

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

November 22, 2020 at 11:45 a.m. via Zoom

I.	<p>Welcome & Call to Order</p> <ul style="list-style-type: none"> Joe Detrick called the meeting to order at 11:52 a.m. 	Moderator
II.	<p>The Process for Questions, Comments, and Voting</p>	Exhibit A & B
III.	<p>Opening Meditation & Prayer</p> <ul style="list-style-type: none"> Joe shared a meditation on how to live in times of transition and in-between times (1 Thessalonians 5:6-18) 	Moderator
IV.	<p>Overview of Agenda and Approval</p> <ul style="list-style-type: none"> No objections to agenda. Agenda approved 	Moderator
V.	<p>Acceptance of Minutes</p> <ul style="list-style-type: none"> 2019 Fall Council (11/17/2019) and 2020 Spring Council (06/28/2020) <p>No objections to previous meeting minutes. Approved as submitted.</p>	Moderator
VI.	<p>Update on Atlantic Northeast District Ministry Commission Actions</p> <p>Background Information</p> <ul style="list-style-type: none"> On November 14, the Atlantic Northeast District Board, including Etown CoB members Carroll Kreider and Pat Leiter, met for its usual business meeting. One of the agenda items was a recommendation from the District Ministry Commission to the District Board about Pastor Pam, responding to a same-sex marriage ceremony she performed this summer. The District Ministry Commission was recommending to the Board that a letter would be put in Pastor Pam's permanent file and that she would be encouraged to step back from any district leadership positions. The recommendation required a 2/3 majority vote to pass. That vote threshold was not met. The District Board has decided to schedule another meeting in December to pray and for further discussion. During the process of the District Ministry Commission's inquiry into Pastor Pam officiating a same-sex wedding, church board leadership reiterated our firm support of equal treatment of our LGBTQ+ members. We again provided them with the letter we sent to the Atlantic Northeast District Board on August 13, 2018 <p>Questions and Comments</p> <ul style="list-style-type: none"> Jim Beckwith is thankful that the removal of ordination does not seem to be on the table. Pat Leiter clarified that there were more options on the table from the District Ministry Commission, not just a letter in Pam's file. Carroll Kreider clarified that the District Ministry Commission unanimously supported simply putting a letter in Pam's file. That recommendation did not get a 2/3 vote from the District Board (short by one vote). The District Board was going to send it back to the Ministry Commission. The Ministry Commission made it clear that their recommendation was unanimous and the Board needs to take further responsibility for the matter, as the Ministry Commissions has already made their recommendation. It goes back for further discussion on December 8. Carroll also expressed a feeling of courage that the Board is having such thoughtful discussions on the matter. Glenn Book recalled that because the marriage was performed within a congregational setting where it was accepted and expected, that next steps would involve a dialogue with our congregation as a whole. 	Board Chair
VII.	<p>Update on Building Project Plans Motion #1</p> <ul style="list-style-type: none"> The Design and Development phase continues following the vote at the Council meeting last year. The Building Project presentation from the Architect is available online for viewing. Following concerns about green space, Carroll Kreider and Barry Garman began discussions with Elizabethtown College regarding a piece of property between the church and the Bowers Writing House. The College offered to sell the property to Elizabethtown Church of the Brethren for \$1. Carroll Kreider clarified that the new building would expand into our current parking area. The 	Board Chair

	<p>College has been using our parking space during the week and really needs parking space. This additional property would allow us to continue to offer the College parking spaces and would also provide them access walkways to and parking near the Bowers Writing House.</p> <ul style="list-style-type: none"> • Barry Garman clarified that this would allow additional access to the church property from Cherry Street in the future, but there are no plans to make use of that option at this time. <p>Action A: The Board recommends that Council approve the purchase of approximately one acre of adjoining land, which includes land from the gardens to the College's Bowers Writing House and extends to Cherry Street, for \$1 (one dollar) and cover the legal costs for the transfer of deeds.</p> <ul style="list-style-type: none"> • Voting Results: Votes tallied from the Google Form: 100 yes, 0 no. Action is approved.
VIII.	<p style="text-align: right;">Exhibit C, Treasurer</p> <p>Treasurer's Report Balance Sheet</p> <ul style="list-style-type: none"> • Three main causes for the increase in total assets vs last year: <ul style="list-style-type: none"> ◦ Almost \$1M in campaign contributions in the last 12 months, which has increased the cash in our money market fund ◦ Capital Campaign pledges are listed as a receivable item (asset) ◦ Different investment funds were carried as book value last year but are now being reflected at market value, so the accumulated capital appreciation has increased the assets by almost \$1.3M. • Question regarding the increase of the Pastoral Housing Fund increase. Similar to the other funds, it has appreciated in value over the years. This year we are reflecting the market value of the funds on the balance sheet. This reflects more of an accounting reporting change than an actual change in value from last year. When we look at the balance sheet next year, there shouldn't be as significant of a difference in these long-term funds. We're catching up the entire appreciation of the long-term funds in one year here. <p>Comparative Income Statement</p> <ul style="list-style-type: none"> • Offerings year to date are behind budget and behind where things stood at this point last year • The decision to transfer from the Facility Fund is typically made in December in consultation with the Finance Committee and the Board if we need to cover any capital improvements. • Most disbursement categories are under budget. • As of the end of October, we are at a net loss of \$22k, compared to last year at a net loss of \$40k at the same time point last year, which we made up in November and December last year. <p>Investments</p> <ul style="list-style-type: none"> • No contributions this year. No disbursements at this time. Expecting approximately \$40k in disbursements in December. With market appreciation, as of the end of October, we have a net gain of \$72k for the year (2.9% return). • Investment Mix as of the end of October: <ul style="list-style-type: none"> ◦ \$1.2M in balanced fund (60% equity/ 40% fixed income) ◦ \$1.3M in a short-term fund (based on council decision last December to set aside \$1.3M in a conservative investment for the building project)
IX.	<p style="text-align: right;">Exhibit D, Board Chair Exhibit E, Treasurer</p> <p>Proposed Budget for 2021 Narrative Budget</p> <ul style="list-style-type: none"> • Presenting a conservative 2021 budget (1.6% increase from 2020) based on the fact that we have many unknowns and have faced a challenging 2020. <p>Discussion and Comments</p> <ul style="list-style-type: none"> • Candace Hoover - Does the 2021 projection include a reduction for pastoral salary as Greg will leave in January and may take a few months to replace? <ul style="list-style-type: none"> ◦ Response: The Board and Finance Committee chose not to reduce the budget. We don't know how quickly that position will be filled. That number will likely change, but we felt it best not to speculate on the timing or what the salary or benefits may be and to leave the existing value for budget purposes. • Glenn Book - Proposed presenting a revised budget at the May Council if things need to be re-evaluated and reflect 2020 final results and early 2021 actual expenses and giving. • Have we considered not filling Pastor Greg's position, given that we spend over half a million dollars on salaries and benefits?

	<ul style="list-style-type: none"> ○ Response: The HR Committee is already looking at our staff complement right now and will be making recommendations to the Board about what our staff complement should look like in the future and if we should be making any changes. This is an opportunity for us to look at our staffing levels now and make changes if we need to change roles. The Pastors have already had one-on-one meetings with the HR Committee to talk about their thoughts. <p>Action B: Accept the Proposed Budget for 2021</p> <ul style="list-style-type: none"> ● Voting Results: Votes tallied from the Google Form: 98 yes, 2 no. Action is approved.
X.	<p style="text-align: right;">Exhibit F, Pastors</p> <p>Pastoral Team Report</p> <p>Greg</p> <ul style="list-style-type: none"> ● Expressed thanks for everything that has been done for the church and for his family over the past 15 years. Will look back on this time with fondness and appreciation; we did amazing things together. Is excited for ECOB's future. In January will be preaching a "farewell" series <p>Josh</p> <ul style="list-style-type: none"> ● Much time has been spent planning each week for online worship. ● Kudos to the church Board for prioritizing and investing (financially and with time) in growing online ministry. Made a significant tech upgrade in February without knowing that 1 month later 100% of worship would be online. Great insight and great investment. ● In March, Josh took some online continuing education courses focused on audio and video production, which have been put to use each week in the production of our worship services. ● Grateful for the fantastic and dedicated team that puts in the work week after week to make sure all the tech works and we're able to continue our ministry. ● Question regarding the creation of a Tech Team Committee <ul style="list-style-type: none"> ○ Response: At the end of 2019 and early 2020 in 2020, the Board was looking at changing Expressions to have more of a technology focus or adding an additional Tech Committee. In our current state, this seems to be a very good idea. Those discussions have been put on pause. The current A/V team meets weekly. We should look to structure a team to focus on all aspects of technology for our congregation (worship and beyond). <p>Jason</p> <ul style="list-style-type: none"> ● Faith formation has been moved online, which works differently for various age groups. Continue to work to meet needs. ● Over the last few months, our worship services have been seen by more people today than they have been in the past. In the past we were limited to the size of our sanctuary and that's no longer the case. People are tuning in from all over the place. The reach we have is a testament to the work we have been doing. <p>Pam</p> <ul style="list-style-type: none"> ● Continue to learn what ministry looks like in a pandemic and exploring ways to reach out. ● We've had some people inquire about our Inquirer's Class. Working on ways to make that work. ● Working on making a meaningful experience for Christmas Eve to make us feel connected even though we will be virtual. <p>Comments and Feedback</p> <ul style="list-style-type: none"> ● Jim Beckwith - Commented on the blessing it has been to be Jason's mentor and to watch as his confidence and his depth in preaching and pastoral presence have developed. Gave special thanks to Pastor Greg for his work with Jason in developing Jason's leadership skills. Expressed gratitude for the way in which all four pastors bring their gifts and skills together.
XI.	<p style="text-align: right;">Exhibit G, Moderator</p> <p>Affirmation of Ministerial Licensing for:</p> <ul style="list-style-type: none"> ● Jason Haldeman ● Josh Tindall <p>Action C: Re-affirm the licensing of Jason Haldeman and Josh Tindall to ministry in the Atlantic Northeast District of the Church of the Brethren</p> <ul style="list-style-type: none"> ● Voting Results: Votes tallied from the Google Form: 100 yes, 0 no. Action is approved.
XII.	<p style="text-align: right;">Exhibit H</p> <p>Reports of Church Board</p> <ul style="list-style-type: none"> ● Christian Education Commission ● Expressions Commission <ul style="list-style-type: none"> ○ Karen Ungemach shared that it's been a very busy year for Expressions to get up to speed

	<p>with live streaming. Expression of gratitude for the immense amount of work that has been put forth by Josh, Jerry Knight, Kurt Kreider, and the whole team. Also expressed the immense grief felt at the loss of Seth Nornhold. He was so committed and worked tirelessly behind the scenes.</p> <ul style="list-style-type: none"> • Nurture Commission • Resources Commission • Witness Commission • Deacons <p>Comments and Feedback</p> <ul style="list-style-type: none"> • Anna Belser - participated in the effort from the Witness Commission for writing notes to the congregation and thoroughly enjoyed reaching out to everyone.
XIII.	<p>Affirmation of Reports</p> <p>Action D: Receive and Accept the Reports of the Commissions, Committees, and Pastors</p> <ul style="list-style-type: none"> • Motion by Barry Garman. Second from Karen Ungemach. • Voting Results: Votes tallied from the Google Form: 100 yes, 0 no. Action is approved.
XIV.	<p>Gifts Discernment Committee - 2021 Church Leadership Slate Exhibit I</p> <ul style="list-style-type: none"> • Anne Garber expressed gratitude for the work of the Gift Discernment Committee members (Al Sollenberger, Amy Nilsen, Candy Hoover, Audrey Barlet, and Pastor Pam) • Excited for the excellent slate for 2021. Still working hard to fill the role of Board Chair Elect. <p>Action E: Accept the Slate for 2021 Church Leadership Group Members</p> <ul style="list-style-type: none"> • Voting Results: Votes tallied from the Google Form: 100 yes, 0 no. Action is approved.
XV.	<p>Statement on Anti-Racism Exhibit J, Pastor Jason Background</p> <ul style="list-style-type: none"> • Anti-Racism group began this summer as a reading and study group and then transitioned to a processing and action group. Drafted this statement as a guiding document for ways that we can think about anti-racism within the context of our congregation. Our hope is that the congregation can endorse this statement as being part of who we are. We will use this document to shape how we think about anti-racism work within our congregation going forward, and to make our position known publicly. <p>Comments and Feedback</p> <ul style="list-style-type: none"> • Julie Heisey - a major portion of the statement has to do with what we need to learn ourselves in order to move forward with racial justice. Encouraged everyone to take advantage of opportunities to educate yourselves. • Ralph Detrick - this work was not done hurriedly. Every week it was debated and discussed and carefully crafted with prayer and thought. • Jason Haldeman - this statement is also a call for personal growth. <p>Action F: Affirm the Anti-Racism Faith Statement as an official statement of the Elizabethtown Church of the Brethren</p> <ul style="list-style-type: none"> • Motion from Julie Heisey. Seconded by Pat Williams. • Voting Results: Votes tallied from the Google Form: 100 yes, 0 no. Action is approved.
XVI.	<p>Reflections and Questions Moderator</p> <ul style="list-style-type: none"> • Was there consideration of making use of the voting function within Zoom? <ul style="list-style-type: none"> ◦ Response: Yes, many options were considered. We wanted to keep a voting option open for those who couldn't participate in the video session and were tuning in to the meeting with audio only. Additionally, some members without email were mailed a physical ballot.
XVII.	<p>Closing Prayer Pastor Jason</p> <ul style="list-style-type: none"> • Pastor Jason closed the meeting with a prayer • The meeting concluded at 1:37 p.m.

Respectfully submitted,
Alyssa Cross, Church Clerk
December 6, 2020