

ELIZABETHTOWN CHURCH OF THE BRETHREN
Fall Church Council Meeting Agenda
November 22, 2020 at 11:45AM
VIA ZOOM

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|-------|---|--|
| I. | Welcome & Call to Order | Moderator |
| II. | The Process for Questions, Comments and Voting (see Exhibit A and B) | |
| III. | Opening Meditation & Prayer | Moderator |
| IV. | Overview of Agenda and Approval | Moderator |
| V. | Acceptance of Minutes
Spring Council – 6/28/2020 and Fall Council 11/17/2019 | Moderator |
| VI. | Update on Atlantic Northeast District Ministry Commission Actions | Board Chair |
| VII. | Update on Building Project Plans
<i>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.</i> | Board Chair |
| VIII. | The Treasurer's Report | Exhibit C, Treasurer |
| IX. | Narrative Budget & Proposed Budget for 2021
<i>Action B: Accept the Proposed Budget for 2021</i> | Exhibit D & E, Treasurer & Board Chair |
| X. | Pastoral Team Report | Exhibit F, Pastors |
| XI. | Affirmation of Ministerial Re-Licensing for:
Jason Haldeman & Josh Tindall
<i>Action C: Re-affirm the licensing of Jason Haldeman, & Josh Tindall to the ministry in the Atlantic Northeast District of the Church of the Brethren.</i> | Exhibit G, Moderator |
| XII. | Reports of the Church Board
1. Christian Education Commission
2. Expressions Commission
3. Nurture Commission
4. Resources Commission
5. Witness Commission
6. Deacons | Exhibit H |
| XIII. | Affirmation of Reports
<i>Action D: Receive & Accept the Reports of the Commissions, Committees, and Pastors</i> | |
| XIV. | Gifts Discernment Committee - 2021 Church Leadership Slate
<i>Action E: Accept the Slate for 2021 Church Leadership Group Members</i> | Exhibit I |
| XV. | Statement on Anti-Racism
<i>Action F: Affirm the Anti-Racism Faith Statement as an official statement of the Elizabethtown Church of the Brethren</i> | Exhibit J |
| XVI. | Reflections and Questions | Moderator |
| XVII. | Closing Prayer | Pastor |

Exhibit A

The Process for Questions and Comments

Following the Call to Order

- Everyone in attendance will be muted.
- Moderator will ask all who make presentations to wait until recognized

Explanation of the process to be used for discussion (The moderator will lead this process)

- Comments and questions will be handled using the “Chat” feature on Zoom found in the center of the lower bar on the screen.
- Click on Chat and type in the question or indicate your desire to raise a question or make a comment. Questions and comments will be placed in the order in which they are received.
- Assistants will monitor chat and tell the moderator who is next. (Those on the phone will need to identify themselves.)
- The moderator will recognize the next person to speak. That person will unmute and make their comment or ask their question.
- The moderator will recognize the person who will answer the question.
- If one is uncomfortable with Chat, they may raise or wave their hands and the moderator will recognize them as the moderator is able given Zoom limitations.

Exhibit B

The Voting Procedure

Voting will be done by using the following method:

- A Google Link will be provided at 10:00 AM Sunday morning. This Link will take you to a ballot which will include all the items needing official votes. (Action items A, B, C, D, E and F.) Following the council meeting you may access this link, mark your votes on the items listed, and submit. The results of the votes will be posted on Monday, November 23.

Elizabethtown Church of the Brethren
Special Session Church Council Meeting Minutes

June 28, 2020 at 11:30 a.m.

Conducted via Live Streaming in the church sanctuary

I. Welcome & Opening Remarks

Joe Detrick, Moderator, called the meeting to order at 11:30 a.m., immediately following morning worship via a pre-recorded message. The Moderator gave an overview of the purpose of this special council meeting and described the process for voting for two ordination candidates and closed with prayer. Pastor Pam Reist then gave a formal introduction for the two candidates, Naomi Kraenbring and Rose Baer.

II. Process

At the conclusion of these introductions, an electronic ballot was sent via email to the congregation. The ballot included space for a “yes” or “no” vote with room for additional supportive comments. It was noted that the portal would be open until 4:00 p.m. A reminder was given that voting was to be done according to eligibility which is restricted to members and associate members only. (Note: 28 hard copies of the ballot were sent persons not having access to email.)

III. Tabulation

The results were gathered and tabulated on a Google spreadsheet by the office staff and sent to the church clerk for official recording.

IV. Results:

Naomi Kraenbring and Rose Baer both received unanimous votes affirming their respective calls.

Respectfully submitted,
Alyssa Cross, Church Clerk
June 29, 2020

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

November 17, 2019 at 12:00 p.m.

I.	<p>Welcome</p> <ul style="list-style-type: none"> ● Don Kraybil, Interim Moderator, called the meeting to order at 12:38 p.m. 	Moderator
II.	<p>Opening Litany</p> <ul style="list-style-type: none"> ● “Keep us grounded in Jesus’ way” 	Moderator
III.	<p>Overview & Approval of Agenda</p> <ul style="list-style-type: none"> ● Herb High appointed as Parliamentarian ● The two building project motions will be ballot votes ● No objections to the agenda. Agenda accepted. 	Moderator
IV.	<p>Acceptance of Minutes</p> <ul style="list-style-type: none"> ● Spring Council June 23, 2019 <ul style="list-style-type: none"> ○ No objections to the minutes. Minutes accepted. 	Moderator
V.	<p>Presentation of Building Project Plan</p> <ul style="list-style-type: none"> ● Questions <ul style="list-style-type: none"> ○ Is there a plan to replenish the \$1.3M taken from the investment fund? <ul style="list-style-type: none"> ■ That money will be replenished via additional contributions and a return on our investments. ○ When will we vote to begin construction? <ul style="list-style-type: none"> ■ That will take place after contractors have bid. ○ In the \$5M estimated construction cost - what portion is factored in for stormwater management? Concerned that there will not be enough. <ul style="list-style-type: none"> ■ Stormwater management is reflected in the owners cost items ○ Are multiple contractors involved in design development? <ul style="list-style-type: none"> ■ The architect works with us on this. ○ Can you elaborate on the term “internal ministry partners”? <ul style="list-style-type: none"> ■ We voted in a previous council meeting to support these entities as a part of our ministry to the community ○ Clarification on the \$500,000. The net is \$400,000 when expenses are factored in. We will reach \$500,000 by the time the need is here. ○ Question regarding the overall vision for the project and cause for expanding the footprint? <ul style="list-style-type: none"> ■ Studies show that hitting 65-70% capacity in the sanctuary makes it more difficult to find a seat and people conclude there is no space for them. Having a secondary service with a “bridge” Sunday School hour would put more pressure on our current space. ○ Re: Endowment fund, would like to keep the endowment fund at \$2.4M and borrow more, using the return on the invested funds to pay the loans. <ul style="list-style-type: none"> ■ We are not yet at the point in the project to make the financial decisions. Options will be considered. ○ How much have we already spent? (Roughly \$120K). Have not seen much addressed regarding deferred maintenance. We need work on our existing space. What is the plan for heating and cooling? Would like to see the costs for HVAC that would take care of classrooms (without need for window units) and reduce our dependency on fossil fuels? Concern re: financing - would like to see this done in phases. <ul style="list-style-type: none"> ■ There has been research done re: geothermal (HomeClimates has a new technology) and costs for these have been incorporated in the owners costs items. Resources and the Building Committee have met together to consider these items. 	Board Chair
VI.	<p>Building Project Motion #1</p> <ul style="list-style-type: none"> ● Time for Open Discussion <ul style="list-style-type: none"> ○ Fran Strouse presented a site plan showing stormwater management and potential replacement parking ○ Barry Garman: Some of this work has already been done with the Borough. Additional 	Board Chair

	<p>parking re: number of spaces may not necessarily increase. Parking has not been defined yet, but we have addressed some of the areas it could potentially go if we do that.</p> <ul style="list-style-type: none"> ○ Amy Karr: Supports the motions today and shared her personal testimony of the impact this congregation has had in welcoming her and expressed her desire that we make a bold investment in the future of this congregation. ● Action A: Approve Building Project Motion 1, as written below: <ul style="list-style-type: none"> ○ We move for approval of the next phase of the building project: <ul style="list-style-type: none"> ■ 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. ● Craig Coble motioned to suspend the rule for a 51% majority on this motion and require a 2/3 majority. Seconded by Fran Strouse. <ul style="list-style-type: none"> ○ A 2/3 majority did not support the motion to suspend the rule. A simple 51% majority will be the rule for Building Project Motion 1. ● Discussion <ul style="list-style-type: none"> ○ The vote requirement at the Washington Street location was a 2/3 requirement to proceed with the land purchase and construction. ○ Naomi Kraenbring: Appreciation for the way Nancy presented the material in a clear way and for the work the Board and committees have done to bring us to this point. Fear of the status quo and if we stay complacent. Trusts in the hard work that has been done and will be voting in support of these motions. ○ Shelby Bonner: Cannot vote today as a non-member, but would like to share from his perspective from the construction environment. Believes we will not disturb more than an acre to require stormwater management. ○ Kurt Sollenberger: Concern is not that the work does not need to be done, but that we cannot afford this. ○ Kim Horning: Is the presented plan consistent with the results of our recent church survey and the overall mission of our church? ○ John Over: Speaking to concerns of borrowing money, the Financial Committee ran a cash flow projection. Conservatively, if we begin construction near the end of next year, we will not need to borrow any money until the end of 2021. ○ Karen Ungemach: Impressed with the thoughtfulness and care of the Building Committee. They thought through everything, answered our questions, and even had plans and contingencies for the future. The Financial Committee came up with a brilliant plan and it shows that we can afford it. We need to put our faith and our trust in the work that has been done to move our ministry forward. ● Building Project Motion 1 accepted by 73% ballot vote.
VII.	<p style="text-align: right;">Board Chair</p> <p>Building Project Motion #2</p> <ul style="list-style-type: none"> ● Action B: Approve Building Project Motion 2, as written below: <ul style="list-style-type: none"> ○ The Finance Committee is authorized to reaccolate \$1,300,000 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). ● Discussion <ul style="list-style-type: none"> ○ John Over called for the question. Seconded by Donna Hollinger. The motion passes. ● Building Project Motion 2 accepted by 87% ballot vote.
VIII.	<p style="text-align: right;">Exhibit A, Treasurer</p> <p>Treasurer's Report</p> <ul style="list-style-type: none"> ● Summary Two-Year Comparative Balance Sheet - October 31, 2019 ● Comparative Income Statement with Current Year Budget - for ten months ending October 31, 2019 <ul style="list-style-type: none"> ○ Where do the expenses for the building project show up? <ul style="list-style-type: none"> ■ Conduit 2661 - outside of the operating budget ● Brethren Foundation Fund Analysis - 01/01/2019 - 09/30/2019 <ul style="list-style-type: none"> ○ Would it make good financial sense to take out some of this money? <ul style="list-style-type: none"> ■ The recommendation from the Financial Committee and the Board is to move it.

	<ul style="list-style-type: none"> ● Conduit Balances - October 31, 2019 ● Motion to accept the Treasurer's Report by John Over. Seconded by Roger Killian. Treasurer's Report accepted. 	
IX.	<p>Proposed Budget for 2020</p> <p>Narrative Budget</p> <ul style="list-style-type: none"> ● Questions <ul style="list-style-type: none"> ○ Regarding the unallocated line items for the Witness increase, where will the increase be distributed? <ul style="list-style-type: none"> ■ Increasing the \$2,500 line items to \$2,900 ○ Will money be taken from the O&M fund as part of the \$1.3M transfer? <ul style="list-style-type: none"> ■ The money will be set aside in a separate fund, but is not taken out of the investment account. ● Budget accepted. 	<p>Exhibit B, Treasurer Exhibit C, Board Chair Elect</p>
X.	<p>Affirmation of Ministerial Licensing for: Rose Baer, Jason Haldeman, Naomi Kraenbring, and Josh Tindall</p> <ul style="list-style-type: none"> ● Action E: Re-affirm the licensing of Rose Baer, Jason Haldeman, Naomi Kraenbring, and Josh Tindall to the ministry of the Atlantic Northeast District of the Church of the Brethren. <ul style="list-style-type: none"> ○ Motion by Ralph Detrick. Seconded by Ken Kreider. Action E accepted. 	Exhibit D, Moderator
XI.	<p>Pastoral Team Report</p> <ul style="list-style-type: none"> ● No objections to the written report. Accepted. 	Exhibit E, Pastors
XII.	<p>Reports of Church Board</p> <ul style="list-style-type: none"> ● Expression of gratitude from John David Bowman for the level of detail and the degree of dedication in the work of the commission members and Board members. 	Exhibit F
XIII.	<p>Affirmation of Reports</p> <ul style="list-style-type: none"> ● Action F: Receive and accept the reports of the commissions, committees, and pastors <ul style="list-style-type: none"> ○ No objections to any of the reports. All reports accepted. 	
XIV.	<p>Gifts Discernment Committee - 2019 Church Leadership Slate</p> <ul style="list-style-type: none"> ● Action G: Accept the slate for 2019 Church Leadership Group Members <ul style="list-style-type: none"> ○ No objections to the slate. Church Leadership Slate accepted. 	Exhibit G
XV.	<p>Reflections and Questions</p> <ul style="list-style-type: none"> ● Carroll Kreider: recognition of Nancy and the great work she has done as Board Chair 	Moderator
XVI.	<p>Closing Prayer</p> <ul style="list-style-type: none"> ● Pastor Josh concluded the meeting with leading the group in singing Blessed be Tie that Binds. 	Pastor Josh

Respectfully submitted,
Alyssa Cross, Church Clerk
November 17, 2019

Elizabethtown Church of the Brethren

SUMMARY Two-Year Comparative Balance Sheet

October 31, 2020

		This Year	Last Year
ASSETS			
	*Cash	148,438.42	110,932.98
1110	MM - BB&T2489 - Campaign Funds	1,231,734.81	392,383.84
	*Advances/Prepays/Receivables	12,116.95	11,629.22
1300	Campaign - Pledges Receivable	2,324,323.54	0.00
1300.1	Campaign - Const in Progress	247,860.20	127,130.41
	*Property & Equipment	1,113,983.89	1,113,983.89
INVESTMENTS ---			
	*K E Bucher Music Fund	56,542.54	8,212.76
1436.1	BFI-Bucher Sch(Short-Term)Cmp	39,947.75	40,000.00
	*Christian Education Fund	10,679.71	(16,575.57)
1482.1	BFI-Chrst Ed Fd-Short Trm(Cmpn	29,960.81	30,000.00
	*Facilities Fund	247,857.73	(322,268.04)
1694.1	BFI- Facility Fd-ShortTerm(Cmp	649,150.94	650,000.00
	*Outreach & Ministry Fund	337,651.68	(63,200.66)
1700.1	BFI-O&M-ShortTerm(Cmpgn)	429,909.28	430,000.00
	*Annuity Fund	0.00	0.00
	*M.O'Donnell Music Fund	368,421.45	258,155.93
1750.1	BFI O'Donnell Music-ShrtTrm{Cm	149,804.06	150,000.00
	*Memorial Fund	10,112.09	4,325.64
	*Pastoral Housing	244,378.12	87,282.52
	*Organ Fund	19,730.68	10,212.65
	Total Investments	2,594,146.84	1,266,145.23
	Total Assets	7,672,604.65	3,022,205.57
 LIABILITIES AND CAPITAL			
Liabilities			
2500	Accounts Payable	7,138.40	11,077.72
2503	Reserve - Sabbaticals	2,500.00	0.00
2504	Budget Surplus Carryover	0.00	5,309.76
	*Payroll Withholdings/Deductio	(6,575.55)	(1,858.61)
	*Conduits	104,171.80	68,637.37
	*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	0.00
2850.1	Campaign - Income	1,449,883.32	505,214.40
2850.2	Campaign -Pledges Out Standing	2,324,323.54	0.00
	*Notes Payable - Other	0.00	0.00
	Total Liabilities	3,881,442.51	588,380.64
Capital			
	*Other Funds	3,622,105.37	2,353,778.17
	Accumulated Surplus	97,596.70	114,084.89
	Current Year Net	71,460.07	(34,038.13)
	Total Capital	3,791,162.14	2,433,824.93
	Total Liabilities & Capital	7,672,604.65	3,022,205.57

Elizabethtown Church of the Brethren
SUMMARY Comparative Income Statement with Current Year Budget
For the Ten Months Ending October 31, 2020

	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	567,844.25	626,463.02
Rents	67,000	55,834	51,270.00	43,408.00
Interest Income	0	0	2,823.43	1,997.34
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	628,604.38	678,535.06
Budgeted Disbursements				
Ministry Salaries & Benefits	531,699	443,084	417,475.05	421,085.40
Administration	30,100	25,083	22,801.41	25,105.67
Expressions	11,002	9,170	9,401.97	7,288.29
Nurture	17,700	14,750	7,531.32	7,834.14
Christian Education	6,300	5,250	2,542.13	3,308.00
Witness/Outreach	91,380	76,155	72,068.02	70,358.91
Resources	219,822	183,185	116,806.23	183,036.98
Deacon Board	3,300	2,750	2,000.00	1,113.06
MAP	1,000	833	0.00	0.00
Total Budgeted Disbursements	912,303	760,260	650,626.13	719,130.45
Net Budgeted Items	0	(7)	(22,021.75)	(40,595.39)
Non-Budgeted Revenue				
Pastoral Housing Fund	0	0	22,092.61	2,684.73
K E Bucher Music Fund	0	0	5,108.22	1,079.92
Christian Ed Special Fund	0	0	966.78	493.54
Facilities Fund	0	0	22,257.41	11,871.04
Outreach/Ministry Fund	0	0	36,385.37	10,224.55
Memorial Fund	0	0	914.24	106.54
Gift/Annuity Fund	0	0	0.00	0.00
M O'Donnell Music Fund	0	0	33,272.59	5,863.49
Organ Fund	0	0	1,783.83	208.54
Total Non-Budgeted Revenue	0	0	122,781.05	32,532.35
Non-Budgeted Disbursements				
Pastoral Housing Fund	0	0	0.00	0.00
K E Bucher Music Fund	0	0	150.00	767.00
Christian Ed Special Fund	0	0	148.39	2,282.23
O'Donnell Awards	0	0	19,966.93	7,947.50
Organ Fund	0	0	0.00	0.00
Facilities Fund	0	0	0.00	0.00
Outreach/Ministry Fund	0	0	9,033.91	14,978.36
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	29,299.23	25,975.09
Net Non-Budgeted Items	0	0	93,481.82	6,557.26
Net	0	(7)	71,460.07	(34,038.13)

A not-for-profit ministry
affiliated with Church of
the Brethren Benefit Trust



BRETHREN FOUNDATION FUNDS INC.

<<Back	1/1/2020	10/31/2020	View	Export	Performance	Activity	Print
Current Investment Perspective			Previous Issues	Current Information Statement			

Elizabethtown Church of the Brethren
777 South Mt Joy St.
Elizabethtown, PA 17022
1/1/2020 - 10/31/2020

	(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	9,725.90	0.00	0.00	0.00	9,725.90	-40.80	167.68	431.65	10,284.43
Short Term	30,037.64	0.00	0.00	0.00	30,037.64	-124.00	268.04	-32.02	30,149.66
Christian Education Program Totals:	39,763.54	0.00	0.00	0.00	39,763.54	-164.80	435.72	399.63	40,434.09
Ezra Bucher Scholarship									
Balanced	51,386.22	0.00	0.00	0.00	51,386.22	-211.20	887.19	2,272.38	54,334.59
Short Term	40,050.19	0.00	0.00	0.00	40,050.19	-165.92	357.38	-42.69	40,198.96
Ezra Bucher Scholarship Totals:	91,436.41	0.00	0.00	0.00	91,436.41	-377.12	1,244.57	2,229.69	94,533.55
Facility Fund									
Balanced	223,891.57	0.00	0.00	0.00	223,891.57	-924.34	3,866.91	9,926.13	236,760.27
Short Term	650,815.55	0.00	0.00	0.00	650,815.55	-2,699.36	5,807.35	-693.56	653,229.98
Facility Fund Totals:	874,707.12	0.00	0.00	0.00	874,707.12	-3,623.70	9,674.26	9,232.57	889,990.25
M O'Donnell Music Ministries Fund									
Balanced	334,764.72	0.00	0.00	0.00	334,764.72	-1,378.75	5,781.90	14,796.46	353,964.33
Short Term	150,188.20	0.00	0.00	0.00	150,188.20	-622.97	1,340.16	-160.05	150,745.34
M O'Donnell Music Ministries Fund Totals:	484,952.92	0.00	0.00	0.00	484,952.92	-2,001.72	7,122.06	14,636.41	504,709.67
Memorial Fund									
Balanced	9,197.85	0.00	0.00	0.00	9,197.85	-37.79	158.61	406.55	9,725.22
Memorial Fund Totals:	9,197.85	0.00	0.00	0.00	9,197.85	-37.79	158.61	406.55	9,725.22
Organ Improvement									
Balanced	17,946.85	0.00	0.00	0.00	17,946.85	-73.76	309.65	793.07	18,975.81
Organ Improvement Totals:	17,946.85	0.00	0.00	0.00	17,946.85	-73.76	309.65	793.07	18,975.81
Outreach & Ministry Education									
Balanced	300,636.07	0.00	0.00	0.00	300,636.07	-1,240.82	5,192.39	13,304.57	317,892.21
Short Term	430,539.52	0.00	0.00	0.00	430,539.52	-1,785.65	3,841.80	-458.83	432,136.84
Outreach & Ministry Education Totals:	731,175.59	0.00	0.00	0.00	731,175.59	-3,026.47	9,034.19	12,845.74	750,029.05
Pastor Housing									
Balanced	222,285.51	0.00	0.00	0.00	222,285.51	-914.88	3,839.11	9,819.49	235,029.23
Pastor Housing Totals:	222,285.51	0.00	0.00	0.00	222,285.51	-914.88	3,839.11	9,819.49	235,029.23
Elizabethtown Church of the Brethren Totals:	2,471,465.79	0.00	0.00	0.00	2,471,465.79	-10,220.24	31,818.17	50,363.15	2,543,426.87



2021 Budget Narrative

The year 2020 has been challenging, but Elizabethtown Church of the Brethren has pivoted to continue ministry in new ways:

This year has certainly had its share of challenges and heartbreaks, but Etown CoB has continued to minister, through new ways of practicing peace, service and openness to all:

- Pivoting to virtual worship in March has allowed worshippers to gather online from near and far, including Elizabethtown, throughout Pennsylvania and the United States, as well some international attendees.
- Average concurrent views on Sunday morning is 263 viewer screens. 29,951 views for worship services since the first “pandemic” live-stream on March 15. This does not include additional views for our music videos.
- More than 30 Adult Sunday school classes, every Sunday since the end of March with 40-60 screens each week. Junior High Youth continue to meet each week via Zoom on Sunday. We’ve had more than 20 Zoom Bible Study sessions and a few joint book studies and Bible studies with Lititz CoB.
- We also partnered with the Lititz CoB to allow our two congregations to worship together virtually.
- Sponsored “A Call to Faith Communities during COVID-19: Helping and Healing” — a free three-part online series presented by Safe Communities.
- Compelling sermon series, including thought-provoking discussions of racism, nationalism, patriotism.
- Anti-racism group work from within our congregation and beyond.
- Witness Commission drive that collected 100 backpacks for distribution to children through Church World Services.
- Volunteers delivered more than 106 meals to congregation members during times of illness or need.
- A home for hundreds of community children and families by hosting ECNS & ECCC, an even more critical time during the pandemic as essential workers have struggled to find child care.



Amy Karr, chair of the Witness Commission, takes a selfie with husband Kevin and son Theo in front of the backpacks our congregation purchased for Church World Service.

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 2021 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 \$538,094, up 1.2%

Total Budget for Administration \$31,050, up 3.2%

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 2020 included: patching a leak in the roof, landscaping work, a planned elevator repair and servicing of AED equipment, fire alarms, extinguishers. The Resources Commission continues to consult with the Building Committee.



Total Budget – \$225,976, up 2.8%

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: ECHOS, 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, 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 2021 budget retains the philosophy implemented for the first time in 2019 to have a Witness budget that is 10% of the total budget (symbolic of a tithe).
- For 2021, Witness will include for the first time giving toward an LGBTQ+ organization.

Total Budget – \$92,714, up 1.6%

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



Photo submitted by Beth DeGoede: Groundbreaking photo of Beth DeGoede and the rest of the UCEA board of directors with shovels.



Youth Medley



"We are the world"

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 – \$6,300, down 4.5%

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 – \$17,700, up .9%



Etown CoB youth participate in a tubing trip in September.

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



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, no change

Income Summary

The budget as presented is showing a loss of \$14,833 if offerings remain the same at the 2020 budget level of \$803,303. To balance the budget, we will need \$818,136 in giving, which represents a 1.8% increase in budgeted offerings.

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 E

	Proposed Budget 2021	Percent Change from 2020	Budget 2020	Estimated 2020
MINISTRY SALARIES & BENEFITS	538,094	1.2%	531,699	502,449
ADMINISTRATION	31,050	3.2%	30,100	26,938
EXPRESSIONS	11,002	0.0%	11,002	10,013
NURTURE	17,700	0.9%	17,550	8,278
CHRISTIAN EDUCATION	6,300	-4.5%	6,600	3,249
WITNESS & OUTREACH	92,714	1.6%	91,230	87,200
RESOURCES	225,976	2.8%	219,822	185,656
DEACON BOARD	3,300	0.0%	3,300	2,400
MAP TEAMS	1,000	0.0%	1,000	0
GRAND TOTAL EXPENSES	927,136	1.6%	912,303	826,183
Offerings	803,303	0.0%	803,303	712,963
Rents	67,000	0.0%	67,000	62,000
Transfer from Housing Fund	8,000	0.0%	8,000	8,000
Transfer from Facility Fund	34,000	0.0%	34,000	34,000
GRAND TOTAL INCOME	912,303	0.0%	912,303	816,963
Gain/loss	(14,833)		(0)	(9,220)

ELIZABETHTOWN CHURCH OF THE BRETHREN

		Proposed Budget 2021	Percent Change from 2020	Proposed Budget 2020	Estimated Actual 2020
MINISTRY SALARIES & BENEFITS					
5101	Salary (Greg)	82,303	1.3%	81,258	81,258
5102	Salary (Pam)	80,917	1.3%	79,896	79,896
5103.1	Salary (Josh)	74,392	2.1%	72,870	72,870
5103.2	Salary (Jason)	61,870	2.0%	60,646	60,646
5114	Salary, Administrative Assistant I	38,016	1.5%	37,454	37,454
5115	Salary, Administrative Assistant II	23,751	4.6%	22,698	20,698
5116	Salary, Organist	14,648	1.5%	14,432	14,432
5117	Salary, Bell Choir	5,386	1.5%	5,306	5,306
5121	Facility Management	24,378	1.5%	24,024	12,000
5104	Pension	40,500	1.6%	39,855	39,855
5105	Medical/Life/Dental/LTD/Vision	73,810	1.5%	72,711	63,658
5106	Social Security	8,123	2.2%	7,949	6,877
5107	Auto - Pastors	1,500	-42.3%	2,600	500
5108	Professional Growth - Pastors	5,000	-16.7%	6,000	4,000
5112	Professional Expense	1,000	-33.3%	1,500	500
5111	Sabbath Rest	2,500	0.0%	2,500	2,500
	Total	538,094	1.2%	531,699	502,449
ADMINISTRATION					
5201	Office Supplies	4,000	0.0%	4,000	4,000
5202	Telephone/Internet/Cell Phone	6,500	8.3%	6,000	6,500
5203	Postage	500	0.0%	500	450
5205	Bank/Credit Card/BREEZE Fees	3,500	900.0%	350	3,100
5310	Accounting Services	7,800	4.0%	7,500	7,550
5460	Conference Delegate Expense	3,000	-50.0%	6,000	88
5462	Staff Enrichment	100	0.0%	100	0
5463	Retreats/Pastor Appreciation	250	-16.7%	300	0
5464	Copier Lease	5,300	1.9%	5,200	5,250
5465	Recruitment	100	-33.3%	150	0
	Total	31,050	3.2%	30,100	26,938
EXPRESSIONS					
5501	Pulpit Substitutes	525	0.0%	525	300
5502	Organist Substitutes	525	0.0%	525	0
5510	Worship Environments	400	0.0%	400	75
5511	Worship & Funeral Bulletins	2,452	0.0%	2,452	1,200
5520	Music & Special Materials	2,875	0.0%	2,875	2,650
5530	Fellowship Committee Activities	600	0.0%	600	300
5591	Professional Growth	200	0.0%	200	100
5592	Aids to Worship	2,000	0.0%	2,000	4,512
5594	Ushers' Breakfast	100	0.0%	100	0
5595	Copyright License	900	9.1%	825	876
5601	Drama	425	-15.0%	500	0
	Total	11,002	0.0%	11,002	10,013
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	300	0.0%	300	201
6141	Church Picnic/Gatherings	800	0.0%	800	100

ELIZABETHTOWN CHURCH OF THE BRETHREN

		Proposed Budget 2021	Percent Change from 2020	Proposed Budget 2020	Estimated Actual 2020
6150	Golden Age Dinner	900	0.0%	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	500
6201	Faith Markers (moved to C.E. for 2020)	300	N/A	0	0
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	675
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	619
6330	Brethren Buddies	300	0.0%	300	50
6335	Congregational Spiritual Grwth&Enrichm	1,000	0.0%	1,000	300
6340	Camp Swatara Events	500	0.0%	500	498
6345	Fifty Plus Group	100	0.0%	100	0
7235	Messenger	0	-100.0%	150	0
	Total	17,700	0.9%	17,550	8,278
Christian Education					
6201	Faith Markers	0	-100.0%	300	0
6620	Sunday School Curric. & Resources	4,500	0.0%	4,500	3,100
6630	Vacation Bible School	1,200	0.0%	1,200	149
6640	Teacher Recognition	200	0.0%	200	0
6650	Teacher Training	400	0.0%	400	0
	Total	6,300	-4.5%	6,600	3,249
WITNESS & OUTREACH					
7120	Church World Service (Lancaster)	2,900	0.0%	2,900	2,900
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	2,900	0.0%	2,900	2,900
7160	Elizabethtown College	2,900	0.0%	2,900	2,900
7170	Mission & Ministry Bd	25,200	0.0%	25,200	25,200
7180	UCEA	2,900	0.0%	2,900	2,900
7182	New Community Project	2,900	0.0%	2,900	2,900
7185	Etown Child Care	2,900	0.0%	2,900	2,900
7195	Samara	2,900	0.0%	2,900	2,900
7200	Brethren Village	2,900	0.0%	2,900	2,900
7220	Lanc. Co. Council of Churches	2,900	0.0%	2,900	2,900
7230	COBYS	2,900	0.0%	2,900	2,900
7235	Messenger (moved to Nurture for 2020)	0	N/A	0	0
7270	On Earth Peace	2,900	0.0%	2,900	2,900
7290	Special Outreach	2,014	280.0%	530	400
7320	Evangelism Events/Hospitality Comm	1,000	0.0%	1,000	500
7321	Communications Committee	1,000	0.0%	1,000	100
7340	Brethren Housing Assn	2,900	0.0%	2,900	2,900

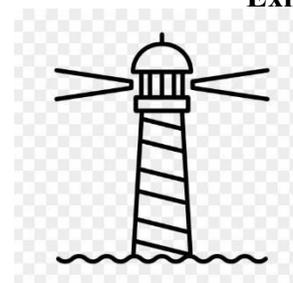
ELIZABETHTOWN CHURCH OF THE BRETHREN

		Proposed Budget 2021	Percent Change from 2020	Proposed Budget 2020	Estimated Actual 2020
7372	Quilting Group	500	0.0%	500	0
7375	ECHOS	2,900	0.0%	2,900	2,900
7399	Run for Peace	0	-100.0%	2,000	0
	BMCLGBT	2,000	N/A	0	0
	Total	92,714	1.6%	91,230	87,200
RESOURCES					
8102	Custodial - Seasonal	2,500	0.0%	2,500	1,000
8106	Janitorial Services	39,164	0.0%	39,164	38,200
8110	Envelopes	356	0.0%	356	356
8120	Insurance	16,571	0.0%	16,571	15,000
8130	Equipment/Improvements	23,077	15.4%	20,000	15,000
8150	Maintenance/Repairs	30,000	0.0%	30,000	20,000
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	14,000
8190	Fuel	12,142	0.0%	12,142	9,000
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	700
8315	Capital Improvements	38,077	8.8%	35,000	35,000
8320	Stewardship Education	500	0.0%	500	100
8322	Classroom Trailer Rental	6,000	0.0%	6,000	5,000
	Sunday Security	1,820	N/A	1,820	0
	Total	225,976	2.8%	219,822	185,656
DEACON BOARD					
8501	Communion & Love Feast	500	0.0%	500	100
8502	Local Benevolences	2,000	0.0%	2,000	2,000
8503	Communications Ministry	400	0.0%	400	100
8504	Funeral Expense	400	0.0%	400	200
	Total	3,300	0.0%	3,300	2,400
MAP Teams					
8701	Spiritual Growth	0	N/A	0	0
8702	LEAP	1,000	0.0%	1,000	0
8703	Worship Attendance	0	N/A	0	0
	Total	1,000	0.0%	1,000	0
GRAND TOTAL					
		927,136	1.6%	912,303	826,183
	Offerings	803,303	0.0%	803,303	712,963
	Rents	67,000	0.0%	67,000	62,000
	Transfer from Housing Fund	8,000	0.0%	8,000	8,000
	Transfer from Facility Fund	34,000	0.0%	34,000	34,000
	Total Income	912,303	0.0%	912,303	816,963
	Gain/loss	(14,833)		(0)	(9,220)

Let your light shine
before others...
from Matthew 5

Pastoral Team Report

November 2020



A few weeks ago, we experienced one of those magical moments in worship as Pastor Josh picked up the guitar and began to sing. The choir and many folks in the pews in the sanctuary “appeared” (by virtue of prerecorded video) and joined him in singing, “My lighthouse...your great love will lead us through, you are the peace in our troubled seas.”

Not only did the lyrics touch and inspire us, being able to “see” us together in the sanctuary was a gift. Indeed it was a bittersweet moment – bitter as we remembered just how much we miss being together (and miss those who will no longer be there when we do re-open) and sweet because we remember how we love one another deeply and care for one another.

Prior to just eight months ago, little did we think that we would be dealing with a world-wide pandemic which would not only threaten our physical well-being and the well-being of our loved ones, it changed our world in ways we couldn’t have begun to imagine. Little did we think that our sanctuary would essentially stand empty for months as we are isolated in our homes, even on Sunday mornings.

But we have decided to choose hope over fear, to let our lights shine out into a dark and chaotic world. Just as God’s love shines for us - shining in the darkness, God’s love will see us through.

In our Pastoral Team Report to Fall Church Council 2019, we reflected that it “was an exciting time to be in ministry, as together we have the confidence to step out in faith even more boldly!” Little did we know how we might be called to step out in faith boldly when the pandemic became our reality!

Consider the following

- With the excellent work of a skilled tech team, our live-stream worship services reach nearly 1,000 screens each week! In addition to partnering with Lititz CoB, we have a growing online congregation, joining from around the world: Bienvenido, Willkommen, Bienvenu, Barka da Zuwa, Bem-vinda, Akeyi. We welcome you!
- We have reached out to those who are staying at home due to the threat of the coronavirus. Deacons and others have regularly been calling 72 people since the March shut-down.
- Calls and cards have been delivered to each household.
- Volunteers are available to help others with groceries, errands, small household tasks.
- Thanks to Zoom, we have learned new ways of doing “Sunday school,” Bible studies, small groups, inviting excellent leadership from places near and far.
- We have practiced resilience as we imagined new ways to do ministry. Faithmarkers (rituals to affirm faith in our children and youth) have been hand-delivered to children at home and recorded to share in worship.

- The building committee has continued to work behind the scenes and is now presenting drawings for our consideration.
- An anti-racism circle has developed a statement for our congregation
- and more....

And there are opportunities yet to be explored:

- What does a congregation “look like” when many participants are joining virtually?
- How will we relate to a district when relationships are tenuous and trust is eroding?
- What is there yet to be imagined?

We are so grateful to be on this journey together with each and every one of you! Great love will continue to guide us!

Individual Reporting:

Pastor Greg has been on Sabbath Rest and will be returning at the end of November. We are eager to hear about his adventures as well as times of spiritual deepening. Stay tuned!

Pastor Josh

- Grateful to take a paternity leave in August when baby Joanna was born.
- Completed several online courses in Cinematography and Audio Engineering as we moved worship online due to Covid.
- Had over 60 people participate in music virtually during the Covid Crisis. Among those included were many from the congregation and others from all over the country and beyond.

Pastor Jason

- Completed some time away on Paternity leave to welcome Winnie into the world.
- Serving on the District Gifts Discernment Team.
- Continuing studies with Bethany Seminary.
- Serving on the Board of Camp Swatara and Etown Peace Fellowship.
- Regularly Meeting with ministry mentor, Jim Beckwith.

Pastor Pam

- Completed term as vice chair of the Atlantic Northeast District board.
- Entered into process with District Ministry Commission concerning officiating same sex weddings.
- Meets regularly with a spiritual director and group of clergywomen beyond CoB.
- Serves on the Advisory Board for Safe Communities and on Etown College Board of Trustees.

*I won't fear what tomorrow brings.
With each morning I'll rise and sing. My God's love will lead me through.
You are the peace in my troubled sea!*

Licensing Reports

Exhibit G

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 over the next few years while I complete my degree.

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 for the Master of Divinity program.

Josh Tindall

I plan to complete my last class "Beliefs and Practices" in the spring of 2021 at Susquehanna Valley Ministry Center. Upon completion I will be able to formally apply for ordination through the Atlantic Northeast District in 2021.

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. We meet regularly.

Reports of the Church Board Commissions

Christian Education Commission

CHILDREN and YOUTH SUNDAY SCHOOL – In the early part of 2020, our preschool (SHINE) and elementary (BLAZE) Sunday School classes at Etown CoB continued to thrive and grow. Sunday morning Sunday School hour was consistently well attended by the preschool and elementary age children. Dedicated caregivers, assistants and teachers provided faith formation experiences and space for the children to develop formative relationships.

In March, the Covid-19 pandemic hit and we were no longer gathering together. The Christian Education Commission, as well as teachers and leaders, knew the importance of maintaining a connection with the children and families of Elizabethtown Church of the Brethren. We were tasked finding new and creative ways of providing faith formation opportunities, and just as importantly, staying connected with one another. For several months, this was done through videos sent to the Shine and Blaze families. The videos took on a variety of formats, from sharing Bible stories to singing familiar songs.

In more recent months a few opportunities to see one another in a safe, controlled manner have been offered. Before the October 18th outdoor worship service, families with children participated in activities, including decorating pumpkins, doing chalk art, and taking a nature scavenger hunt. Children from the Shine preschool classes have been treated to monthly drive thru Sunday School, in which their families drive through the church portico where they're greeted and given a care package.

Starting this fall, families of preschool and elementary age children are being provided with curriculum that they can access electronically, as well as printed materials. We plan to continue to seek out and provide ways to connect while we are physically apart during the pandemic. We also continue to consider what children's ministry may look like when we are able to gather in person again.

The Junior and Senior High Sunday School classes have been meeting over Zoom since March, when we ceased gathering in person. The Junior Highs have welcomed numerous guest speakers. Several socially distanced outdoor activities, including tubing and hiking, have been held with the youth.

CHILDREN'S CHURCH - While our congregation was meeting in person, we were providing children's church for children in Kindergarten through 3rd grade. The children and two leaders would gather in the portable classroom two Sundays a month during worship service. This time for children was well attended, and seemed to be a welcome and important ministry. We were, however, in need of adult volunteers to help lead Children's Church, in order to continue providing this time with the children. Looking into the future, this will continue to be an area of need, should we choose to continue Children's Church when our building reopens and we gather together as a congregation.

VACATION BIBLE SCHOOL - VBS was not held this summer due to the Covid-19 pandemic

ADULT SUNDAY SCHOOL – This past March, a series of adult electives was being held, with a variety of topical classes. The classes were not completed due to Covid-19 hitting mid March. Since then, an adult class has been held over Zoom with as many as 40-50 people joining the class. 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.

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, when we are physically distant from one another. And we are grateful for each person of every age, patiently awaiting the day when we can be together in person, to share our love and faith in God.

Respectfully submitted by Kathy Nornhold, on behalf of the Christian Education Commission

Expressions Commission

If you want to see what the Expressions Commission has been up to this year, it is easy to see. Just take a look at our You Tube channel!! We've posted a lot of musical videos featuring Josh and Elizabeth as well as other choral, and ensemble pieces.

At the beginning of the year, we worked on incorporating a large Audio Visual upgrade to our technology services. Our goal at that point was to expand on our live-streaming ministry. We worked on three aspects of it, video, audio and some internet streaming upgrades. We completed that in February. And what great timing!!! In March, the coronavirus hit, and we were able to move our services for our whole congregation and friends online. We have developed a stronger presence as time goes on and are so happy to welcome people worshipping with us from all over the United States as well as several other countries. We were so fortunate to have completed that upgrade in time for the pandemic!

In February and March, we worked on also expanding our AV team. We were working on additional training to support those upgrades for our online ministry. Many people were trained, but key members who continued to support us during the pandemic were/are Dave Royer, Herb High, Rob Reynolds, Kirk Kreider, Issac Kraenbring, Seth Nornhold and Jerry Knight. They have continued to work hard as a team to rework the technology and how they functioned as an AV team.

There has been a lot of time spent learning and developing better production techniques. Both Josh and Kirk Kreider have taken some additional courses in audio and visual production, and are learning to use audio mastery software which has greatly increased the quality of the musical videos that have been shared online. It's given us the ability to create and share choral pieces and ensemble pieces. Currently, we are looking to make a few more minor upgrades, including a better camera lens, and some lighting upgrades. Jerry Knight has been very helpful in assisting with that.

We know that many musicians are struggling financially during this pandemic because performing in public is not safe. We have used money from the Bucher Fund, to work with some local artists. You recently saw Mike Burton, who is from Harrisburg. If you recognized him, it is because he had participated in our Jazz Sunday last year. We were unable to enjoy Jazz Sunday this year, but you will see a few more musicians coming, especially around Christmas time. They have contributed to our ensemble pieces giving us incredible music to enhance our services and we have been able to assist them in this small way. We value music and want to support the artists that contribute so wonderfully to our services.

We also are working with the Witness Commission in creating a CD featuring Josh and Elizabeth Tindall. This is being underwritten by members of the congregation and then will be used to generate funds for an organization determined by the Witness Commission. The audio mastery software that we purchased to support our online streaming ministries will also be useful in creating the CD. We also had scheduled Ted Swartz and Ken Medema to visit our congregation in the end of October 2020. Due to the pandemic and safety guidelines, we had to cancel that. We are hoping to reschedule it for next year about the same time, but will wait to schedule until we get a clearer understanding of when it is safe to schedule large group activities.

This report also needs to include the great loss to our commission's work in the death of Seth Nornhold. Seth was an integral member to the Audio Visual Team during the pandemic, showing up every Sunday to assist with the streaming services until his death in August. He established the area to the congregation's right, as "Seth's Corner", due to his unwavering commitment to his drumming and his participation over the last several years as part of ensembles. We are blessed to still enjoy his talents and spirit in videos of choral and ensemble pieces that are on You Tube and occasionally still used in services. He is terribly missed, but we know that the Heavenly body is enjoying his drum beat!

We held two outdoor services as a way to bring the congregation together and provide a time to worship, but also meet and greet one another safely. We currently are trying to instill good safety practices with our music. Unfortunately, it may be a long time yet, until we can sing together!! Until then, sing along with Josh at home on You Tube!!

Respectfully submitted,
Karen Ungemach
Chair of Expressions Commission

Nurture Commission

The goal of the Nurture Commission is to nurture spiritual relationships and connections both individually and collectively in our congregation. Nurture had created lenten activity books for individuals and families to do together during the season of Lent. We planned an Easter Egg Hunt, Date Night, the Church Picnic, a Guess Who's Coming to Dinner activity, the Golden Age Dinner and we were going to support the Witness Commission in bringing John Pavlovitz to our church for an invigorating fall weekend. As we are all too well aware, that all changed around March 13.

The small groups that were meeting started meeting via zoom. A few small groups are still meeting socially distanced or via zoom. We home delivered graduating high school senior faith markers and are in the process of doing the same with the Blessing of the Children picture Bible story books (4-year olds), the 3rd grader's Bibles and the 5th grader (now 6th grader's) Meanest Man in Patrick County books. We made phone calls or sent emails to most of the congregation. We helped facilitate the first outdoor vesper's service in September. The Youth had a couple of soup sales to fundraise for their next NYC trip, and had a couple of outdoor activities. 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.

Resources Commission

The Resource Committee is actively involved in the day to day operations and maintenance of the Church Building and the grounds around the building. During 2020 we have our first 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 building was under regular operations and also while we have adapted to the changes created by the COVID-19 restrictions and guidance for gatherings.

During the 1st Quarter and prior to the shutdown, Carroll Kreider (Vice Chair), initiated discussions with leadership at Elizabethtown College to transfer property to the church, in exchange for a plan for better access and beautification to the frontage of the Bowers Writers House. These discussions eventually led to a transfer of property from the college to the church for joint development. This property transfer also allows for the church expansion and additional parking to support the expansion. This was rolled into the Land Development Plan for combination into the unified deed, as part of the church expansion.

Barbara Ellis was instrumental in the creation and implementation of a Resources Manual that captured and mapped out the timelines around Leases and Agreements that need to be reviewed on an annual basis. This has created an easy to use guide to the outside vendors that we are engaging to service and maintain our property and systems. It also

created a timeline for the annual discussions around our tenants in ECCC/ECNS and the Intermediate Unit.

This year has brought us a little good news and a little bad news in maintaining the building. There has been an ongoing leak in the slate roof that needed to be addressed. Early estimates were high based on the unknown location of the leak. When the decision was made to move forward with the repair, the good news was that the leak was close to the edge of the eaves and therefore the actual costs versus the estimated costs, were a lot lower than expected.

The bad news is that the Resources Committee started the effort to repair a hydraulic leak in the existing elevator. We are looking at a worst case scenario in that the main hydraulic lift cylinder is leaking and needs replacement. We are currently evaluating options from two companies that will either address the repair of the existing cylinder, or will move past just a repair and include upgrade and refurbishment, that will prepare us for the building expansion, and provide a critical system that will last another 25-30 years. We anticipate that decisions will be made by the end of the year, or 1st Qtr of 2021.

There have been numerous projects to maintain and enhance the beauty of our building and properties. A special note of thanks to the Memorial Garden Team. They have completed the removal of the evergreen tree line between the Garden and Mount Joy Street, that has opened up the Memorial Garden and has created a line of sight to the church building when approaching from Ridge Road. Special thanks to Kurt Sollenberger, Al Sollenberger and Greg Epps for all their work to make the Memorial Garden a peaceful and holy place.

The Resources Committee is ending the year with a focus on the Building Project to come. The November meeting was held on premises and included a walk-through of the property to understand the needs for removal and relocation of trees to support the new construction. We also evaluated the current spaces that are being utilized by ECCC/ECNS and what changes need to be made to support the new joint effort between Etown CoB and the College, to ensure that we are living into the agreement to keep the shared space pleasing and organized. At the end of the year, we are currently underspending our budget. Depending on the timing of the elevator and the decisions around the direction of repairs/refurbishment, we will finish below budget, with a potential for overspend for this one-time expense.

Respectfully submitted by Rich Nornhold, on behalf of the Resources Commission.

Witness Commission

Commission members are Amy Karr, Jordan Eberhart, Amanda Hileman, Lyssa Morehart, Peg Over and Pastor Greg

1. The church did a “Walk to Nigeria” challenge that encouraged congregants to walk and log their miles. The church (and others) had great participation. We were able to raise over \$2500 for CCEPI.
2. The Immigration Support Committee helped support 6 local families helping with rent and gift cards to purchase groceries.
3. The CROP table continued to happen even during a pandemic with no in-person services! The table raised over \$1300.
4. Our community cupboard month still happened in May - going digital! Congregants purchased items directly from an amazon wish list or dropped off items at the cupboard’s drop box.
5. Card Connection - efforts were made to send a hand-written card to every member’s household - over 350 cards. Thank you to those who volunteered to make this happen.
6. John Pavlovitz - Our weekend engagement with speaker John Pavlovitz was postponed due to COVID. We will look to reschedule in 2021.

Deacons

Because of the pandemic, many of the duties of the deacon body have not taken place: Sunday morning greeting, preparing/serving funeral meals, preparing for and serving bread and cup communion, preparing and serving the Love Feast meal, and assisting with baptism.

The ongoing ministry of the deacons, assisted by a team of lay visitors, is that of visitation. Unable to visit in person, the deacons and lay visitors have continued making contacts through phone, text, email and writing notes. Many of these contacts have included delivery of meals, garden produce, flowers, and goodies, as well as doing errands and small jobs where possible.

Two other deacon ministries have continued to be active: response to requests for assistance from the deacon benevolence fund and assistance with transportation.

Respectfully submitted,
Vida Snavelly

Slate, Fall Council Meeting 2020

Exhibit I

Position	Candidate	Term	Term Length
<i>Moderator</i>	Joe Detrick	2 nd	2 yrs
<i>Church Board Chair Elect</i>	*TBD	1 st	3 yrs (1-Elect 2-Chair)
<i>Treasurer</i>	Frank Rhodes	9 th	1 yr
<i>Asst. Treasurer</i>	Bob Hollinger	9 th	1 yr
<i>Financial Secretary</i>	Amy Carroll	3 rd	1 yr
<i>Christian Education Commission</i>	Ann Pineda Ziegler	2 nd	3 yrs
<i>Christian Education Commission</i>	Craig Coble	1 st	3 yrs
<i>Nurture Commission</i>	Olivia Knight	1 st	3 yrs
<i>Resources Commission</i>	Kurt Sollenberger	1 st	3 yrs
<i>Witness Commission</i>	Jake Weaver-Spidel	1 st	3 yrs
<i>Annual Conference Delegate 2021</i>	Damon Wagner-Fields	UT	1 yr (unexpired term)
<i>Annual Conference Delegate Elect 2022</i>	Jacob Bradley	1 st	2 yrs
<i>ANE District Conference Delegate 2021 & 2022</i>	Bekah Miller	1 st	2 yrs
<i>ANE District Conference Delegate 2021 & 2022</i>	Carolyn Beckwith	1 st	2 yrs

Bios for Candidates on Slate for Fall 2020 Council Packet

Moderator

Joe Detrick

Joe earned a BS degree from Manchester College (1971) and a M.Div. degree from Bethany Theological Seminary (1977). Ordained for 43 years, Joe has served the church as a pastor for a total of sixteen years. He worked for the Church of the Brethren General Board as the Coordinator of Brethren Volunteer Service (1984-1988), and as a district executive minister for Southern Pennsylvania. Retired from ministry functions in 2011, Joe was recalled to service, first, as the Interim District Executive for Pacific Southwest District, and then worked for the Mission and Ministry Board of the Church of the Brethren serving as the Interim Director of the Office of Ministry. He is currently serving as the part-time Interim Pastor of the Mountville CoB.

Church Board Chair Elect

***TBD**

*TBD

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 Elizabethtown this year after living in Mount Joy since 2010. They joined the Elizabethtown Church of the Brethren in 2012. Amy has a degree in English from Westminister College in New Wilmington, PA. Since moving to Lancaster County, 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

Ann Pineda Ziegler

Ann Pineda Ziegler grew up going to the Elizabethtown Church of the Brethren. She has served the church in different capacities as a Sunday School teacher, Pastoral Search Committee Member, and Volunteer. She works as a teacher at Locust Grove Elementary school teaching 3rd grade Spanish Immersion. She enjoys travelling and has spent time in Honduras serving in Brethren Volunteer Service (2013-2015) where she met her husband, Javier. Ann looks forward to continuing to serve the church and the community in the future.

Christian Ed

Craig 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 as coordinator for the Seekers Sunday School Class and serves on Finance Committee and as Everence Advocate.

Nurture

Olivia Knight

Olivia Knight (formerly Olivia Haddad) has attended Elizabethtown Church of the Brethren since early childhood, when she was dedicated as an infant, and officially became a member of the congregation in early 2020. She served in Brethren Volunteer Service in Waco, Texas from 2013-2014, met and married her husband, Jerry, and moved back to Lancaster County in 2018. Past activities at ECOB include children's choir accompanist and youth group participant. She welcomed her son, Evan, in July 2019 and spends her days playing with him and taking him on long walks. She is happy and thankful to be considered for the Nurture Commission!

Resources

Kurt Sollenberger

Kurt grew up in Etown CoB, went to Nursery School in the very same rooms that he now teaches Sunday School in. Kurt graduated from EAHS, then attended Gettysburg College where he met his wife Trish. He and Trish have lived in Etown for the past 30 years. They have two great grown up kids, Drew (partner Jared) and Erin (husband Chad). Kurt works as a self-employed painting contractor. In the past he has served in various capacities on the Christian Education Commission, Building and Grounds Committee, Usher, SS teacher and Memorial Grounds Committee. Most recently, he has been serving this past year on the Resources Commission as an appointed member. He also spent time coaching softball.

Witness

Jake Weaver-Spidel

Jake has been attending Etown CoB for the last three years and has appreciated the outward focus this congregation places on loving neighbors in our community and beyond. Jake spends a lot of his time repairing and building watches, but with his free time, he enjoys spending time with his family, reading, the outdoors, and the occasional game of chess. He is looking forward to being part of the Witness Commission to both explore ways to better engage and use his power and voice to effect change, as well as discover ways our congregation can broaden its scope and understanding of kingdom work.

Annual Conference 2021

Damon Wagner Fields

Husband, parent and grandparent. Ordained Minister. Chairperson of the Immigration Support Group. Member of Simple Living Group since 1997. Served the congregation as a District Conference Delegate. Attended the church since 2005 and a member since 2006. Church of the Brethren member since 1982. Graduated from Manchester College and Bethany Theological Seminary. In the Service (BVS) for two years in Belfast, Northern Ireland. Pastored in two congregations with my wife Sue Wagner Fields. Part time camp program director at Camp Pine Lake, Northern Plains District. Member of Camp Ithiel Board member and Camp Dean and counselor, Atlantic Southeast District. Currently employed with Christian Churches United, Harrisburg as a prison chaplain and reentry ministry staff in the community."

Annual Conference 2022

Jacob Bradley

Jacob & his family have been members of the Church of the Brethren for his entire life. He was dedicated and raised at the Lebanon Church of the Brethren and was a member of that church until last year. Jacob worked at Camp Swatara in various roles, learning how to build faith communities across age groups. He and his wife Allison decided to join Elizabethtown Church of the Brethren because the church focuses on promoting inclusiveness as well as taking a stand for the ideals of peace and service that they were taught as tenants of the Brethren faith. Jacob works as a Special Education Teacher at Elizabethtown Area High School and has volunteered as a youth adviser at the church for the past few months. He views building relationships and teaching moral values by attempting to model Christlike empathy and unconditional love as his calling. Jacob looks forward to deepening his understanding of Christianity, Etown CoB, and the Brethren Denomination as a whole. He hopes for the chance to

attend the Annual Conference as an opportunity to advocate for the future of the denomination and experience the business side of our faith family.

District Conference 2021 & 2022

Bekah Miller

Bekah grew up in the Church of the Brethren faith and has continued to choose CoB for their commitment to living peacefully, simply, and together. She really found her spot at Etown CoB and is so proud to be part of a great faith community. Bekah lives in Manheim, PA and works in Human Resources for a local Tech company. She is a Junior High Advisor and has volunteered through Brethren Disaster Ministries a few times. She enjoys pushing her comfort zone and helping out where she can.

District Conference 2021 & 2022

Carolyn Beckwith

Carolyn is a retired RN, after 40 years of hospital employment, primarily obstetrics. She has been married for 49 years to Jim who is a retired pastor. Carolyn and Jim have three children and seven grandchildren. She is a lifelong member/participant in the Church of the Brethren, in California, Virginia, and Pennsylvania. Carolyn has previously served on the Service Ministries commission for 7 years (Annville CoB), and as a District Conference and Annual Conference delegate at various times. She has been a regular attendee at both the District and Annual Conferences, and NOAC for past 6 events. Carolyn was also a volunteer camp nurse at Camp Swatara, Brethren Woods (VA) and the Brethren Volunteer Service in Germany (1971-73). Her hobbies include taking walks, reading, dot to dot books, knitting, and most importantly, family time.

Final DRAFT (10/21/20) for presentation to Church Board

WORKING TOWARD RACIAL JUSTICE

Elizabethtown Church of the Brethren

God's Call

We hear the call of our faith to:
do *justice*, love *mercy*, and *walk humbly* with the God of Love (Micah 6:8)
continue the work of Jesus, *simply, peacefully, together*
practice *peace, service* and *openness to all*

Deeper Awareness

In response to this call, the eyes of the white majority members of our diverse congregation are being opened to:

- *centuries of systemic racism* during which people of color were violently enslaved, terrorized, lynched, imprisoned, and exploited economically to build the foundation of our nation
- *continuing dehumanization* of people of color through systemic racism, such as in housing, education, citizenship (voting rights), healthcare, law enforcement, employment, and economic development
- *racist remarks* and slights to which people of color are exposed every day
- *our implicit racism* formed of the culture into which we were born, live, and participate
- *our failure to recognize* the deep connections between our well-being and the well-being of people of color

We recognize our complicity in racism:

- each time *we fail to listen* to the stories and experiences of people of color
- each time *we contribute to racism* by our thoughts, words, and actions
- each time *we do not stand up for* people of color when we hear racist remarks or witness racist acts
- each time *we do not advocate for* people of color with our votes, our voices, our bodies
- each time *we benefit from racism* such as through generational wealth, and educational, employment and connectional advantages

Bolder Action

As a congregation we commit ourselves, individually and as a diverse body, to healing and justice-making by:

- *building* genuine relationships with a diversity of people
- *developing* a deeper understanding of systemic racism [racism that is embedded as normal practice within society or an organization]
- *educating* all generations within our congregation and beyond about racism
- *discerning* the implicit biases in our congregational policies and practices and working to eliminate them
- *standing* in solidarity with all people of color and
- *advocating* for an end to racial injustice

Challenge

We challenge all who read this statement of faith and commitment
to join us in the journey of working together toward healing and racial justice.

Hope

Isaiah 58:6-8

“Is not this the fast that I choose:
to loose the bonds of injustice, to undo the thongs of the yoke,
to let the oppressed go free, and to break every yoke?
. . . Then your light shall break forth like the dawn,
and your *healing* shall spring up quickly.”