

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

July 9, 2018 6:45 PM Fellowship Hall

In Attendance: Rhonda Myers, Carroll Kreider (Moderator), Duane Hernley, Pastor Jason Haldeman, Nancy Hivner (Chair), Peg Over, Kevin Engle, Frank Rhodes, Pastor Greg Laszakovits, Pastor Pam Reist, Dick Keesey, John Over, Alyssa Cross (Clerk), Vida Snavely, George Snavely, Kathy Nornhold

Building Improvements Committee: Barry Garman, Lisa Clemens, Mike Bierbower

I.	<p>Welcome and Recognition of Guests</p> <ul style="list-style-type: none"> ● Members of the Building Improvements Committee in attendance
II.	<p>Devotions (Pastor Greg)</p> <ul style="list-style-type: none"> ● Pastor Greg reminded us of a previous discussion of the three C's of resiliency (Curiosity, Change, and Control) with reading from 2 Timothy 1:7 <ul style="list-style-type: none"> ○ That precious memory triggers another: your honest faith—and what a rich faith it is, handed down from your grandmother Lois to your mother Eunice, and now to you! And the special gift of ministry you received when I laid hands on you and prayed—keep that ablaze! God doesn't want us to be shy with his gifts, but bold and loving and sensible. ● Focusing on Control: Are we acknowledging that we have some sense of control? While God guides us through situations, people play a major role along with God. We need to respond; hear the call and participate in the change by exercising our control. ● "When a church comes alive, it has problems. A dead church is easy to serve. The easiest part of the church to manage is the cemetery."
III.	<p>Approval of June minutes</p> <ul style="list-style-type: none"> ● Approved with corrections
IV.	<p>Review of Action Items from Previous Meetings</p> <ul style="list-style-type: none"> ● Tenant Action Items: <ul style="list-style-type: none"> ○ Greg and Nancy to work with the Building Committee to identify the costs associated with the Child Care Center portion of the building project. ○ Pastors to engage with Commissions to identify areas of opportunity to strengthen relationships between tenant entities ○ Resources to work on lease provisions and nuts and bolts of our relationship <ul style="list-style-type: none"> ■ Carry forward. ● Financial Campaign Action Items <ul style="list-style-type: none"> ○ Leadership Team to work with Finance Committee to identify people who will serve as leaders on a Financial Campaign Team (open to suggestions of names from the Board). Financial Campaign Team will be approved by the Board <ul style="list-style-type: none"> ■ Don Kraybill has agreed to chair this committee, pending the affirmation of the Finance Committee and the Board. ■ It has been recommended that a co-chair be identified to serve alongside Don. An individual has been approached to serve in this role and is taking it into consideration. ● Special Council Meeting Action Items <ul style="list-style-type: none"> ○ Barry to send language for the cost estimate information to Nancy to include in the Position Statement for the Council Meeting vote. <ul style="list-style-type: none"> ■ Postponed as further work is needed on the cost estimates, revised scope of the project, and a new council meeting date in the future. ● Community & Witness Action Items <ul style="list-style-type: none"> ○ Board to consider involvement in the Community Place on Washington project for further discussion at the June meeting

	<ul style="list-style-type: none"> ○ Re-gifting to Samara and UCEA: Witness to coordinate interaction with these two entities and to coordinate with the Pastoral Team and Worship Planning Team to fit these into the calendar as equitably as possible <ul style="list-style-type: none"> ■ Carry forward. ● Additional Action Items <ul style="list-style-type: none"> ○ Nancy to determine a schedule for each Commission to be featured during a Board Meeting. <ul style="list-style-type: none"> ■ Carry forward.
V.	<p>Updates from the Board Chair</p> <ul style="list-style-type: none"> ● Reflections from Annual Conference <ul style="list-style-type: none"> ○ We are a congregation of distinction. Many from the congregation participated in meaningful roles with grace.
VI.	<p>Atlantic Northeast District Policy on Same-Gender Marriage</p> <ul style="list-style-type: none"> ● Policy distributed to Board for review ● Discussion around the following questions: <ul style="list-style-type: none"> ○ Is this document a call to action? Is there something we should do in preparation for the District Conference? And/or to prepare something in response to the anticipated decision at District Conference? ○ What are some things that we could do that are consistent with who we are? ○ Would the Board endorse the establishment of a small group/committee to look into this and explore what our options are (to be presented at the August Board meeting, ahead of the hearings in September)? ● Action Items <ol style="list-style-type: none"> 1. Nancy to form a committee of 3-4 individuals (with input/suggestions from the Board) which will explore our options 2. Inform the congregation of the policy, our options, and our thoughtful response. 3. Board to affirm our congregational stance on this issue. 4. Inform the District Office of our position.
VII.	<p>Building Project Discussion</p> <ul style="list-style-type: none"> ● Sketches <ul style="list-style-type: none"> ○ Barry gave a thorough explanation of the first round of cuts and how that impacts the estimated construction costs. ○ How to revise the building sketches to reduce project costs? <ul style="list-style-type: none"> ■ What are the priorities? ○ Action Items for Building Committee on the Sketches: <ul style="list-style-type: none"> ■ Estimate the cost attributed to the separate childcare/nursery school space in the current sketches ■ Estimate the cost of separate building for the tenants on our existing property and to renovate/reclaim the space for ECOB use ■ Estimate the cost of upgrading deferred maintenance items (mechanical, electrical, and plumbing) ■ Estimate the cost of the remodel per square foot ■ Estimate the cost of a new building cost per square foot ■ Estimate the cost of tearing down the Education wing and rebuilding in that area ● Finances <ul style="list-style-type: none"> ○ Board unanimously affirmed Don Kraybill's role as co-chair of the Capital Campaign ○ Taking steps to organize a campaign to gauge our financial position <ul style="list-style-type: none"> ■ Finance Committee will be approached on Wednesday to also affirm Don Kraybill to serve in the role of Chair of committee with a co-chair

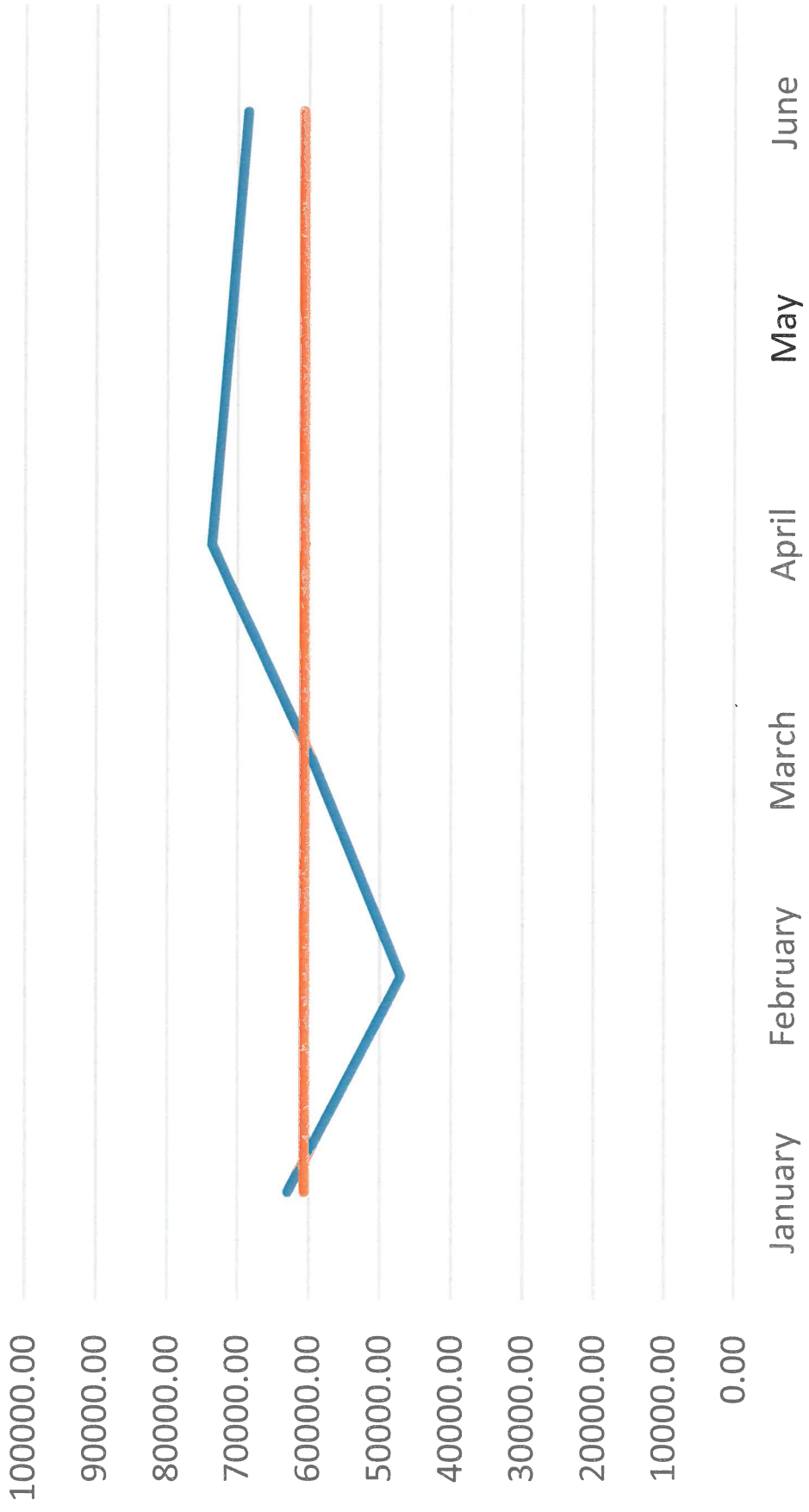
	<ul style="list-style-type: none"> ■ Finance committee is recommending that we work with a consultant for this campaign. Don has done good work to revise some of the terms with John Miller, including a flat consulting fee plus a ceiling on expenses. Board agrees that, if Finance also concurs, the contract with Miller should be signed so his work can begin. Fee is \$22,400. Expense limit is \$9,825. Timing of fee payments depends on how campaign preparations develop. ■ Two teams of two individuals would make visits to those identified as potential significant donors for pre-campaign commitments.
VIII.	<p>Treasurer's Report</p> <p>1. Review of Income Statement as of 06/30/2018</p> <p>Through the first half of the year operating results continue to be very positive, with revenues exceeding disbursements by \$30,592, which compares the deficit of \$13,539 we had a year ago at 6/30/2017. Revenue to date at the end of June is over budget by \$7,371 (\$411,045 received versus \$403,674 budgeted). Revenue is \$62,566 ahead of where we were a year ago, which puts our operating finances in great position heading into the second half of the year. Regular offerings, at \$382,852, exceed the budgeted offerings, including challenge, of \$365,874 by \$16,978, and are \$58,054 above last year's amount of \$324,798. This is a very encouraging trend. A month by month summary of offerings is provided in the graph entitled "ECOB 2018". A five year history of general fund offerings compared to budgeted offerings is also provided in the graph entitled "ECOB YTD 6/30 COMPARISON."</p> <p>Disbursements though six months in 2018 are less than budget by \$23,221 (\$380,454 actual spending versus \$403,675 budgeted spending) and \$18,435 more than last year. In general, spending is below budget across all major expense categories. Spending in most categories is above last year's amounts. Please note that \$44,047 has been spent on the building project thus far in 2018 outside of the general budget.</p> <p>Overall, as of 6/30/2018 we have a solid net gain position of \$30,592, with income up significantly more so than expenses from a year ago.</p> <p>2. Long-term Investments with the Brethren Foundation</p> <p>The market value of all long-term memorial funds invested with the Brethren Foundation as of 6/30/2018 was \$2,301,277, which is up \$11,834 from the beginning of the year market value of \$2,289,443, reflecting a \$10,000 contribution from the Breneman Estate and \$10,214.34 from the Alma Espenshade Estate (split \$10,107 to the Facilities Fund and \$10,107 to the O&M Fund), and an investment loss, net of expenses, of \$8,380 (a total investment return for the year of approximately -0.4%). Investment results were down in June, with an approximate return of -0.3% for the month. As of 6/30/2018 our portfolio was invested 82.5% in a balanced fund (60% domestic stock fund, 40% bond fund) and 17.5% in a bond fund, resulting in an overall approximate portfolio mix of 50% domestic stock fund and 50% bond fund.</p>
IX.	<p>Pastors' Reports</p> <ul style="list-style-type: none"> ● Reminder that Nigerian visitors will be here on July 10 touring and concluding with a dinner in the evening. ● Be in prayer for National Youth Conference.
X.	<p>Next Meetings</p> <ul style="list-style-type: none"> ● August 13: Board Meeting
XI.	<p>Adjournment</p>

Respectfully submitted,
Alyssa Cross, Church Clerk
July 24, 2018

Elizabethtown Church of the Brethren
Comparative Income Statement with Current Year Budget
For the Six Months Ending June 30, 2018

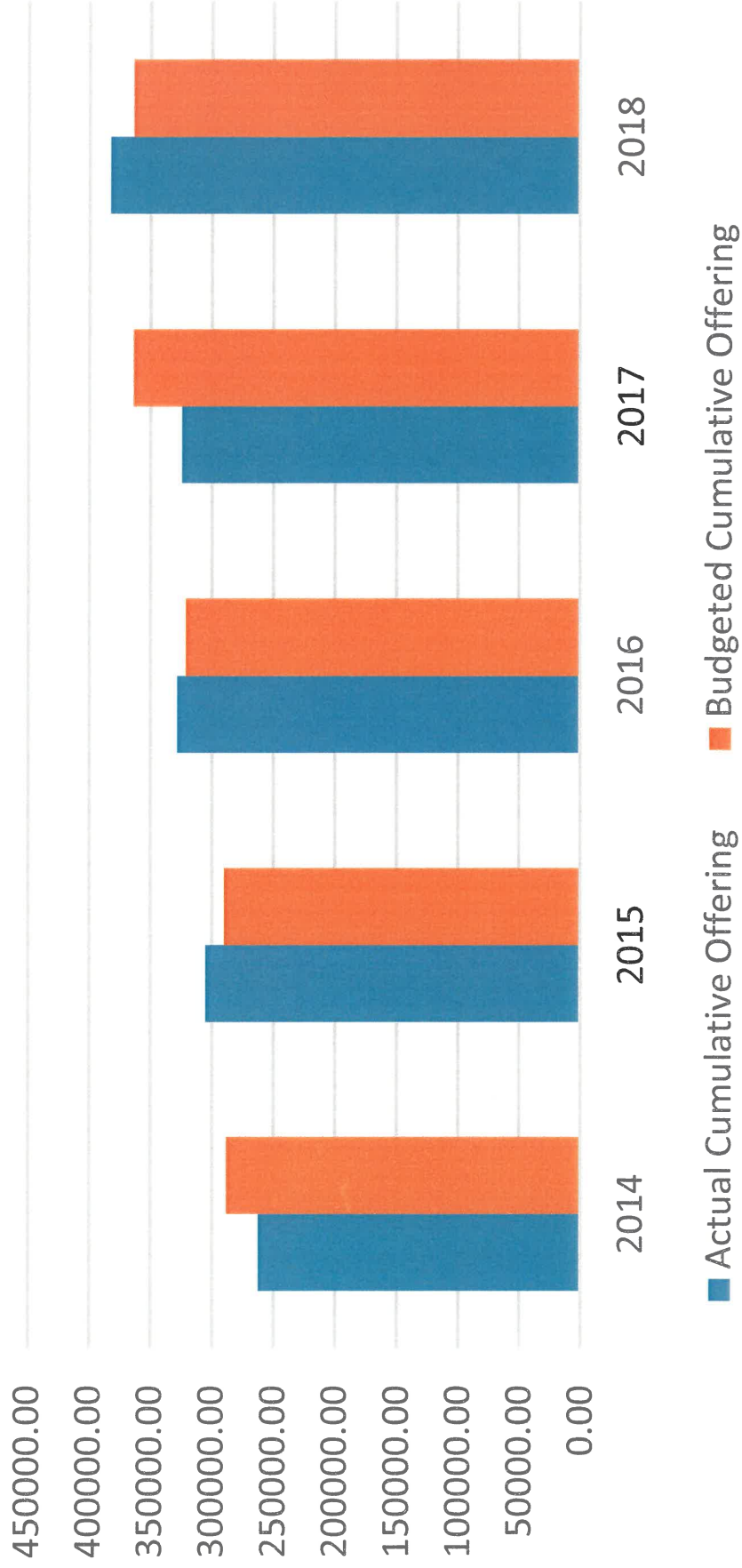
	Budget This Yr	YTD - Budget	YTD - Actual	YTD - Last Year
Budgeted Revenues				
Offerings; Finance Com. Recom	727,760.00	363,880.02	382,851.92	324,798.21
Offerings Congregational Chall	3,988.00	1,994.02	0.00	0.00
Rents	47,600.00	23,800.06	24,133.00	19,617.47
Interest Income	0.00	0.00	57.78	60.20
Transfer from Housing Fund	8,000.00	4,000.02	4,000.02	4,000.02
Transfer from Facility Fund	20,000.00	10,000.02	0.00	0.00
Discounts	0.00	0.00	2.77	3.61
Total Budgeted Revenues	807,348.00	403,674.14	411,045.49	348,479.51
Budgeted Disbursements				
Ministry Salaries & Benefits	517,271.00	258,635.70	249,319.73	241,986.61
Administration	27,900.00	13,950.10	12,529.19	13,366.59
Expressions	11,002.00	5,501.14	4,575.99	2,522.86
Nurture	17,150.00	8,575.26	4,947.01	5,610.29
Christian Education	6,000.00	3,000.04	2,005.30	1,992.27
Witness/Outreach	75,000.00	37,500.36	39,646.32	37,430.84
Resources	142,925.00	71,462.70	66,557.06	56,744.83
Deacon Board	3,100.00	1,550.08	872.97	553.83
MAP	7,000.00	3,500.06	0.00	1,810.84
Total Budgeted Disbursements	807,348.00	403,675.44	380,453.57	362,018.96
Net Budgeted Items	0.00	(1.30)	30,591.92	(13,539.45)

ECOB 2018



— Actual Offering — Budgeted Offering

ECOB YTD 6/30 COMPARISON



Elizabethtown Church of the Brethren
 777 South Mt Joy St.
 Elizabethtown, PA 17022
 6/1/2018 - 6/30/2018

	(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	37,783.21	0.00	0.00	0.00	37,783.21	-52.17	55.15	-78.45	37,707.74
Christian Education Program Totals:	37,783.21	0.00	0.00	0.00	37,783.21	-52.17	55.15	-78.45	37,707.74
Ezra Bucher Scholarship									
Balanced	82,889.88	0.00	0.00	0.00	82,889.88	-114.52	121.33	-172.47	82,724.22
Ezra Bucher Scholarship Totals:	82,889.88	0.00	0.00	0.00	82,889.88	-114.52	121.33	-172.47	82,724.22
Facility Fund									
Balanced	588,533.63	0.00	0.00	0.00	588,533.63	-806.36	862.34	-1,225.89	587,363.72
Bond	201,928.97	0.00	0.00	0.00	201,928.97	-279.79	443.43	-1,145.01	200,947.60
Facility Fund Totals:	790,462.60	0.00	0.00	0.00	790,462.60	-1,086.15	1,305.77	-2,370.90	788,311.32
M O'Donnell Music Ministries Fund									
Balanced	463,853.42	0.00	0.00	0.00	463,853.42	-640.89	679.59	-965.74	462,926.38
M O'Donnell Music Ministries Fund Totals:	463,853.42	0.00	0.00	0.00	463,853.42	-640.89	679.59	-965.74	462,926.38
Memorial Fund									
Balanced	8,115.31	0.00	0.00	0.00	8,115.31	-11.04	11.82	-16.83	8,099.26
Memorial Fund Totals:	8,115.31	0.00	0.00	0.00	8,115.31	-11.04	11.82	-16.83	8,099.26
Organ Improvement									
Balanced	15,834.97	0.00	0.00	0.00	15,834.97	-21.93	23.05	-32.82	15,803.27
Organ Improvement Totals:	15,834.97	0.00	0.00	0.00	15,834.97	-21.93	23.05	-32.82	15,803.27
Outreach & Ministry Education									
Balanced	494,293.81	0.00	0.00	0.00	494,293.81	-676.11	724.25	-1,029.67	493,312.28
Bond	201,928.97	0.00	0.00	0.00	201,928.97	-279.79	443.43	-1,145.01	200,947.60
Outreach & Ministry Education Totals:	696,222.78	0.00	0.00	0.00	696,222.78	-955.90	1,167.68	-2,174.68	694,259.88
Pastor Housing									
Balanced	211,868.33	0.00	0.00	0.00	211,868.33	-292.79	310.41	-441.10	211,444.85
Pastor Housing Totals:	211,868.33	0.00	0.00	0.00	211,868.33	-292.79	310.41	-441.10	211,444.85
Elizabethtown Church of the Brethren Totals:	2,307,030.50	0.00	0.00	0.00	2,307,030.50	-3,175.39	3,674.80	-6,252.99	2,301,276.92