

# Elizabethtown Church of the Brethren Church Board Minutes

**March 12, 2018 6:45 PM Discovery Room (101)**

**In Attendance:** Brittany Hoeschele, Kathy Nornhold, Duane Hernley, Dick Keesey, Nancy Hivner (Board Chair), Carroll Kreider (Moderator), Pat Dennehy, Pastor Jason Haldeman, Peggy McFarland, Pastor Josh Tindall, Pastor Pam Reist, Pastor Greg Laszakovits, Peg Over, Vida Snavely, Frank Rhodes, Rhonda Myers, Alyssa Cross (Clerk)

I.	<p><b>Welcome and Recognition of Guests</b></p> <ul style="list-style-type: none"> <li>● No guests in attendance.</li> </ul>
II.	<p><b>Devotions (Jason)</b></p> <ul style="list-style-type: none"> <li>● Hula Hoop group activity takeaways: <ul style="list-style-type: none"> <li>○ Need to trust that others in your group know what they're doing and understand the goal.</li> <li>○ Need to move together - work in tandem</li> <li>○ Need to do your own part, not worrying about what others are doing</li> </ul> </li> <li>● Sometimes seemingly "easy" tasks are harder than originally thought. Sometimes trying harder doesn't help the situation, but removing the anxiety does.</li> <li>● Recognize the interconnectedness of all the ministries - nothing happens in isolation</li> </ul>
III.	<p><b>Approval of February minutes</b></p> <ul style="list-style-type: none"> <li>● Unanimously approved as submitted</li> </ul>
IV.	<p><b>Board Chair Moments</b></p> <ul style="list-style-type: none"> <li>● Congratulations to Jason on the licensing <ul style="list-style-type: none"> <li>○ Triggers housing allowance, effective April 1. Unanimously approved</li> </ul> </li> <li>● Future Board meetings to be focused around a theme to dedicate time to ministries, focusing on one commission at a time <ul style="list-style-type: none"> <li>○ Commissions: <ul style="list-style-type: none"> <li>■ Tell the Board your best practices (to potentially share with other congregations) and what you are most proud of</li> <li>■ How do we move from good to great? How do we meet the needs of new members? How do we keep growing/thriving?</li> </ul> </li> <li>○ Next meeting: Expressions</li> <li>○ <b>Action Item:</b> Nancy to determine schedule</li> </ul> </li> </ul>
V.	<p><b>Status of Action Items from Previous Meeting</b></p> <ul style="list-style-type: none"> <li>● How can church members access the minutes? <ul style="list-style-type: none"> <li>○ <b>Action Items:</b> <ul style="list-style-type: none"> <li>■ <b>Matt will confirm how minutes will be available online</b> <ul style="list-style-type: none"> <li>● Minutes are available on the church website, but require a username and password. A link to the minutes is available on Church Community Builder with the username and password information listed below.</li> </ul> </li> <li>■ <b>Notify the congregation via the Bulletin</b> <ul style="list-style-type: none"> <li>● <b>Bulletin will include instructions for CCB and note that hard copies are available in the office</b></li> <li>● Still outstanding. Alyssa to draft with Nancy's review..</li> </ul> </li> </ul> </li> </ul> </li> <li>● Building Plans <ul style="list-style-type: none"> <li>○ <b>Action Item:</b> Commission Chairs to meet with their commissions to review sketches and get feedback.</li> </ul> </li> <li>● Expressions Request for the Board (All) <ul style="list-style-type: none"> <li>○ <b>Action Item:</b> Send contact information of any live-streaming connections to Pat - to discuss security, privacy concerns.</li> </ul> </li> </ul>

VI.	<b>Commission Reports</b>
	<b>Christian Ed Commission</b> <ul style="list-style-type: none"> <li>● We continue to struggle to find an adequate space for the BLAZE program (K-5) <ul style="list-style-type: none"> <li>○ Need a large space for gathering that doesn't displace another group.</li> <li>○ No solution at this time. Open to suggestions from the Board..</li> </ul> </li> <li>● We continue to look for new teachers</li> <li>● Children's church - looking to start once a month in March or April</li> <li>● VBS: August 6-9 &amp; 12 using the Peace Lab curriculum</li> </ul>
	<b>Expressions Commission</b> <ul style="list-style-type: none"> <li>● Congregation members request to print/post music with lyrics for new songs <ul style="list-style-type: none"> <li>○ Some potential copyright issues, but Pastor Josh is looking into solutions</li> </ul> </li> <li>● Livestream privacy issues discussion ongoing <ul style="list-style-type: none"> <li>○ Password protection will create more issues</li> <li>○ Facebook Live is not private</li> <li>○ Still short a commission member</li> </ul> </li> </ul>
	<b>Nurture Commission</b> <ul style="list-style-type: none"> <li>● Lenten Home Gathering are underway <ul style="list-style-type: none"> <li>○ Approximately 70 people are participating in 7 host homes.</li> <li>○ In discussions on how to allow for more flexibility in the Lenten program for more participation</li> </ul> </li> <li>● All activities are planned for the year</li> </ul>
	<b>Resources Commission</b> <ul style="list-style-type: none"> <li>● Resources is planning to change the format of the annual spring Work Day. In the past it has centered around cleaning up and mulching the beds around the church with some limited inside activities. This year the plan is to have the beds cleaned up and mulched by a professional landscaper. The focus of the work day will be on inside projects which could include installing air conditioners, special cleaning projects, cleaning out closets and storage and other work which will make our building more welcoming. If you have suggestions for projects that could be incorporated in to this opportunity to build community and make our building a better place contact a member of the Resources Commission.</li> <li>● Cleaning service to begin this week (with exception of sanctuary) under a 1 year contract.</li> </ul>
	<b>Witness Commission</b> <ul style="list-style-type: none"> <li>● Working on finding an additional UCEC representative to serve along with Beth deGoede. <ul style="list-style-type: none"> <li>○ Judith Gible has agreed to attend the next meeting and consider the opportunity.</li> </ul> </li> <li>● Discussing with Sam Epps ways to collaborate with Etown College students on peace/justice.</li> <li>● Continuing to send out Witness Action alerts and to post Global Mission prayer updates on BB by parlor door.</li> <li>● Planning to collect Hygiene kits for CWS.....details to follow.</li> <li>● Discussing gun violence issue and ways for our congregation to respond.</li> </ul>
	<b>Deacon's Report</b> <ul style="list-style-type: none"> <li>● The Deacons have nothing to report since February 12 except for the usual weekly schedule: <ul style="list-style-type: none"> <li>○ greeting at the doors on Sunday morning</li> <li>○ visiting in the hospitals, retirement homes, and community</li> <li>○ responding to benevolence requests</li> <li>○ providing transportation when needed by members</li> <li>○ delivering recordings and bulletins of the Sunday morning service by request</li> </ul> </li> </ul>
	<b>Treasurer's Report</b> <ol style="list-style-type: none"> <li>1. <b>Review of Income Statement as of 02/28/2018</b>  Through two months of the year operating results are positive, with revenues exceeding disbursements by \$2,408, which compares the deficit of \$21,012 we had a year ago at 2/28/2017. Revenue to date at the end of February is under budget by \$16,234 (\$118,324 received versus \$134,558 budgeted). Revenue is \$10,938 ahead of where we were a year ago, which is a good</li> </ol>

	<p>sign. Regular offerings, at \$109,999, fall short of the budgeted offerings of \$121,293 by \$11,294, but are \$10,509 above last year's amount of \$99,489. 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 2/28 COMPARISON."</p> <p>Disbursements through two months in 2018 are less than budget by \$18,642 (\$115,916 actual spending versus \$134,559 budgeted spending) and \$12,482 less than last year. In general, spending is below budget across all major expense categories. Most notable is a significant drop in Resources spending from last year.</p> <p>Overall, as of 2/28/2018 we are in a small net gain position, with income up and expenses down from a year ago</p> <p><b>2. Long-term Investments with the Brethren Foundation</b>  The market value of all long-term memorial funds invested with the Brethren Foundation as of 2/28/2018 was \$2,290,280, which is up \$837 from the beginning of the year market value of \$2,289,443, reflecting a \$10,000 contribution from the Breneman Estate (split \$5,000 to the Facilities Fund and \$5,000 to the O&amp;M Fund), and an investment loss, net of expenses, of \$9,163 (a total investment return for the year of approximately -0.4%). As of 2/28/2018 our portfolio was invested 82.4% in a balanced fund (60% domestic stock fund, 40% bond fund) and 17.6% in a bond fund, resulting in an overall approximate portfolio mix of 50% domestic stock fund and 50% bond fund.</p>
VII.	<p><b>Pastor's Report</b></p> <ul style="list-style-type: none"> <li>● Pam <ul style="list-style-type: none"> <li>○ Youth Enquirers <ul style="list-style-type: none"> <li>■ The five Youth Enquirers recently met with their mentors.</li> <li>■ Evaluating Youth Enquirers program and curriculum in preparation for next year, possibly some new things</li> </ul> </li> <li>○ Nigeria News <ul style="list-style-type: none"> <li>■ Greatest Need: Food. Now a line item in the budget.</li> <li>■ Dr. Y - Seeking an invitation to annual conference for women. In partnership with Office of Global Missions - a group from ECOB is sponsoring two women to attend.</li> <li>■ Rebecca Dali is looking to register her NGO in the US. Working on paperwork and learning what that means. She is preaching on March 25.</li> </ul> </li> </ul> </li> <li>● Jason <ul style="list-style-type: none"> <li>○ Seeing new younger families and looking into creating a Sunday School class for Young Adults but facing a challenge with regards to where to host it. How to proceed? <ul style="list-style-type: none"> <li>■ <b>Action Item:</b> Pastoral Team will work with Christian Education to approach existing classes on their willingness to relocate to create space for this new class</li> </ul> </li> </ul> </li> <li>● Greg <ul style="list-style-type: none"> <li>○ New Adult Enquirers class is beginning with new young families</li> <li>○ Visit from District Executive on Sunday, 3/12, was a great opportunity for relationship building with Pete. Understand that he faces a great challenge in his role with the range of thought within the denomination</li> <li>○ ECOB was <a href="#">featured in LNP</a> on March 10 regarding the sanctuary movement.</li> </ul> </li> <li>● Josh <ul style="list-style-type: none"> <li>○ Making plans and preparing for Sabbath Rest in July and August <ul style="list-style-type: none"> <li>■ Meeting with a spiritual advisor</li> <li>■ Spiritual Retreat</li> <li>■ Attend Global Leadership Summit</li> <li>■ Taking some masters classes with musicians in the area</li> <li>■ Clergy coaching</li> <li>■ Attending a national conference for worship leaders in Nashville</li> </ul> </li> </ul> </li> </ul>
VIII.	<p><b>Building Project Updates</b>  The Board is focused on four areas as part of this project:</p>
	<p><b>1. Ministry and Congregation</b></p>

	<ul style="list-style-type: none"> <li>● Where is our congregation? Feedback from March 4 carry-in lunch meeting: <ul style="list-style-type: none"> <li>○ Time was too short/groups were too large to get a true sense.</li> <li>○ Responses were mixed; some enthusiastic, some reserved</li> <li>○ Questions related to tenants: who is spending what for who?</li> <li>○ Hearing the thought behind the decisions of the Building Improvements Committee was helpful and empowering for the congregation to understand</li> <li>○ Need time to understand the reasoning behind the feedback/impressions. More dialogue around the “why”.</li> <li>○ Need different space for discussions-ability to spread out and away from the noise to better engage in dialogue without distraction/hearing difficulties</li> </ul> </li> <li>● What should we do to continue to engage the congregation and how should we time it? <ul style="list-style-type: none"> <li>○ Suggestion: utilize the Sunday School class time and established groups to review sketches and have more conversation. Follow up as a larger group after the service.</li> <li>○ Need to have a clear purpose/outcome of the meeting</li> <li>○ Provide reasoning for why certain changes were made/proposed <ul style="list-style-type: none"> <li>■ How are these changes addressing our needs, our purpose, our mission, and our vision?</li> <li>■ Draft a written document/ FAQs</li> <li>■ Opportunity costs - assigning values to the changes</li> </ul> </li> </ul> </li> <li>● <b>Action Item:</b> <ul style="list-style-type: none"> <li>○ Nancy, Dick, and Greg to put more thought into finding a way to focus the discussions to allow for meaningful input, ideally in the next 6-8 weeks to keep the process moving.</li> </ul> </li> </ul>
	<p><b>2. Sketches</b></p> <ul style="list-style-type: none"> <li>● Building committee is back to work following feedback from congregation</li> <li>● Anticipating additional sketches for the Board in late April/early May, following Building Committee meeting with tenants</li> </ul>
	<p><b>3. Finances</b></p> <ul style="list-style-type: none"> <li>● John Miller Associates has been hired, upon recommendation from the Finance Committee, to gauge congregation readiness for a building campaign in the next 30 days</li> <li>● The group collects additional feedback about the congregation as a whole, which the Pastors are looking forward to reviewing</li> </ul>
	<p><b>4. Tenants</b></p> <ul style="list-style-type: none"> <li>● Board will present a recommendation regarding our tenants at the May council meeting.</li> <li>● Position Statement <ul style="list-style-type: none"> <li>○ Goal: for the congregation to vote on the position statement at the May council meeting</li> <li>○ Concern: kitchen needs to be addressed in the Building Project section of the statement</li> <li>○ <b>Action Items:</b> <ul style="list-style-type: none"> <li>■ Board to review, comment, and provide feedback on the position statement to Nancy by March 23</li> <li>■ Nancy to provide a redrafted position statement for the Board to review and discuss at the next Board meeting.</li> </ul> </li> </ul> </li> <li>● ECCC Impact Assessment <ul style="list-style-type: none"> <li>○ Provided as supporting documentation</li> </ul> </li> </ul>
IX.	<p><b>Planning for Next Meeting</b></p> <ul style="list-style-type: none"> <li>● May Board Meeting has been rescheduled for May 7</li> </ul>
X.	<p><b>Adjournment</b></p>

Respectfully submitted,  
Alyssa Cross, Church Clerk  
March 23, 2018