon Board	3,300	2,750	(316.39)	2,000.00
MAP	1,000	833	0.00	0.00
Total Budgeted Disbursements	927,136	772,617	670,173.16	651,270.13
Net Budgeted Items	(14,833)	(12,364)	(40,474.33)	(27,260.75)
Non-Budgeted Revenue				
Pastoral Housing Fund	0	0	29,569.62	15,240.74
K E Bucher Music Fund	0	0	6,832.22	3,676.48
Christian Ed Special Fund	0	0	1,162.74	781.35
Facilities Fund	0	0	17,657.25	17,831.87
Outreach/Ministry Fund	0	0	35,567.81	22,252.93
Memorial Fund	0	0	1,262.97	630.69
Gift/Annuity Fund	0	0	0.00	0.00
M O'Donnell Music Fund	0	0	42,878.20	23,525.06
Organ Fund	0	0	2,464.69	1,230.57
Total Non-Budgeted Revenue	0	0	137,395.50	85,169.69
Non-Budgeted Disbursements				
Pastoral Housing Fund	0	0	0.00	0.00
K E Bucher Music Fund	0	0	(2,527.00)	150.00
Christian Ed Special Fund	0	0	5,568.00	148.39
O'Donnell Awards	0	0	0.00	19,966.93
Organ Fund	0	0	0.00	0.00
Facilities Fund	0	0	0.00	0.00
Outreach/Ministry Fund	0	0	11,226.66	9,033.91
Gift/Annuity Fund	0	0	0.00	0.00
Plant Fund	0	0	0.00	0.00
Close Funds	0	0	0.00	0.00
Total Non-Budgeted Disbursements	0	0	14,267.66	29,299.23
Net Non-Budgeted Items	0	0	123,127.84	55,870.46
Net	(14,833)	(12,364)	82,653.51	28,609.71

For Management Purposes Only - Report Run November 5, 2021

I/S Summary 2-yr w/budget

Elizabethtown Church of the Brethren
 777 South Mt Joy St.
 Elizabethtown, PA 17022
 1/1/2021 - 10/31/2021

	(1) Beginning Balance	(2) Contributions	(3) Distribution	(4) Transfers	(5) Adjusted Balance	(6) Admin Fees	(7) Interest & Dividends	(8) Market Value Fluctuation	(9) Ending Balance
Christian Education Program									
Balanced	11,090.22	0.00	0.00	0.00	11,090.22	-47.56	157.06	1,208.44	12,408.16
Short Term	30,101.79	0.00	0.00	0.00	30,101.79	-123.30	103.08	-134.98	29,946.59
Christian Education Program Totals:	41,192.01	0.00	0.00	0.00	41,192.01	-170.86	260.14	1,073.46	42,354.75
Ezra Bucher Scholarship									
Balanced	59,232.65	0.00	0.00	0.00	59,232.65	-253.42	839.28	6,453.29	66,271.80
Short Term	40,135.13	0.00	0.00	0.00	40,135.13	-164.40	137.46	-179.99	39,928.20
Ezra Bucher Scholarship Totals:	99,367.78	0.00	0.00	0.00	99,367.78	-417.82	976.74	6,273.30	106,200.00
Facility Fund									
Balanced	176,464.43	0.00	0.00	0.00	176,464.43	-773.19	2,500.25	19,294.07	197,485.56
Short Term	652,189.96	0.00	0.00	0.00	652,189.96	-2,672.65	2,233.64	-2,924.87	648,826.08
Facility Fund Totals:	828,654.39	0.00	0.00	0.00	828,654.39	-3,445.84	4,733.89	16,369.20	846,311.64
M O'Donnell Music Ministries Fund									
Balanced	367,242.56	0.00	0.00	0.00	367,242.56	-1,575.19	5,203.32	40,026.35	410,897.04
Short Term	150,505.26	0.00	0.00	0.00	150,505.26	-616.77	515.45	-674.96	149,728.98
M O'Donnell Music Ministries Fund Totals:	517,747.82	0.00	0.00	0.00	517,747.82	-2,191.96	5,718.77	39,351.39	560,626.02
Memorial Fund									
Balanced	10,629.02	0.00	0.00	0.00	10,629.02	-45.60	150.49	1,158.08	11,891.99
Memorial Fund Totals:	10,629.02	0.00	0.00	0.00	10,629.02	-45.60	150.49	1,158.08	11,891.99
Organ Improvement									
Balanced	20,739.40	0.00	0.00	0.00	20,739.40	-88.66	293.79	2,259.56	23,204.09
Organ Improvement Totals:	20,739.40	0.00	0.00	0.00	20,739.40	-88.66	293.79	2,259.56	23,204.09
Outreach & Ministry Education									
Balanced	317,870.11	0.00	0.00	0.00	317,870.11	-1,366.30	4,503.77	34,655.68	355,663.26
Short Term	431,448.76	0.00	0.00	0.00	431,448.76	-1,768.05	1,477.62	-1,934.91	429,223.42
Outreach & Ministry Education Totals:	749,318.87	0.00	0.00	0.00	749,318.87	-3,134.35	5,981.39	32,720.77	784,886.68
Pastor Housing									
Balanced	248,781.54	0.00	0.00	0.00	248,781.54	-1,066.00	3,524.86	27,110.76	278,351.16
Pastor Housing Totals:	248,781.54	0.00	0.00	0.00	248,781.54	-1,066.00	3,524.86	27,110.76	278,351.16
Elizabethtown Church of the Brethren Totals:	2,516,430.83	0.00	0.00	0.00	2,516,430.83	-10,561.09	21,640.07	126,316.52	2,653,826.33

Elizabethtown Church of the Brethren
 GI Account Summary Report
 January 1, 2021 thru October 31, 2021

<u>Account Number</u>	<u>Account Description</u>	<u>Beginning Balance</u>	<u>Debit Change</u>	<u>Credit Change</u>	<u>Net Change</u>	<u>Ending Balance</u>
2602	Elementary Offerings	0.00	\$ 0.00	\$ (2.00)	\$ (2.00)	\$ (2.00)
2606	Youth NYC Fund	(28,188.33)	0.00	(1,871.00)	(1,871.00)	(30,059.33)
2607	ECHO	(500.00)	0.00	0.00	0.00	(500.00)
2608	N - Post High	(1,336.66)	0.00	0.00	0.00	(1,336.66)
2609	CROP	(1,833.33)	1,833.33	(1,956.09)	(122.76)	(1,956.09)
2610	One Great Hour	0.00	0.00	(100.00)	(100.00)	(100.00)
2615	N - Youth Work Camp	(670.85)	0.00	0.00	0.00	(670.85)
2616	Refugee Family	(20,830.28)	0.00	(100.00)	(100.00)	(20,930.28)
2618	Disaster Response Team	(1,434.80)	0.00	0.00	0.00	(1,434.80)
2623	Food Bank	(1,730.00)	1,730.00	0.00	1,730.00	0.00
2624	Peace Group Activities	(454.42)	0.00	0.00	0.00	(454.42)
2625	Quilt Fund	(375.00)	0.00	(400.00)	(400.00)	(775.00)
2629	Church World Service-Int	(213.32)	0.00	0.00	0.00	(213.32)
2631	Fifty-Plus Fund	(60.15)	0.00	0.00	0.00	(60.15)
2634	Children's Disaster Minist	(100.00)	0.00	0.00	0.00	(100.00)
2636	Equal Exchange	12.83	961.14	(1,040.62)	(79.48)	(66.65)
2637	Immigration Support	(15,212.11)	1,550.00	(5,374.90)	(3,824.90)	(19,037.01)
2639	CD Project	(954.05)	0.00	0.00	0.00	(954.05)
2641	Memorial Fund/Garden	(4,326.56)	2,625.28	(455.00)	2,170.28	(2,156.28)
2644	Softball Fundraiser	(721.17)	0.00	0.00	0.00	(721.17)
2650	N - Jr High Conference	(1,688.35)	0.00	0.00	0.00	(1,688.35)
2657	Racial Justice	(1,898.40)	2,685.00	(1,829.74)	855.26	(1,043.14)
2661	Haiti Medical Project Fun	0.00	15,349.02	(15,849.02)	(500.00)	(500.00)
2670	N - Brethren Buddies Fun	(135.29)	0.00	0.00	0.00	(135.29)
2675	Disaster America	(2,750.00)	2,750.00	0.00	2,750.00	0.00
2676	CCEPI	0.00	1,600.00	(2,115.00)	(515.00)	(515.00)
2678	Ziegler Mem/3K PeaceRu	(75.00)	0.00	(15.00)	(15.00)	(90.00)
2683	Deacon Administrative Ex	(223.43)	0.00	0.00	0.00	(223.43)
2688	Becca Reynolds Memorial	(2,106.00)	0.00	(100.00)	(100.00)	(2,206.00)
2689	Belinda K Good Memorial	(155.00)	0.00	(100.00)	(100.00)	(255.00)
2690	Deacons Benevolence	(14,382.56)	7,302.27	(8,190.00)	(887.73)	(15,270.29)
2690.3	Benevolence Loan #2	1,000.00	0.00	0.00	0.00	1,000.00
2690.4	Benevolence Loan #3	1,056.00	0.00	0.00	0.00	1,056.00
2690.5	Benevolence Loan #4	250.00	0.00	0.00	0.00	250.00
2690.6	Benevolence Loan # 5	1,639.50	0.00	0.00	0.00	1,639.50
2691	Conduit Balances	(2,353.00)	1,100.00	(725.00)	375.00	(1,978.00)
2693	S.E.R.R.V.	(1,494.95)	1,080.75	(983.02)	97.73	(1,397.22)
2694	Alternative Gift Fair	(281.10)	0.00	0.00	0.00	(281.10)
2695	Yoga Class	(84.00)	0.00	0.00	0.00	(84.00)
2699	Library Fund	(211.02)	0.00	0.00	0.00	(211.02)
	Totals	<u>(102,820.80)</u>	<u>\$ 40,566.79</u>	<u>\$ (41,206.39)</u>	<u>\$ (639.60)</u>	<u>\$ (103,460.40)</u>



2022 Budget Narrative

We are looking forward to 2022, a year that will bring new ministry opportunities, continuing building improvements and a new pastoral team member:

- In addition to in-person services, we will continue live streaming worship to members near and far. In 2021, average concurrent viewers on Sunday morning was 145.15 viewer screens.
- We will build upon virtual Sunday school sessions, including use of a new technology cart that will allow us to “Zoom” to remote attendees while others are in the building.
- We will continue to expand our work on equality. In October, the Etown CoB Racial Justice Working Group sponsored an African American Heritage Walking Tour of Lancaster. In May, the congregation voted to join the Supportive Communities Network (SCN), a program of the Brethren Mennonite Council for Lesbian, Gay, Bisexual and Transgender Interests. We tabled at the Lancaster Pride Festival in October, providing ministry to our LGBTQ+ brothers and sisters.
- We will continue to provide a home for hundreds of community children and families by hosting the Elizabethtown Community Nursery School (ECNS) & Elizabethtown Child Care Center (ECCC), at an even more critical time during the continuing impacts of the pandemic as families have struggled to find child care.



African American Heritage Walking Tour of Lancaster

These ministries and 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 2022 plan:

For 2022, the Board presents a traditional operating budget along with an add-on, special capital budget. The 2022 proposed Operating Budget is presented as a challenge budget, while the 2022 Special Capital Improvements Budget proposes to transfer up to \$88,171 from designated Facility Fund monies.



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 \$548,822, up 2%

Total Budget for Administration \$35,750, up 15.1%

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. Expenses include:

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

Total Budget - \$5,600, -11.1%



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. Just a few of the improvements in 2021 included: Elevator (\$162,748.00), flooding cleanup expense (no repairs) (\$11,159.69), security system replaced (\$10,835.00), landscaping (removed old shrubbery and installed new along with mulching). An aged building is constantly calling for repairs: roof, heating systems, generator, dishwasher, etc. Your contributions to the church budget make this possible. Thank You.



Al Sollenberger on Church Work Day

Total Operations Budget - \$187,899, no change

Special Capital Budget

The Resources Commission is requesting up to \$88,171 for the following items: roof repair (est. \$24,671), stair tower #2 roof/plaster (est. \$20,000), Boiler temporary fix (\$23,500), Classrooms (2) refurbish (\$20,000). The recommendation from the Board is that funding for the SCI is accomplished through a transfer from Facility Fund designated Building Project funds.

The Pandemic and climate change not only interrupted our individual lives, but also delayed the plans for facility improvement and building construction. Much needed repair, refurbishment, and replacement of aged equipment is sorely needed. The Resource Commission's goal is to maintain a welcoming environment. A list of much-needed repairs/replacement is listed. The task for the Resource Commission is to prioritize this list with whatever monies is provided in our budget, through donations, and whatever monies can be obtained from a Facility Fund.

- Roof repair and/or replacement for the current standing complex
- Heating System
- Excavating and Materials to solve water issues on outside wall of the current Fellowship Hall
- Down spout issues
- Window Replacement project
- Mold/Plaster repair - painting of repaired areas.
- LED lighting throughout the facility
- Update all classrooms - painting, updated lighting whiteboard, technology
- Floor replacement in some classrooms (asbestos)
- Classroom furniture updated - attractive/welcoming classrooms
- Restrooms in basement area re-done
- Plumbing re-worked in basement restrooms
- Hot water issues in kitchen and bathrooms/basement
- Refurbish Fellowship Hall
- Carpet replacement areas (ECCC-toddler/infant rooms)
- Painting, updating Pastor Eric's Office
- Update all Pastors offices.
- Technology installation for Pastor Eric's office
- Maintain an updated technology system
- Security Camera update
- Intercom system
- Signage markers on all Pastors' offices and classrooms
- Outside equipment, playground, and grounds maintenance

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 - \$9,577, -13%

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)
- Advent and Lent devotional opportunities, faith markers, graduate Sunday
- Many other activities, including: Women's Together Circle; Men's Breakfast & Conversation; Women's Bible Study; Memory Loss/Caregivers Support Group; Meals to Homes; LGBTQ Advocacy; Supportive Communities Network; Embrace Lancaster; Parish Resource Center and Samaritan Counseling Center; youth groups



Total Budget - \$17,400, -1.7%

Lancaster LGBTQ? These Faith Groups Welcome You!

Many Lancaster faith groups welcome & affirm you as an LGBTQ child of God. Please join us in worship any week! Contact each congregation for specific details, health measures, and in-person and online services.

Alma Memorial Church 821 S. 2nd St., Lancaster, PA 717-688-4488	First Reformed Church UCC 61 S. 2nd St., Lancaster, PA 717-688-5444	Lutheran Church of the Good Shepherd 100 S. 2nd St., Lancaster, PA 717-688-4000	Union Universal Church of Lac 619 S. 2nd St., Lancaster, PA 717-688-4733
Bethel Protestant Church 28 S. 2nd St., Lancaster, PA 717-688-5000	Grace Reformed Church 167 S. 2nd St., Lancaster, PA 717-688-5747	St. Luke's Episcopal Church 28 S. 2nd St., Lancaster, PA 717-688-5747	Valley of Hope, MFC 1814 S. 2nd St., Lancaster, PA 717-688-5000
House of Hope Church 100 S. 2nd St., Lancaster, PA 717-688-5000	Grace United Church of Christ 100 S. 2nd St., Lancaster, PA 717-688-5000	St. Peter's Episcopal Church 100 S. 2nd St., Lancaster, PA 717-688-5000	Women's Talk at St. Peter's UCC 100 S. 2nd St., Lancaster, PA 717-688-5000
United Church UCC 241 S. 2nd St., Lancaster, PA 717-688-5000	St. Paul's Episcopal Church 100 S. 2nd St., Lancaster, PA 717-688-5000	St. John's Episcopal Church 100 S. 2nd St., Lancaster, PA 717-688-5000	St. Mary's Episcopal Church 100 S. 2nd St., Lancaster, PA 717-688-5000
Commonwealth Church of Lac 100 S. 2nd St., Lancaster, PA 717-688-5000	St. James' Episcopal Church 100 S. 2nd St., Lancaster, PA 717-688-5000	St. John's Episcopal Church 100 S. 2nd St., Lancaster, PA 717-688-5000	St. Paul's Episcopal Church 100 S. 2nd St., Lancaster, PA 717-688-5000
Georgetown Church of the Holy Spirit 100 S. 2nd St., Lancaster, PA 717-688-5000	St. James' Episcopal Church 100 S. 2nd St., Lancaster, PA 717-688-5000	St. John's Episcopal Church 100 S. 2nd St., Lancaster, PA 717-688-5000	St. Paul's Episcopal Church 100 S. 2nd St., Lancaster, PA 717-688-5000
OSB Fellowship 100 S. 2nd St., Lancaster, PA 717-688-5000	St. James' Episcopal Church 100 S. 2nd St., Lancaster, PA 717-688-5000	St. John's Episcopal Church 100 S. 2nd St., Lancaster, PA 717-688-5000	St. Paul's Episcopal Church 100 S. 2nd St., Lancaster, PA 717-688-5000
East Chester Street Reformed Church 412 E. Chester Street, Lancaster, PA 717-688-5000	Lancaster Friends Meeting 120 N. 2nd St., Lancaster, PA 717-688-5000	St. Paul's Episcopal Church 100 S. 2nd St., Lancaster, PA 717-688-5000	St. John's Episcopal Church 100 S. 2nd St., Lancaster, PA 717-688-5000
Elmhurst Church of the Brethren 271 South St., Lancaster, PA 717-688-5000	L.M. Church 200 S. 2nd St., Lancaster, PA 717-688-5000	St. Paul's Episcopal Church 100 S. 2nd St., Lancaster, PA 717-688-5000	St. John's Episcopal Church 100 S. 2nd St., Lancaster, PA 717-688-5000

For more groups see church website contact info@alma.org

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 to organizations, funds, and events whose purposes and commitments are aligned with ours. We support many organizations locally and globally, including:

- Local: ECHOS, Samara Family Services, Etown Child Care Center, Etown Emergency 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, 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

Total Budget - \$81,630, -12%



Lancaster Pride Festival

Deacon Board

Our Deacons typically 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. The pandemic has changed some of the ways the Deacon Board operates, but they continue to minister with love to our congregation. Expense allocations here will provide:

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

Total Budget - \$1,300, -60.6%



Income Summary

The projected contributions in 2022 are \$750,000 which represents a 6.6% decrease from the 2021 budget.

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.

ELIZABETHTOWN CHURCH OF THE BRETHREN

Exhibit C

	Proposed Budget 2022	Percent Change from 2021	Budget 2021	Estimated 2021
OPERATING INCOME:				
OFFERINGS	750,000	-6.6%	803,303	711,000
RENTS	67,000	0.0%	67,000	65,000
TRANSFER FROM HOUSING FUND	10,000	25.0%	8,000	8,000
TRANSFER FROM O'DONNELL MUSIC FUND	16,000	N/A	0	0
TRANSFER FROM FACILITY FUND	8,000	-76.5%	34,000	24,768
TOTAL OPERATING INCOME	851,000	-6.7%	912,303	808,768

OPERATING EXPENSES:				
MINISTRY SALARIES & BENEFITS	548,822	2.0%	538,094	407,951
ADMINISTRATION	35,750	15.1%	31,050	32,682
EXPRESSIONS	9,577	-13.0%	11,002	8,005
NURTURE	17,400	-1.7%	17,700	8,726
CHRISTIAN EDUCATION	5,600	-11.1%	6,300	2,500
WITNESS & OUTREACH	81,630	-12.0%	92,714	89,300
RESOURCES	187,899	0.0%	187,899	175,676
DEACON BOARD	1,300	-60.6%	3,300	2,300
MAP TEAMS	0	-100.0%	1,000	0
TOTAL OPERATING EXPENSES	887,978	-0.1%	889,059	727,140

OPERATING BUDGET GAIN/(LOSS)	(36,978)		23,244	81,628
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SPECIAL CAPITAL IMPROVEMENTS (SCI):				
ELEVATOR	0		38,077	81,628
ROOF REPAIR	24,671		0	0
STAIR TOWER #2 ROOF/PLASTER	20,000		0	0
BOILER TEMPORARY FIX	23,500		0	0
CLASSROOM (2) RE-FURBISH	20,000		0	0
TOTAL SPECIAL CAPITAL IMPROVEMENTS	88,171	131.6%	38,077	81,628

RECOMMENDED FUNDING FOR SCI:				
TRANSFER FROM FACILITY FUND FROM	88,171			
DESIGNATED BUILDING PROJECT FUNDS				

TOTAL BUDGET GAIN/(LOSS)	(36,978)		(14,833)	0
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ELIZABETHTOWN CHURCH OF THE BRETHREN

Exhibit C

		Proposed Budget 2022	Percent Change from 2021	Proposed Budget 2021	Estimated Actual 2021
MINISTRY SALARIES & BENEFITS					
5101	Salary (Eric)	74,400	-9.6%	82,303	6,859
	One-time Relocation Stipend	7,500	N/A	N/A	N/A
5102	Salary (Pam)	82,996	2.6%	80,917	80,917
5103.1	Salary (Josh)	76,920	3.4%	74,392	74,392
5103.2	Salary (Jason)	63,883	3.3%	61,870	61,870
5114	Salary, Administrative Assistant I	42,172	10.9%	38,016	38,016
5115	Salary, Administrative Assistant II	24,232	2.0%	23,751	21,254
5116	Salary, Organist	14,941	2.0%	14,648	14,648
5117	Salary, Bell Choir	5,493	2.0%	5,386	5,386
5121	Facility Management	26,024	6.8%	24,378	13,500
5104	Pension	41,745	3.1%	40,500	31,446
5105	Medical/Life/Dental/LTD/Vision	55,215	-5.3%	73,810	45,063
5113	Health Savings Account	14,667	N/A	0	0
5106	Social Security	8,634	6.3%	8,123	7,100
5107	Auto - Pastors	1,500	0.0%	1,500	500
5108	Professional Growth - Pastors	5,000	0.0%	5,000	4,000
5112	Professional Expense	1,000	0.0%	1,000	500
5111	Sabbath Rest	2,500	0.0%	2,500	2,500
	Total	548,822	2.0%	538,094	407,951
ADMINISTRATION					
5201	Office Supplies	4,000	0.0%	4,000	4,000
5202	Telephone/Internet/Cell Phone	8,000	23.1%	6,500	8,000
5203	Postage	1,000	100.0%	500	2,200
5205	Bank/Credit Card/BREEZE Fees	2,500	-28.6%	3,500	2,500
5310	Accounting Services	8,400	7.7%	7,800	7,800
5460	Conference Delegate Expense	6,000	100.0%	3,000	1,053
5462	Staff Enrichment	100	0.0%	100	60
5463	Retreats/Pastor Appreciation	150	-40.0%	250	0
5464	Copier Lease	5,500	3.8%	5,300	5,420
5465	Recruitment	100	0.0%	100	1,649
	Total	35,750	15.1%	31,050	32,682
EXPRESSIONS					
5501	Pulpit Substitutes	400	-23.8%	525	1,500
5502	Organist Substitutes	525	0.0%	525	0
5510	Worship Environments	400	0.0%	400	100
5511	Worship & Funeral Bulletins	1,452	-40.8%	2,452	1,000
5520	Music & Special Materials	2,875	0.0%	2,875	2,000
5530	Fellowship Committee Activities	600	0.0%	600	200
5591	Professional Growth	200	0.0%	200	300
5592	Aids to Worship	2,000	0.0%	2,000	2,000
5594	Ushers' Breakfast	100	0.0%	100	0
5595	Copyright License	900	0.0%	900	905
5601	Drama	125	-70.6%	425	0
	Total	9,577	-13.0%	11,002	8,005
NURTURE					
6125	Congregational Wellness Team	400	0.0%	400	100
6130	Camp Swatara (Good as Gold)	4,500	0.0%	4,500	0
6140	Lenten Worship	1,000	233.3%	300	230
6141	Church Picnic/Gatherings	800	0.0%	800	100

ELIZABETHTOWN CHURCH OF THE BRETHREN

Exhibit C

		Proposed Budget 2022	Percent Change from 2021	Proposed Budget 2021	Estimated Actual 2021
6150	Golden Age Dinner	200	-77.8%	900	0
6160	Post High Group	300	0.0%	300	0
6170	Senior High Youth Group	1,500	0.0%	1,500	500
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	600
6201	Faith Markers	500	66.7%	300	500
6202	Graduate Sunday	100	0.0%	100	360
6203	Parents of Young Children	100	0.0%	100	0
6220	Parish Resource Center	700	0.0%	700	700
6225	Samaritan Counseling Ctr	600	0.0%	600	1,200
6245	Child Protection Policy	0	-100.0%	50	0
6260	Library Materials	200	0.0%	200	0
6282	GH Decorating	0	-100.0%	100	0
6283	Fantasy Football	0	-100.0%	50	0
6329	Womens Retreat	500	0.0%	500	0
6330	Brethren Buddies	0	-100.0%	300	0
6335	Congregational Spiritual Grwth&Enrichm	1,000	0.0%	1,000	600
6340	Camp Swatara Events	500	0.0%	500	236
6345	Fifty Plus Group	100	0.0%	100	0
7235	Messenger	0	N/A	0	0
	Total	17,400	-1.7%	17,700	8,726
CHRISTIAN EDUCATION					
6620	Sunday School Curric. & Resources	4,000	-11.1%	4,500	2,500
6630	Vacation Bible School	1,000	-16.7%	1,200	0
6640	Teacher Recognition	200	0.0%	200	0
6650	Teacher Training	400	0.0%	400	0
	Total	5,600	-11.1%	6,300	2,500
WITNESS & OUTREACH					
7120	Church World Service (Lancaster)	2,610	-10.0%	2,900	2,900
7130	Bethany Theological Seminary	3,420	-10.0%	3,800	3,800
7140	Camp Swatara	2,700	-10.0%	3,000	3,000
7150	District Budget	14,850	-10.0%	16,500	16,500
7155	Susquehanna Valley Ministry Center	2,610	-10.0%	2,900	2,900
7160	Elizabethtown College	2,610	-10.0%	2,900	2,900
7170	Mission & Ministry Bd	22,680	-10.0%	25,200	25,200
7180	UCEA	2,610	-10.0%	2,900	2,900
7182	New Community Project	2,610	-10.0%	2,900	2,900
7185	Etown Child Care	2,610	-10.0%	2,900	2,900
7195	Samara	2,610	-10.0%	2,900	2,900
7200	Brethren Village	2,610	-10.0%	2,900	2,900
7220	Lanc. Co. Council of Churches	2,610	-10.0%	2,900	2,900
7230	COBYS	2,610	-10.0%	2,900	2,900
7235	Messenger	0	N/A	0	0
7270	On Earth Peace	2,610	-10.0%	2,900	2,900
7290	Special Outreach	1,000	-50.3%	2,014	500
7320	Evangelism Events/Hospitality Comm	500	-50.0%	1,000	500
7321	Communications Committee	250	-75.0%	1,000	100
7340	Brethren Housing Assn	2,610	-10.0%	2,900	2,900

ELIZABETHTOWN CHURCH OF THE BRETHREN

Exhibit C

		Proposed Budget 2022	Percent Change from 2021	Proposed Budget 2021	Estimated Actual 2021
7372	Quilting Group	500	0.0%	500	0
7375	ECHOS	2,610	-10.0%	2,900	2,900
7399	Run for Peace	0	N/A	0	0
7376	BMCLGBT	1,800	-10.0%	2,000	2,000
	Total	81,630	-12.0%	92,714	89,300
RESOURCES					
8102	Custodial - Seasonal	2,500	0.0%	2,500	2,200
8106	Janitorial Services	39,164	0.0%	39,164	35,000
8110	Envelopes	356	0.0%	356	300
8120	Insurance	16,571	0.0%	16,571	16,571
8130	Equipment/Improvements	23,077	0.0%	23,077	10,000
8150	Maintenance/Repairs	36,000	20.0%	30,000	50,000
8151	Kitchen Supplies	1,000	0.0%	1,000	1,500
8154	Landscaping	10,000	0.0%	10,000	4,000
8155	Rider Cemetery	1,200	0.0%	1,200	0
8160	Service Contracts	19,424	0.0%	19,424	19,500
8180	Electricity	16,145	0.0%	16,145	14,500
8190	Fuel	12,142	0.0%	12,142	10,700
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	0.0%	700	0
8320	Stewardship Education	500	0.0%	500	0
8322	Classroom Trailer Rental	0	-100.0%	6,000	4,105
8323	Sunday Security	1,820	0.0%	1,820	0
	Total	187,899	0.0%	187,899	175,676
DEACON BOARD					
8501	Communion & Love Feast	500	0.0%	500	0
8502	Local Benevolences	0	-100.0%	2,000	2,000
8503	Communications Ministry	400	0.0%	400	0
8504	Funeral Expense	400	0.0%	400	300
	Total	1,300	-60.6%	3,300	2,300
MAP Teams					
8701	Spiritual Growth	0	N/A	0	0
8702	LEAP	0	-100.0%	1,000	0
8703	Worship Attendance	0	N/A	0	0
	Total	0	-100.0%	1,000	0

ELIZABETHTOWN CHURCH OF THE BRETHREN

Budget versus Actual Review

<u>Year</u>	<u>Budget Offerings</u>	<u>Actual Offerings</u>	<u>Actual as % of Budget</u>	<u>Actual Total Income</u>	<u>Budget Expenses</u>	<u>Actual Expenses</u>	<u>Actual as % of Budget</u>	<u>Net Income</u>
2021	803,303	711,000	89%	808,768	927,136	808,768	87%	0
2020	803,303	710,086	88%	865,819	912,303	857,845	94%	7,974
2019	778,125	792,763	102%	875,330	863,125	864,308	100%	11,022
2018	731,748	775,178	106%	836,612	807,348	783,515	97%	53,097
2017	727,760	686,913	94%	755,233	796,060	755,233	95%	0
2016	641,616	704,823	110%	755,918	709,916	746,755	105%	9,163
2015	580,100	660,552	114%	708,037	645,400	658,037	102%	50,000
2014	576,782	598,435	104%	646,285	620,782	605,842	98%	40,443
2013	576,196	555,217	96%	600,048	619,196	611,481	99%	-11,433
2012	540,986	539,931	100%	587,191	582,996	569,787	98%	17,404
2011	541,715	505,809	93%	582,334	582,715	577,463	99%	4,871
2010	535,966	530,116	99%	548,926	557,658	536,821	96%	12,105
2009	517,051	513,141	99%	574,065	578,656	562,090	97%	11,975
2008	490,715	475,974	97%	556,164	530,755	538,804	102%	17,360
2007	482,587	455,769	94%	523,036	519,044	502,228	97%	20,808
2006	441,578	419,710	95%	499,450	457,358	457,358	100%	42,092
2005	446,650	439,615	98%	461,397	480,372	480,372	100%	-18,975
2004	443,618	424,112	96%	488,758	482,618	484,997	100%	3,761

Note: 2014 net income of \$40,443 was contributed to the Nigerian Crisis Fund.

Note: 2015 net income of \$50,000 was used 50% for outreach and 50% for internal Resources spending.

Note: 2017 - \$30,828 of non-budgeted building project expenses were charged to Resources budget.

Note: 2018 net income of \$53,098 was split \$26,549 to Resources to cover building project expenses, \$21,239 to Witness (Community Place, Paradise fire), and \$5,310 to Expressions.

Pastoral Team Report

Exhibit D

To Church Council November 2021

Selected verses, Revelation 21: Then I saw a new heaven and a new earth; and I heard a loud voice from the throne saying, "See, the home of God is among mortals. He will dwell with them; they will be his peoples, And the one who was seated on the throne said, "See, I am making all things new."



This scripture holds two promises:

God has made a dwelling place - a lot like pitching a tent. God has chosen intentionally and has committed to pitch it and dwell... among us.

Second, God promises, "I am making all things new." This is a promise of transformation in our midst. God so loves this world, and we are invited to boldly claim our role as God's people who can make a difference in the lives of individuals, in our community and in our world.

Consider what we have been through for the past 20+ months. And dream with us the possibilities as we move forward together:

- ❖ Just several weeks away, Pastor Eric Landram will join the pastoral team as our newest pastor. Pastor Eric comes with much experience and with great enthusiasm! We are eager to work together and to explore how God might lead us as we serve our precious congregation!
- ❖ We are grateful for all who have answered the call to serve in leadership positions in the congregation for 2022. The church board will participate in a retreat on January 22 to gain focus for the coming year! Great things are ahead!
- ❖ Our youth are gearing up for a trip to the National Youth Conference in 2022. There will be excitement in plan making and in anticipation of a significant life experience.
- ❖ Renovations of Phase One of the Building Improvement plans are soon completed. The results are fantastic. Together we will discern next steps in caring for our aging facility.
- ❖ We continue to learn what it means to be a congregation that is both in-person and live streamed. We are committed to provide a meaningful worship experience for all.

Individual reporting:

Pastor Josh

- Served as music coordinator for Annual Conference this summer along with Elizabeth Tindall
- In process with the Atlantic Northeast District for ordination
- Continuing to adapt to the Covid 19 pandemic and its impact on worship, technology and ministry needs. Grateful to be part of our amazing pastoral team

Pastor Jason

- Youth advisor for the denominations National Youth Cabinet planning the upcoming 2022 National Youth Conference, Serving on the District Gifts Discernment team, as the Ministry Commission chair for the Camp Swatara Board and on the Elizabethtown College Peace Fellowship board.
- Continuing in the Masters of Divinity program at Bethany Theological Seminary with a potential graduation date in 2023. Continuing to meet regularly with my ministry mentor, Jim Beckwith.
- My most exciting responsibility continues to be as husband to Ashley and father to Oliver and Winnie.

Pastor Pam

- Served as delegate to Annual Conference (live-streamed) and as delegate to ANE District Conference (hybrid in-person and live-streamed). It was good to be together!
- Continues to serve on Advisory Board for Sate Communities, Elizabethtown College Board and member of church/college advisory board.
- Meets with spiritual director and two groups of clergywomen.

As we count our blessings, we are grateful to be on this journey with each and every one of you! It is a joy to be your pastors! See, I am making all things new!

Jason Haldeman

During this past year I have continued my studies at Bethany Theological Seminary with distance learning through video conferencing. I am currently enrolled in two Bethany Seminary Courses and plan to continue my enrollment until I complete my Master of Divinity degree, perhaps in Spring of 2023.

I continue to meet regularly with my ministry mentor, Jim Beckwith. I am currently serving on the Camp Swatara board as well as an advisor for the denomination's Youth Cabinet that is planning the National Youth Conference for this coming summer.

Josh Tindall

Upon completion of my last class "Beliefs and Practices" in the spring of 2021 at Susquehanna Valley Ministry Center I was in contact with the Atlantic Northeast District to begin the process of ordination within the Church of the Brethren. I am currently completing my Pre-ordination interview guide and look forward to further steps from the Atlantic Northeast District.

I am currently employed as Minister of Music & Worship at the Elizabethtown Church of the Brethren. Retired Pastor John David Bowman continues to be my mentor through the district.

Reports of Church Board

Christian Ed

Children and Youth Sunday School

During the beginning of 2021, our preschool (SHINE) and elementary (BLAZE) Sunday School programming continued to be virtual through the use of videos and occasional zoom sessions. Sunday School curriculum and activities were sent out to families during this virtual time. In June, as the restrictions of COVID-19 loosened, our Sunday School programming became an important part of the church hour. Classes were and continue to be held from 10:15 am until the end of worship. Classes spend the majority of their time outside if possible. This has been extremely important for children to make connections to one another. Masks are in use when classes must be indoors. The Nursery continues to be available during worship for infants ages 0-2.

The Junior and Senior High Sunday School classes continued zoom classes during the beginning months of 2021. Both groups decided to take a break over the summer due to zoom fatigue. Several socially distanced outdoor activities were held over the summer including hikes and campfires. In the fall, the Jr. and Sr. High classes are meeting as a combined group just after the sermon. This year has been difficult to maintain attendance and participation with both groups, but especially with Sr. High. Social gatherings continue to be the highlight for these age groups and we are looking forward to future events and the National Youth Conference trip as a spark to engage these students.

Children's Church

No children's church was held during 2021 as the Sunday School classes were meeting during worship. In the future, we would like to continue to provide this option, but we will need volunteers to staff this program.

Vacation Bible School

VBS was not held this summer due to COVID-19.

Adult Sunday School

We continue to hold adult classes over Zoom. Many guests both within and outside our congregation have been welcomed to these online classes. Speakers have shared and attendees have been able to ask questions and participate in discussion. This online format has and continues to provide an opportunity to engage with persons who are geographically distant from Elizabethtown, PA. We are working on creating a hybrid adult Sunday School classroom that will allow zoom participation to continue even as we begin to meet in-person for Sunday School.

Thank You!

The Christian Education Commission would like to thank all of those who give of their time and gifts to the faith formation of our church family and our greater community.

We are grateful to those providing and participating in new and creative ways of connecting during the COVID-19 pandemic. We look forward to reconnecting and growing our Christian Education programs in the upcoming year.

Expressions

The Expressions commission continues to work with the worship planning team to provide innovative and meaningful worship experiences both in-person and online. Throughout a long period during the COVID-19 pandemic, worship at Etown CoB was exclusively online. On June 6, 2021, the worship planning team in consultation with the re-opening committee safely began providing in-person worship services along with the ability to continue to stream online live on YouTube.

Many thanks go to our outstanding A/V team who have tirelessly provided the much-needed expertise and infrastructure to keep worship going throughout the pandemic. While in-person worship attendance is steadily increasing, many still view worship services online live or at a later time. Along with the A/V team, ushers, greeters, and many others work hard in front and behind the scenes to provide a safe and meaningful worship experience each Sunday. All their work is greatly appreciated.

Throughout the Summer and Fall, all preaching responsibilities fell on the Pastor's Pam, Jason and Josh. To provide additional voices, guest preachers were used throughout this time - both in-person and pre-recorded. In August and early September, Pastor Josh was in communication with various vocal groups, and it was decided at that time for the safety of all involved that vocal group rehearsals and participation in worship would be postponed until such time as local Covid transmission rates were lower. Memorial Bell choir was able to begin rehearsing using masks and social distancing to keep everyone involved safe.

While the pandemic has and continues to provide challenges, the resolve and resilience of the Elizabethtown Church of the Brethren continues to shine. Worship planning team continues to receive many words of appreciation and thanks for the continued ministry and sense of community provided through worship. We all look forward to exciting and innovative days ahead as we welcome Pastor Eric to the team!

Nurture

Nurture revisited our mission statement and brainstormed innovative ways in which we could better fulfill our mission.

Nurture Commission has responsibility for the inner mission of the church. The commission shall be responsible for providing experiences that enable persons of all ages to develop faith and grow in Christlikeness as disciples. The Commission shall assume responsibility for opportunities that strengthen the body of Christ by building and nurturing friendships and relationships.

Lenten activities suggestions were sent to the congregation via email, asking them to email back their photos or events and none were received. Lenten devotionals were available through the church office.

Nurture created a virtual Game night which began on January 31 and a second night on February 28, 2021. Very few joined, but those who did, had a very nice time connecting with each other.

Faith Markers-the Blessing of the children was completed with books being delivered, photos taken and a short music video created for these groups of children.

An outdoor movie night was planned, but canceled due to high costs and Covid upticks in the late summer and early fall.

Guess Who's Coming to Dinner was discussed, but again postponed due to Covid upticks and gatherings not happening.

Nurture introduced SCN Supportive Communities Network to the boards & congregation, ending with a "yes" vote to join this organization, which promotes a welcoming environment for LGBTQ+ individuals in churches.

A fall church picnic was planned in combination with the Lititz CoB and this event was a success on Sunday, September 19, 2021.

We hosted an ice cream Sunday in early October that was a huge success, safely outside and enjoyed by many.

Nurture is working to replace the Golden Age dinner group with another "senior" ministry called "Prime Time". This group was introduced to Nurture by Gina Strouse who was inspired by an article she read. We plan to work with Gina to have this group evolve and see where it leads.

Christmas holiday activities:

- Advent we are promoting a devotional called "Do Not Be Afraid", a Brethren Press Advent - Epiphany devotional.
- Sending Christmas cards to all shut-ins from Nurture commission, along with small poinsettias, if budget will allow.
- Planning a possible bonfire/Christmas caroling night on Sunday, December 12, to have an outside gathering with hot chocolate and shared individually packed cookies.

We plan to support the Witness Commission in bringing John Pavlovitz to our church for an invigorating fall weekend next year in 2022.

We continue to try to come up with creative ways for us to stay connected from a distance, but long for the time when we can be together again without social distancing and masks restrictions.

Resources

The Resources Committee is actively involved in the day to day operations and maintenance of the church building and the grounds around the building. During 2021 we have our second full year of Amy Zimmerman in place as the Facilities Manager and we have continued to balance the needs of the congregation, the Elizabethtown Community Nursery School, the Elizabethtown Child Care Center and all the various organizations and groups requesting the use of our property and grounds. We have done this while the education wing had to have some quick moving of materials from a Resources Room which was overrun with ancient old materials that had to be sorted through and discarded. This saw the renovation of two areas to provide updated men's and women's bathrooms, which will soon be available for our use.

Along with the challenges caused by the pandemic and climate change, we had some serious issues: flooding which led to major cleanup and unexpected repair expenses. Our slate roof continues to provide leaking issues which in return provides us with plaster repair matters.

As reported last year, a hydraulic leak in the existing elevator did indeed lead us to replace the elevator with an Otis elevator (\$162,748.00). Along with the elevator, the fire panel had to be replaced (\$9,000.00). When it rains, it pours - then the security system had to be replaced (\$10,835.00). The security system is designed to include the expansion of the system

to add additional doors if/when the building expansion can occur. There were many on-going repairs with plumbing, heating, dishwasher, etc.

There have been numerous projects to maintain and enhance the beauty of our building and properties. A special note of thanks to the Landscaping volunteer crew for the beautification project. A big "shout out" to Kurt Sollenberger, Greg Epps, and Al Sollenberger for their engineering the project.

The Resources Committee is ending the year with a continued focus on making the Church facility an inviting and welcoming place in 2022. The November meeting was held on premises with the Board Chair, Moderator, Building Committee, and incoming Board Chair and Vice Chair to plan how we can move forward with our goal. As you can see in the proposed budget for 2022, there is much that can be done to meet that goal.

Respectfully submitted by Carroll Kreider, on behalf of the Resources Commission

Witness

Commission members are Amy Karr, Jordan Eberhart-Bingeman, Amanda Hileman, Jake Weaver-Speidel, Jim Hollinger and Pastor Pam

1. The CROP table has a very successful season. The table raised over \$1,900.
2. Our community cupboard month happened in October with a combination of in-person donations and utilizing the Amazon wishlist to ship items directly to the community cupboard.
3. Lancaster Pride was a huge success. Etown CoB was proud to sponsor the event. We were able to have a presence at the event that included a table with information about the church, Pride flags and temporary tattoos. Participating in the event was a meaningful way for Etown CoB to support the LGBTQ+ community.
4. Witness will be sponsoring a "Giving Match" challenge during Advent Season to support schools in Nigeria - more details to come!

Deacons

Since the beginning of the pandemic, the deacons have continued to make more than the usual weekly contacts - emails, phone calls, notes, and more recently visits when they are possible in the community and retirement homes. Hospital visits have not been possible.

More specific involvement includes:

- Responding to a number of benevolence requests as well as transportation needs.
- Preparing and serving a simple meal following the memorial services for the following: Otis Kitchen, Betty Bell, and Karen Wenger
- Baking communion bread followed by preparing and serving bread and cup communion during Sunday morning worship, with the bread being offered packaged as individual pieces.

An important decision has been to divide the many deacon duties into "Elizabethtown Church of the Brethren Ministry Teams." The following teams have been formed; others outside the current established deacon body are invited and have decided to join these teams. If you have an interest in joining one or more of these teams, to serve when possible, please contact Vida Snavelly.

- Prepare Bread & Cup Communion (during the Sunday School hour)
- Serve Bread & Cup Communion (during worship)
- Love Feast Setup
- Love Feast Kitchen Help
- Love Feast Cleanup
- Funeral Meal Setup
- Funeral Meal Kitchen Help
- Funeral Meal Serving
- Funeral Meal Cleanup
- Baking Cookies for Funeral Meals
- Retirement Home Visitation / Contact
- Community Visitation / Contact
- Sunday Morning Door Greeter
- Transportation Assistance

Heartfelt appreciation for your willingness to assist with the ministries of the Elizabethtown Church of the Brethren in whatever way/s you are serving.

Respectfully submitted, Vida Snavelly

Building Committee

Throughout the summer and into this fall, you may have noticed construction fencing, dumpsters and other equipment in the church parking lot. Behind that fencing, a lot has been happening!

The Christian Education wing bathroom renovation project, part of Phase I of our renovation/construction plan, includes: elimination of previous men's and women's main level bathrooms and corner storage room in Christian Education wing, which are now Americans with Disabilities Act (ADA) compliant men's, women's, and family restrooms; drywall, painting and finishes (i.e. tile, countertops, vanities, toilet fixtures, and partitions); acoustical ceiling, lights, and HVAC grilles and registers; corresponding downstairs classroom plumbing and ceiling work.

Council activity this year:

- * March 21, 2021 Special Church Council meeting. Congregation voted to approve the phased approach to construction and remodeling. Accepted construction schedule outlined in Phase I and II.
- * May 2, 2021 Special Church Council meeting. Congregation voted to accept the bids totaling \$820,294 for Phase I.

The roof of the Christian Education wing is also included in this phase. We ordered rooftop steelwork (already fabricated and galvanized). The installation of this structural steel is tentatively scheduled for the end of this year. Once the steel is installed, a new roof will be placed, followed by setting of rooftop HVAC units when they arrive, tentatively scheduled for January 2022.

As Phase I work is underway, the building committee has been working throughout the summer to refine Scheme 20 (reminder: a video of Scheme 20 is on our website - scroll to bottom). They have arrived at Scheme 20|Option 5A as their recommended approach. The Building Committee has been in dialogue with the Church Board, Resources Commission and the Finance Committee about Scheme 20|Option 5A.

Church leadership had hoped to bring the design and financial package to the congregation for discussion this fall. We are now planning for a congregational discussion in early 2022. In addition to allowing more time for additional information to be gathered, this will also allow our new pastor to participate in the process.

It is with much thanks that we celebrate the work finished to date, and the many hours and dollars contributed to this effort. Capital campaign dollars received to date – \$ 2,256,546.90!
THANK YOU!

Slate, Fall Council Meeting 2021

Exhibit G

Position	Candidate	Term	Term Length
<i>Board Chair</i>	Jeff Eisenbise	1 st	2 yrs
<i>Clerk</i>	Alyssa Cross	3 rd	2 yrs
<i>Treasurer</i>	Frank Rhodes	10 th	1 yr
<i>Treasurer Elect</i>	Kendra Gottshall	1 st	2 yrs (1-Elect, 1-Treasurer)
<i>Asst. Treasurer</i>	Bob Hollinger	10 th	1 yr
<i>Financial Secretary</i>	Amy Carroll	4 th	1 yr
<i>Christian Education Commission</i>	Lynne Hockley	1 st	3 yrs
<i>Nurture Commission</i>	Bill Siler	1 st	3 yrs
<i>Nurture Commission</i>	Lois Herr	1 st	3 yrs
<i>Resources Commission</i>	Duane Hernley	1 st	3 yrs
<i>Resources Commission</i>	Rich Nornhold	1 st	1 yr (Appointed)
<i>Witness Commission</i>	Karen Ungemach	1 st	3 yrs
<i>Witness Commission</i>	Sandra Flanagan	1 st	3 yrs
<i>Annual Conference Delegate Elect 2023</i>	Karen Hodges	1 st	2 yrs
<i>ANE District Conference Delegate 2022 & 2023</i>	Craig & Linda Coble	1 st	2 yrs

Bios for Candidates on Slate for Fall 2021 Council Packet

Board Chair

Jeff Eisenbise

I began attending 4th grade Sunday School at Etown CoB in 1961 after my family moved from Kansas.

A few years later, I met my future wife, Becky in the Sr High Youth room after her family also moved here for employment opportunities at the college.

After marriage and graduation from PSU we moved to a small farm just across the Conewango Creek in Dauphin County where I have been a self-employed farmer for the past 46 years. Our family includes two adult children, their spouses and two young grandchildren.

Over the years I have served in several capacities within the congregation including teaching the Sr High Youth, a previous term as Board Chair and two terms as Moderator.

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 estimating for a new home builder. 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 Harry they operate Rising Locust Farm, LLC, an affiliate of New Community Project. Frank works off-farm as a Partner and consultant with Conrad Siegel Actuaries, where he has been employed for 35 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.

Treasurer Elect

Kendra Gottshall

Kendra grew up attending Lititz Church of the Brethren. When she and husband Kurt moved to Elizabethtown in October 2011 she started attending the Elizabethtown CoB, later transferring her Membership. Kendra is a CPA by background and currently works for a Private Trust Company as a Wealth Strategist. Kurt and Kendra have two boys, Tanner (12) and Carson (9). Kendra has served as the Nursery Coordinator and has taught children's Sunday School for several years.

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, joined the Elizabethtown Church of the Brethren in 2012. Amy has a degree in English from Westminster College in New Wilmington, PA. Since moving to Lancaster County in 2010, she has volunteered with The Friends of Milanof-Schock Library, The Literacy Council of Lancaster-Lebanon, The Center for Community Peacemaking and The Elizabeth Hughes Society. She has served as Etown CoB Financial Secretary since 2019.

Christian Ed

Lynne Hockley

Lynne has been a life-long member of this church and continues to be excited about who we are and the direction we're going. She co-teaches our Sr. High Youth Sunday school class and Pre-school class and is on the Ministry Calling Committee. Lynne has a BA in Art from Bridgewater College and has had a variety of work experiences including graphic design and parent education. She enjoys creating mixed media collage and going on long walks and hikes. Lynne and her husband Herb are the parents of three adult children and relish opportunities to travel to visit them and explore their home cities.

Nurture
Bill Siler

I am originally from Clairton, PA, which is outside of Pittsburgh. I have been a Registered Nurse for 23 years. I received my bachelor's degree in nursing (RN) from Penn State University and eventually ended up working in York where I met my wife, Kristen. We were married in this church and have two boys, Ryan and Ben. We relocated from York to Mount Joy in 2011, when our children were very young. Kristen has been a member of this church since she was born and I became a member a number of years ago. I have always liked this church and what it stands for and look forward to being on the Nurture Commission.

Nurture
Lois Herr

A native of Elizabethtown and graduate of our high school and college, Lois later received a Penn MA and a Fordham MBA. Her career took her into business, feminism, farming, academia, politics and local government. She lives now in Mt. Gretna remembers fondly her days in NYC and those on the farm. Lois is the daughter of Ira and Kathryn Herr.

Resources**Duane Hernley**

Duane Hernley is a native of Elizabethtown who graduated from EAHS. He has two grown sons, Benjamin and Daniel Hernley. He and his wife, Lucy Hernley run the business, Hernley's Polaris and Indian Motorcycle. He is happy to bring his mechanical and business knowledge to the Resources Commission.

Rich Nornhold

I am the father of three children, Percy, Seth (deceased), and Liam. Husband to Kathy for almost twenty-five years. I work for CBF Bakery Systems, building equipment that makes Ding-Dongs, Zingers, Ho-Ho's and Twinkies. I'm an engineer by training and have loved traveling the globe and experiencing different cultures. I have been attending the Etown CoB for over seven years and have enjoyed getting to know the diverse and interesting people in the congregation. I hold a Blue Belt in Pai Lum, White Dragon Kung Fu; I am on the Staff of Zenkaikon, Cosplay/Anime, Sci-Fi Convention and I make the best Sauerkraut on the planet. I love heavy metal music, skiing, comic books, the beach and spending time with my family.

Witness**Karen Ungemach**

Karen is a retired Elementary Reading Specialist. She has been enjoying the time at home and doing creative activities like sewing, wood carving and knitting. She really got into baking cookies during the shut down and baked cookies for the Pastors/Tech each week. They had to endure a lot of experiments! She is passionate

about SERRV and their mission to provide work opportunities for their artisans and the whole idea of Fair Trade. She sings with the choir and is missing participating in the music with Pastor Josh and all the other talented singers and instrumentalists!

Sandra Flanagan

Elizabethtown Church of the Brethren was my church from infancy through my teens. After graduating from Etown high school, I attended Pitt School of Nursing. Shortly after graduating from Pitt, I moved to the West Coast in my VW bus and lived in Santa Cruz County, California for the next 38 years. There I primarily worked as a pediatric and NICU nurse in an agricultural community where the majority of my patients were Latinos. I learned some Spanish, about Mexican culture, and the implications of living and working in the United States as an undocumented immigrant. In 2016 I retired from nursing, moved back here to my roots, and joined Etown CoB the following year. I live with my beloved partner Glenn Bradley, and have been helping my mother navigate life as she ages. I have been serving on the Immigration Support Committee since its inception in 2017.

Annual Conference 2023

Karen Hodges

I have been a member of the Etown CoB since the mid 1980's. I am employed by Susquehanna Valley Ministry Center (Partner of Bethany Theological Seminary) as Program Coordinator. In this role I have attended Annual Conference several times, but never as a delegate. I would be honored to represent this congregation in this capacity. Some things I like to do include taking walks, spending time with my parents at Masonic Village, traveling, and currently am learning to play the ukulele.

District Conference 2022 & 2023

Craig & Linda Coble

Craig Coble has been a member of this church since birth. His wife Linda joined the church in the early 70's. Both are graduates of Elizabethtown College. Linda received her Master's Degree in Business Education from Shippensburg University. Craig worked as a chemist at Armstrong World Industries for over 35 years. Linda worked as an Accounting teacher for about 30 years at Hempfield School District, part of that time as Business Department Head. They have 4 children: Rebecca, Jennifer, Christina, and Robert. They have 7 grandchildren, Megan and Luke (children of Rebecca and Scott), Joanna, Nichole, Ashley, (children of Jennifer and Brad), and Ryan, Mackenzie (children of Christina and Eric). They have both been long term members of the choir and have filled various Board and Committee positions. Craig serves on the Finance Committee, Christian Ed Commission and as Everence Advocate.