





**Elizabethtown Church of the Brethren**  
**Church Council Minutes**  
**November 21, 2021 11:30 AM in the sanctuary and via Zoom**

I.	<p><b>Welcome</b> <span style="float: right;"><b>Moderator</b></span></p> <ul style="list-style-type: none"> <li>● Paula Burke opened the meeting at 11:31 and introduced Don Kraybill as the acting Moderator for this meeting.</li> </ul>
II.	<p><b>Opening Comments</b> <span style="float: right;"><b>Moderator</b></span></p> <ul style="list-style-type: none"> <li>● Word of gratitude for Pastor Josh's sermon this morning</li> <li>● Reflection on scripture focused on patience (I Corinthians. Ephesians 4:2)</li> <li>● Guidelines <ul style="list-style-type: none"> <li>○ Herb High will be serving as Parliamentarian</li> <li>○ Members and associate members (in-person and online) are eligible to vote</li> <li>○ Calling for a question requires a motion, a second, and a 2/3 majority to close discussion</li> <li>○ Motions from the Church Board do not require a second.</li> <li>○ Zoom attendees: no response indicates support. If you want to object to an action you can type Object in the chat function. If we take a voice vote, a Zoom attendee is assumed to vote Yes unless a No is typed in the chat.</li> </ul> </li> </ul>
III.	<p><b>Overview and Acceptance of Agenda</b> <span style="float: right;"><b>Moderator</b></span></p> <p>Agenda accepted as distributed.</p>
IV.	<p><b>Acceptance of Minutes</b> <span style="float: right;"><b>Moderator</b></span></p> <ul style="list-style-type: none"> <li>● Spring Council (May 23, 2021)</li> <li>● Special Council (October 10, 2021)</li> </ul> <p>Minutes accepted as distributed.</p>
V.	<p><b>The Treasurer's Report -- Exhibit A</b> <span style="float: right;"><b>Treasurer</b></span></p> <ul style="list-style-type: none"> <li>● Summary Two-Year Comparative Balance Sheet (October 31, 2021)</li> <li>● Summary Comparative Income Statement</li> <li>● Brethren Foundation Fund Analysis (Jan 1 - Oct 31)</li> <li>● GI Account Summary Report (Jan 1 - Oct 31)</li> </ul> <p><b>Action A:</b> To Accept the Treasurer's Report.</p> <ul style="list-style-type: none"> <li>● Motion from the Board - no second required. The motion carries.</li> </ul>
VI.	<p><b>Narrative Budget &amp; Proposed Budget for 2022 -- Exhibits B &amp; C</b> <span style="float: right;"><b>Treasurer &amp; Board Chair Elect</b></span></p> <ul style="list-style-type: none"> <li>● Review of the budget</li> </ul> <p><b>Discussion</b></p> <ul style="list-style-type: none"> <li>● Jim Beckwith: Recognize that we need to tighten our belts. Hopeful that if we reach a surplus in 2021, that we can resupply the Witness funds. What will happen with Brethren Buddies since their budget has been cut? <ul style="list-style-type: none"> <li>○ Ministries will be supported as needs arise.</li> </ul> </li> <li>● John David: Embarrassed by the fact that our investments have grown by nearly \$90k but that our Outreach (Witness) budget has been cut by \$9k. Questioning the deletion of the MAP budget. Are we no longer anticipating doing any strategic planning? <ul style="list-style-type: none"> <li>○ The MAP was a strategic plan for a defined timeframe and by and large we have met the goals of that strategic plan and so those monies were no longer being used. It was intended for 2015-2020 and actually should have been removed as a line item from the prior 2021 budget.</li> </ul> </li> <li>● John Over: Comment of appreciation for the finance committee's work and the commissions work in meeting ministry needs with an empty bucket.</li> <li>● Zoom Comment: Looking for clarification on the funding reduction for Witness and Outreach. <ul style="list-style-type: none"> <li>○ The reduction was made equitably across all organizations.</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>● Naomi Kraenbring: The budget represents our priorities. Do not disagree with the emphasis on our staff and our building; however, have we padded ourselves with our investment funds? <ul style="list-style-type: none"> <li>○ Investment funds have restrictions and limitations on how they can be used.</li> </ul> </li> <li>● Pat Leiter: Question about the temporary fix for the boiler. <ul style="list-style-type: none"> <li>○ Part of the issue Resources is having in addressing these issues is trying to balance current needs of the building with projected upgrades and renovations with the building project. Things have been held off due to the potential of being replaced with a new system. We need to do something to be able to have heat for this winter. We are taking actions while looking towards the future.</li> </ul> </li> <li>● Jeff Eisenbise: The line item in the witness budget represents a fraction of what this congregation dedicates to outreach. There are other outreach opportunities that are met with tremendous response outside of the allocated budget for Witness.</li> <li>● Jim Hollinger: Regarding the special capital projects budget (the list that Resources provided), is there an approximate cost for all of the remaining items that need to be addressed? <ul style="list-style-type: none"> <li>○ This list is not complete. We are living in a building that is aging and very little has been done for refurbishing. We've been holding off and things need to be addressed now. We do not have figures for all of these items at this time.</li> </ul> </li> </ul> <p><b>Action B:</b> The Finance Committee is authorized to reallocate up to \$88,171 from designated Facility Fund investment fund monies held in the Building Project. This money will be used for the 2022 Special Capital Improvements Budget.</p> <ul style="list-style-type: none"> <li>● Motion from the Board - no second required. The motion carries.</li> </ul> <p><b>Action C:</b> To Accept the Proposed Budget for 2022</p> <p><b>AMENDMENT:</b> Carolyn Beckwith proposed that the Witness &amp; Outreach budget be reworked to represent 10% of our total budget. The remaining Commissions budgets will remain as they are currently stated. This represents a total budget increase of \$7,964.</p> <p>Amendment seconded by John David. Amendment passes via a voice vote.</p> <ul style="list-style-type: none"> <li>● The proposed budget for 2022 is approved with the amendment.</li> </ul>
VII.	<p><b>Pastoral Team Report -- Exhibit D</b> <span style="float: right;"><b>Pastors</b></span></p>
VIII.	<p><b>Affirmation of Ministerial Licensing -- Exhibit E</b> <span style="float: right;"><b>Moderator</b></span></p> <ul style="list-style-type: none"> <li>● Jason Haldeman</li> <li>● Josh Tindall</li> </ul> <p><b>Action D:</b> To re-affirm the licensing of Jason Haldeman &amp; Josh Tindall to the ministry in the Atlantic Northeast District of the Church of the Brethren.</p> <ul style="list-style-type: none"> <li>● Motion from the Board - no second required. The motion carries.</li> </ul>
IX.	<p><b>Reports of Church Board -- Exhibit F</b> <span style="float: right;"><b>Moderator</b></span></p> <ul style="list-style-type: none"> <li>● Christian Education Commission</li> <li>● Expressions Commission</li> <li>● Nurture Commission</li> <li>● Resources Commission</li> <li>● Witness Commission</li> <li>● Deacons</li> <li>● Building Committee</li> </ul>
X.	<p><b>Affirmation of Reports</b> <span style="float: right;"><b>Moderator</b></span></p> <p><b>Action E:</b> To receive &amp; accept the reports of the Commissions, Committees, and Pastors.</p> <ul style="list-style-type: none"> <li>● Motion from the Board - no second required. The motion passes.</li> </ul>
XI.	<p><b>2022 Church Leadership Slate -- Exhibit G</b> <span style="float: right;"><b>Gifts Discernment Committee Chair</b></span></p> <p><b>Action F:</b> To accept the slate for 2022 church leadership group members</p>

	<ul style="list-style-type: none"> <li>• Motion from the Board - no second required. The motion passes.</li> </ul>
	<b>Surprise Agenda Item</b> <ul style="list-style-type: none"> <li>• Recognition and thanks for the dedication and tireless work Paula Burke contributed as Board Chair</li> </ul>
XII.	<b>Reflections and Questions</b> <span style="float: right;"><b>Moderator</b></span>
XIII.	<b>Closing Prayer</b> <span style="float: right;"><b>Pastor</b></span> <ul style="list-style-type: none"> <li>• Pastor Josh led the congregation in singing Blessed Be the Tie that Binds</li> <li>• Meeting concluded at 1:25 pm</li> </ul>

Respectfully submitted,

Alyssa Cross, Clerk

November 21, 2021

Attendance: Approximately 86 in person and 20 online.



# Elizabethtown Church of the Brethren

## SUMMARY Two-Year Comparative Balance Sheet

### December 31, 2021

		This Year	Last Year
<b>ASSETS</b>			
	*Cash	693,250.59	588,163.66
1110	MM - Truist 2489 - Campaign	1,162,682.06	1,231,786.30
	*Advances/Prepays/Receivables	4,106.51	4,404.69
1300	Campaign - Pledges Receivable	1,394,321.65	1,721,355.95
1300.1	Campaign - Const in Progress	1,337,050.31	405,162.08
	*Property & Equipment	2,181,588.44	1,113,983.89
<b>INVESTMENTS ---</b>			
	*K E Bucher Music Fund	70,327.10	59,469.89
1436.1	BFI-Bucher Sch(Short-Term)Cmp	39,840.51	39,897.89
	*Christian Education Fund	7,038.07	11,268.59
1482.1	BFI-Chrst Ed Fd-Short Trm(Cmpn	29,880.82	29,923.42
	*Facilities Fund	167,433.01	180,313.53
1694.1	BFI- Facility Fd-ShortTerm(Cmp	647,405.88	648,340.86
	*Outreach & Ministry Fund	351,261.61	320,416.47
1700.1	BFI-O&M-ShortTerm(Cmpgn)	428,283.94	428,902.40
	*Annuity Fund	0.00	0.00
	*M.O'Donnell Music Fund	409,948.28	368,130.70
1750.1	BFI O'Donnell Music-ShrtTrm{Cm	149,401.07	149,617.12
	*Memorial Fund	12,159.56	10,629.02
	*Pastoral Housing	276,498.16	248,781.54
	*Organ Fund	23,726.23	20,739.40
	<b>Total Investments</b>	<b>2,613,204.24</b>	<b>2,516,430.83</b>
	<b>Total Assets</b>	<b>9,386,203.80</b>	<b>7,581,287.40</b>
<b>LIABILITIES AND CAPITAL</b>			
<b>Liabilities</b>			
2500	Accounts Payable	224,476.79	66,809.13
2503	Reserve - Sabbaticals	5,678.34	3,178.34
	*Payroll Withholdings/Deductio	(3,597.21)	(5,832.53)
	*Conduits	107,958.24	102,820.80
	*Endowment Funds Income on Han	0.00	0.00
	*Lilly Grant	0.00	0.00
	*Notes Payable - Individuals	0.00	0.00
2850	Campaign - Construction Loan	1.00	1.00
2850.1	Campaign - Income	2,676,787.17	1,921,322.98
2850.2	Campaign -Pledges Out Standing	1,394,321.65	1,721,355.95
	*Notes Payable - Other	0.00	0.00
	<b>Total Liabilities</b>	<b>4,405,625.98</b>	<b>3,809,655.67</b>
<b>Capital</b>			
	*Other Funds	5,100,253.97	4,927,413.17
	Accumulated Surplus	112,540.76	(1,207,711.10)
	Current Year Net	(232,216.91)	51,929.66
	<b>Total Capital</b>	<b>4,980,577.82</b>	<b>3,771,631.73</b>
	<b>Total Liabilities &amp; Capital</b>	<b>9,386,203.80</b>	<b>7,581,287.40</b>

**Elizabethtown Church of the Brethren**  
***SUMMARY Comparative Income Statement with Current Year Budget***  
**For the Twelve Months Ending December 31, 2021**

	BUDGET This Year	Year-to-Date Budget	Year-to-Date Actual	Year-to-Date Last Year
<b>Budgeted Revenues</b>				
Offerings; Finance Com. Recom	803,303	803,303	743,913.98	710,085.60
Rents	67,000	67,000	65,664.00	63,484.00
Interest Income	0	0	153.14	2,874.92
Transfer from Housing Fund	8,000	8,000	7,999.80	8,000.04
Transfer from Facility Fund	34,000	34,000	34,000.00	81,374.00
<b>Total Budgeted Revenues</b>	<b>912,303</b>	<b>912,303</b>	<b>851,730.92</b>	<b>865,818.56</b>
<b>Budgeted Disbursements</b>				
Ministry Salaries & Benefits	538,094	538,094	411,362.56	501,996.55
Administration	31,050	31,050	34,633.12	29,193.65
Expressions	11,002	11,002	5,743.99	10,363.05
Nurture	17,700	17,700	9,102.86	7,816.66
Christian Education	6,300	6,300	2,336.55	3,499.90
Witness/Outreach	92,714	92,714	91,599.00	86,879.97
Resources	225,976	225,976	249,811.71	216,095.23
Deacon Board	3,300	3,300	2,273.00	2,000.00
MAP	1,000	1,000	0.00	0.00
<b>Total Budgeted Disbursements</b>	<b>927,136</b>	<b>927,136</b>	<b>806,862.79</b>	<b>857,845.01</b>
<b>Net Budgeted Items</b>	<b>(14,833)</b>	<b>(14,833)</b>	<b>44,868.13</b>	<b>7,973.55</b>
<b>Non-Budgeted Revenue</b>				
Pastoral Housing Fund	0	0	35,716.62	34,496.03
K E Bucher Music Fund	0	0	8,272.83	8,001.77
Christian Ed Special Fund	0	0	1,294.88	1,756.46
Facilities Fund	0	0	20,184.50	35,321.27
Outreach/Ministry Fund	0	0	42,453.34	47,377.19
Memorial Fund	0	0	1,530.54	1,431.17
Gift/Annuity Fund	0	0	0.00	0.00
M O'Donnell Music Fund	0	0	51,601.53	52,192.90
Organ Fund	0	0	2,986.83	2,792.55
<b>Total Non-Budgeted Revenue</b>	<b>0</b>	<b>0</b>	<b>164,041.07</b>	<b>183,369.34</b>
<b>Non-Budgeted Disbursements</b>				
Pastoral Housing Fund	0	0	8,000.00	8,000.00
K E Bucher Music Fund	0	0	(2,227.00)	450.00
Christian Ed Special Fund	0	0	5,568.00	148.39
O'Donnell Awards	0	0	10,000.00	19,966.93
Organ Fund	0	0	0.00	0.00
Facilities Fund	0	0	34,000.00	81,374.00
Outreach/Ministry Fund	0	0	12,226.66	29,473.91
Gift/Annuity Fund	0	0	0.00	0.00
Plant Fund	0	0	373,558.45	0.00
Close Funds	0	0	0.00	0.00
<b>Total Non-Budgeted Disbursements</b>	<b>0</b>	<b>0</b>	<b>441,126.11</b>	<b>139,413.23</b>
<b>Net Non-Budgeted Items</b>	<b>0</b>	<b>0</b>	<b>(277,085.04)</b>	<b>43,956.11</b>
<b>Net</b>	<b>(14,833)</b>	<b>(14,833)</b>	<b>(232,216.91)</b>	<b>51,929.66</b>

For Management Purposes Only - Report Run May 5, 2022



Elizabethtown Church of the Brethren  
 777 South Mt Joy St.  
 Elizabethtown, PA 17022  
 1/1/2021 - 12/31/2021

	(1) Beginning Balance	(2) Contributions	(3) Distribution	(4) Transfers	(5) Adjusted Balance	(6) Admin Fees	(7) Interest & Dividends	(8) Market Value Fluctuation	(9) Ending Balance
<b>Christian Education Program</b>									
Balanced	11,090.22	0.00	-5,568.00	0.00	5,522.22	-64.29	189.64	1,390.50	7,038.07
Short Term	30,101.79	0.00	0.00	0.00	30,101.79	-164.25	115.78	-172.50	29,880.82
<b>Christian Education Program Totals:</b>	<b>41,192.01</b>	<b>0.00</b>	<b>-5,568.00</b>	<b>0.00</b>	<b>35,624.01</b>	<b>-228.54</b>	<b>305.42</b>	<b>1,218.00</b>	<b>36,918.89</b>
<b>Ezra Bucher Scholarship</b>									
Balanced	59,232.65	2,527.00	0.00	0.00	61,759.65	-342.86	1,034.19	7,876.12	70,327.10
Short Term	40,135.13	0.00	0.00	0.00	40,135.13	-219.00	154.40	-230.02	39,840.51
<b>Ezra Bucher Scholarship Totals:</b>	<b>99,367.78</b>	<b>2,527.00</b>	<b>0.00</b>	<b>0.00</b>	<b>101,894.78</b>	<b>-561.86</b>	<b>1,188.59</b>	<b>7,646.10</b>	<b>110,167.61</b>
<b>Facility Fund</b>									
Balanced	176,464.43	0.00	-34,000.00	0.00	142,464.43	-1,039.79	3,054.30	22,954.07	167,433.01
Short Term	652,189.96	0.00	0.00	0.00	652,189.96	-3,555.20	2,508.93	-3,737.81	647,405.88
<b>Facility Fund Totals:</b>	<b>828,654.39</b>	<b>0.00</b>	<b>-34,000.00</b>	<b>0.00</b>	<b>794,654.39</b>	<b>-4,594.99</b>	<b>5,563.23</b>	<b>19,216.26</b>	<b>814,838.89</b>
<b>M O'Donnell Music Ministries Fund</b>									
Balanced	367,242.56	0.00	-10,000.00	0.00	357,242.56	-2,129.96	6,396.09	48,439.59	409,948.28
Short Term	150,505.26	0.00	0.00	0.00	150,505.26	-820.61	578.97	-862.55	149,401.07
<b>M O'Donnell Music Ministries Fund Totals:</b>	<b>517,747.82</b>	<b>0.00</b>	<b>-10,000.00</b>	<b>0.00</b>	<b>507,747.82</b>	<b>-2,950.57</b>	<b>6,975.06</b>	<b>47,577.04</b>	<b>559,349.35</b>
<b>Memorial Fund</b>									
Balanced	10,629.02	0.00	0.00	0.00	10,629.02	-61.71	185.17	1,407.08	12,159.56
<b>Memorial Fund Totals:</b>	<b>10,629.02</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>10,629.02</b>	<b>-61.71</b>	<b>185.17</b>	<b>1,407.08</b>	<b>12,159.56</b>
<b>Organ Improvement</b>									
Balanced	20,739.40	0.00	0.00	0.00	20,739.40	-120.00	361.47	2,745.36	23,726.23
<b>Organ Improvement Totals:</b>	<b>20,739.40</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>20,739.40</b>	<b>-120.00</b>	<b>361.47</b>	<b>2,745.36</b>	<b>23,726.23</b>
<b>Outreach &amp; Ministry Education</b>									
Balanced	317,870.11	0.00	-12,226.66	0.00	305,643.45	-1,846.52	5,533.20	41,931.48	351,261.61
Short Term	431,448.76	0.00	0.00	0.00	431,448.76	-2,351.86	1,659.74	-2,472.70	428,283.94
<b>Outreach &amp; Ministry Education Totals:</b>	<b>749,318.87</b>	<b>0.00</b>	<b>-12,226.66</b>	<b>0.00</b>	<b>737,092.21</b>	<b>-4,198.38</b>	<b>7,192.94</b>	<b>39,458.78</b>	<b>779,545.55</b>
<b>Pastor Housing</b>									
Balanced	248,781.54	0.00	-8,000.00	0.00	240,781.54	-1,441.82	4,331.52	32,826.92	276,498.16
<b>Pastor Housing Totals:</b>	<b>248,781.54</b>	<b>0.00</b>	<b>-8,000.00</b>	<b>0.00</b>	<b>240,781.54</b>	<b>-1,441.82</b>	<b>4,331.52</b>	<b>32,826.92</b>	<b>276,498.16</b>
<b>Elizabethtown Church of the Brethren Totals:</b>	<b>2,516,430.83</b>	<b>2,527.00</b>	<b>-69,794.66</b>	<b>0.00</b>	<b>2,449,163.17</b>	<b>-14,157.87</b>	<b>26,103.40</b>	<b>152,095.54</b>	<b>2,613,204.24</b>

# Elizabethtown Church of the Brethren

## SUMMARY Two-Year Comparative Balance Sheet

### April 30, 2022

		This Year	Last Year
<b>ASSETS</b>			
	*Cash	373,319.84	226,037.74
1110	MM - Truist 2489 - Campaign	1,162,720.28	1,631,839.29
	*Advances/Prepays/Receivables	44,760.49	7,716.49
1300	Campaign - Pledges Receivable	920,439.23	1,721,355.95
1300.1	Campaign - Const in Progress	1,438,746.58	417,658.72
	*Property & Equipment	2,181,588.44	1,391,194.13
<b>INVESTMENTS ---</b>			
	*K E Bucher Music Fund	61,630.66	62,675.21
1436.1	BFI-Bucher Sch(Short-Term)Cmp	39,619.09	39,824.96
	*Christian Education Fund	6,167.18	11,879.54
1482.1	BFI-Chrst Ed Fd-Short Trm(Cmpn	29,714.72	29,868.73
	*Facilities Fund	146,724.69	190,162.93
1694.1	BFI- Facility Fd-ShortTerm(Cmp	643,812.44	647,155.85
	*Outreach & Ministry Fund	307,822.80	337,736.16
1700.1	BFI-O&M-ShortTerm(Cmpgn)	425,906.67	428,118.48
	*Annuity Fund	0.00	0.00
	*M.O'Donnell Music Fund	359,251.97	387,966.49
1750.1	BFI O'Donnell Music-ShrtTrm{Cm	148,571.65	149,343.67
	*Memorial Fund	10,655.88	11,200.69
	*Pastoral Housing	242,305.14	262,167.49
	*Organ Fund	20,792.22	21,854.96
	Total Investments	2,442,975.11	2,579,955.16
	Total Assets	8,564,549.97	7,975,757.48
<b>LIABILITIES AND CAPITAL</b>			
<b>Liabilities</b>			
2500	Accounts Payable	46,338.91	14,451.41
2503	Reserve - Sabbaticals	5,678.34	3,178.34
	*Payroll Withholdings/Deductio	(3,908.24)	(5,161.38)
	*Conduits	99,421.30	97,661.39
	*Endowment Funds Income on Han	0.00	0.00
	*Lilly Grant	0.00	0.00
	*Notes Payable - Individuals	0.00	0.00
2850	Campaign - Construction Loan	1.00	1.00
2850.1	Campaign - Income	2,744,820.73	2,061,377.39
2850.2	Campaign -Pledges Out Standing	920,439.23	1,721,355.95
	*Notes Payable - Other	0.00	0.00
	Total Liabilities	3,812,791.27	3,892,864.10
<b>Capital</b>			
	*Other Funds	5,100,253.97	4,165,011.97
	Accumulated Surplus	(119,676.15)	112,540.76
	Current Year Net	(228,819.12)	(194,659.35)
	Total Capital	4,751,758.70	4,082,893.38
	Total Liabilities & Capital	8,564,549.97	7,975,757.48

Unaudited - For Management Purposes Only - Reports Printed May 4, 2022

## Elizabethtown Church of the Brethren

### Addendum to Comparative Income Statement with Current Year Budget For the Four Months Ending April 30, 2022

	<u>Budget This Yr</u>	<u>YTD - Budget</u>	<u>YTD - Actual</u>	<u>YTD - Last Year</u>
Budgeted Revenues:				
Operating Budget	851,000.00	283,666.75	222,793.40	273,980.27
Special Capital Improvements	<u>88,171.00</u>	<u>29,390.33</u>	<u>29,390.33</u>	<u>0.00</u>
Total	939,171.00	313,057.08	252,183.73	273,980.27
Budgeted Disbursements:				
Operating Budget	895,942.00	298,648.87	264,639.76	301,356.83
Special Capital Improvements	<u>88,171.00</u>	<u>29,390.33</u>	<u>39,946.15</u>	<u>0.00</u>
Total	984,113.00	328,039.20	304,585.91	301,356.83
Net Budgeted Items:				
Operating Budget	-44,942.00	-14,982.12	-41,846.36	-27,376.56
Special Capital Improvements	<u>0.00</u>	<u>0.00</u>	<u>-10,555.82</u>	<u>0.00</u>
Total	-44,942.00	-14,982.12	-52,402.18	-27,376.56

**Elizabethtown Church of the Brethren**  
**SUMMARY Comparative Income Statement with Current Year Budget**  
**For the Four Months Ending April 30, 2022**

	BUDGET This Year	Year-to-Date Budget	Year-to-Date Actual	Year-to-Date Last Year
<b>Budgeted Revenues</b>				
Offerings; Finance Com. Recom	750,000	250,000	188,608.83	249,772.60
Rents	67,000	22,333	22,813.00	21,488.00
Interest Income	0	0	38.22	52.99
Transfer from Housing Fund	10,000	3,333	3,333.36	2,666.68
Transfer from O'Donnell Fund	16,000	5,333	5,333.32	0.00
Transfer from Facility Fund	96,171	32,057	32,057.00	0.00
<b>Total Budgeted Revenues</b>	<b>939,171</b>	<b>313,056</b>	<b>252,183.73</b>	<b>273,980.27</b>
<b>Budgeted Disbursements</b>				
Ministry Salaries & Benefits	548,822	182,939	170,175.56	140,409.33
Administration	35,750	11,915	12,400.70	11,522.89
Expressions	9,577	3,192	1,676.62	1,070.91
Nurture	17,400	5,800	872.37	1,427.23
Christian Education	5,600	1,866	638.28	417.19
Witness/Outreach	89,594	29,870	32,010.53	31,333.44
Resources	276,070	92,023	86,537.15	115,607.84
Deacon Board	1,300	433	274.70	(432.00)
MAP	0	0	0.00	0.00
<b>Total Budgeted Disbursements</b>	<b>984,113</b>	<b>328,038</b>	<b>304,585.91</b>	<b>301,356.83</b>
<b>Net Budgeted Items</b>	<b>(44,942)</b>	<b>(14,982)</b>	<b>(52,402.18)</b>	<b>(27,376.56)</b>
<b>Non-Budgeted Revenue</b>				
Pastoral Housing Fund	0	0	(34,193.02)	13,385.95
K E Bucher Music Fund	0	0	(8,917.86)	3,132.39
Christian Ed Special Fund	0	0	(1,036.99)	556.26
Facilities Fund	0	0	(24,301.76)	8,664.39
Outreach/Ministry Fund	0	0	(45,816.08)	16,535.77
Memorial Fund	0	0	(1,503.68)	571.67
Gift/Annuity Fund	0	0	0.00	0.00
M O'Donnell Music Fund	0	0	(51,525.73)	19,562.34
Organ Fund	0	0	(2,934.01)	1,115.56
<b>Total Non-Budgeted Revenue</b>	<b>0</b>	<b>0</b>	<b>(170,229.13)</b>	<b>63,524.33</b>
<b>Non-Budgeted Disbursements</b>				
Pastoral Housing Fund	0	0	0.00	0.00
K E Bucher Music Fund	0	0	0.00	(75.00)
Christian Ed Special Fund	0	0	1,385.00	0.00
O'Donnell Awards	0	0	0.00	0.00
Organ Fund	0	0	0.00	0.00
Facilities Fund	0	0	0.00	0.00
Outreach/Ministry Fund	0	0	4,802.81	2,171.36
Gift/Annuity Fund	0	0	0.00	0.00
Plant Fund	0	0	0.00	228,710.76
Close Funds	0	0	0.00	0.00
<b>Total Non-Budgeted Disbursements</b>	<b>0</b>	<b>0</b>	<b>6,187.81</b>	<b>230,807.12</b>
<b>Net Non-Budgeted Items</b>	<b>0</b>	<b>0</b>	<b>(176,416.94)</b>	<b>(167,282.79)</b>
<b>Net</b>	<b>(44,942)</b>	<b>(14,982)</b>	<b>(228,819.12)</b>	<b>(194,659.35)</b>

For Management Purposes Only - Report Run May 5, 2022

I/S Summary 2-yr w/budget

Elizabethtown Church of the Brethren  
 777 South Mt Joy St.  
 Elizabethtown, PA 17022  
 1/1/2022 - 4/30/2022

	(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
<b>Christian Education Program</b>									
Balanced	7,038.07	0.00	0.00	0.00	7,038.07	-10.38	34.61	-895.12	6,167.18
Short Term	29,880.82	0.00	0.00	0.00	29,880.82	-40.50	35.07	-160.67	29,714.72
<b>Christian Education Program Totals:</b>	<b>36,918.89</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>36,918.89</b>	<b>-50.88</b>	<b>69.68</b>	<b>-1,055.79</b>	<b>35,881.90</b>
<b>Ezra Bucher Scholarship</b>									
Balanced	70,327.10	0.00	0.00	0.00	70,327.10	-90.64	347.04	-8,952.84	61,630.66
Short Term	39,840.51	0.00	0.00	0.00	39,840.51	-53.96	46.75	-214.21	39,619.09
<b>Ezra Bucher Scholarship Totals:</b>	<b>110,167.61</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>110,167.61</b>	<b>-144.60</b>	<b>393.79</b>	<b>-9,167.05</b>	<b>101,249.75</b>
<b>Facility Fund</b>									
Balanced	167,433.01	0.00	0.00	0.00	167,433.01	-225.00	826.12	-21,309.44	146,724.69
Short Term	647,405.88	0.00	0.00	0.00	647,405.88	-872.14	759.76	-3,481.06	643,812.44
<b>Facility Fund Totals:</b>	<b>814,838.89</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>814,838.89</b>	<b>-1,097.14</b>	<b>1,585.88</b>	<b>-24,790.50</b>	<b>790,537.13</b>
<b>M O'Donnell Music Ministries Fund</b>									
Balanced	409,948.28	0.00	0.00	0.00	409,948.28	-534.70	2,023.03	-52,184.64	359,251.97
Short Term	149,401.07	0.00	0.00	0.00	149,401.07	-201.42	175.33	-803.33	148,571.65
<b>M O'Donnell Music Ministries Fund Totals:</b>	<b>559,349.35</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>559,349.35</b>	<b>-736.12</b>	<b>2,198.36</b>	<b>-52,987.97</b>	<b>507,823.62</b>
<b>Memorial Fund</b>									
Balanced	12,159.56	0.00	0.00	0.00	12,159.56	-15.79	59.97	-1,547.86	10,655.88
<b>Memorial Fund Totals:</b>	<b>12,159.56</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>12,159.56</b>	<b>-15.79</b>	<b>59.97</b>	<b>-1,547.86</b>	<b>10,655.88</b>
<b>Organ Improvement</b>									
Balanced	23,726.23	0.00	0.00	0.00	23,726.23	-30.79	117.06	-3,020.28	20,792.22
<b>Organ Improvement Totals:</b>	<b>23,726.23</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>23,726.23</b>	<b>-30.79</b>	<b>117.06</b>	<b>-3,020.28</b>	<b>20,792.22</b>
<b>Outreach &amp; Ministry Education</b>									
Balanced	351,261.61	0.00	0.00	0.00	351,261.61	-458.75	1,733.39	-44,713.45	307,822.80
Short Term	428,283.94	0.00	0.00	0.00	428,283.94	-577.02	502.61	-2,302.86	425,906.67
<b>Outreach &amp; Ministry Education Totals:</b>	<b>779,545.55</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>779,545.55</b>	<b>-1,035.77</b>	<b>2,236.00</b>	<b>-47,016.31</b>	<b>733,729.47</b>
<b>Pastor Housing</b>									
Balanced	276,498.16	0.00	0.00	0.00	276,498.16	-360.72	1,364.46	-35,196.76	242,305.14
<b>Pastor Housing Totals:</b>	<b>276,498.16</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>276,498.16</b>	<b>-360.72</b>	<b>1,364.46</b>	<b>-35,196.76</b>	<b>242,305.14</b>
<b>Elizabethtown Church of the Brethren Totals:</b>	<b>2,613,204.24</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>2,613,204.24</b>	<b>-3,471.81</b>	<b>8,025.20</b>	<b>-174,782.52</b>	<b>2,442,975.11</b>

## ECOB Capital Campaign Report

### Available Fund Analysis as of April 30, 2022

Campaign Contributions Received	2,744,820.73	
Campaign Funds Disbursed	<u>1,438,746.58</u>	
Cash - Campaign Funds		1,306,074.15
Campaign Pledge Receivable		
Total Campaign Pledges	3,633,572.89	
Campaign Income from Pledgers	<u>-2,713,133.66</u>	
Subtotal		920,439.23
BFI Investments		
Christian Education	29,714.72	
Ezra Bucher	39,619.09	
Facility	643,812.44	
M. O'Donnell Music	148,571.65	
Outreach & Ministry	<u>425,906.67</u>	
Total		<u>1,287,624.57</u>
<b>Total Potential Funds Available as of April 30, 2022</b>		<b>3,514,137.95</b>

## Pastoral Team Report

Report to Council

Matthew 5:14-16 - *"You are the light of the world. A town built on a hill cannot be hidden. Neither do people light a lamp and put it under a bowl. Instead they put it on its stand, and it gives light to everyone in the house. In the same way, let your light shine before others, that they may see your good deeds and glorify your Father in heaven."*

In the Sermon on the Mount Jesus calls us to be the light of the World. We each have the capacity to shine the light and Love of Jesus into the world around us. In times of darkness or uncertainty about what lies ahead, even a single candle can provide hope and guidance. But many lights, burning together, can fully illuminate the shadows for all to see. A kindled fire moves the darkness into light, uncertainty into focus, fear into love and despair into a place of hope.

Despite the many challenges that we have faced together over the past year, we are reminded not to hide our light under a bushel but to let it shine out for all to see! When we hold our lights together each flame strengthens the other to glow a little brighter.

Some exciting things to consider:

- ❖ Starting on June 1st Naomi Kraenbring will join the pastoral team as an Interim Pastor. We are very excited and blessed to have her leadership, skills and support over the next year!
- ❖ This summer a brand new HVAC system is being installed throughout the church building.
- ❖ 19 Youth and Advisors will be headed to Colorado for a National Youth Conference trip this July.

Individual reporting:

Pastor Josh

After almost 17 years of wonderful ministry together, God is calling me to new adventures. Thank you all from the bottom of my heart for your love, generous support and community throughout this amazing journey!

Pastor Jason

Youth advisor for the denominations National Youth Cabinet planning the upcoming 2022 National Youth Conference, Serving on the District Gifts Discernment team, as the Ministry Commission chair for the Camp Swatara Board and on the Elizabethtown College Peace Fellowship board.

Continuing in the Masters of Divinity program at Bethany Theological Seminary with a likely graduation date of spring 2024. Continuing to meet regularly with my ministry mentor, Jim Beckwith.

Will begin working closely with Pastor Pam this next Fall in the Ministry Formation Program through Bethany Seminary in the area of Pastoral Care.

My most exciting responsibility continues to be as husband to Ashley and father to Oliver and Winnie.

Pastor Pam

Continues to serve on the advisory board for Safe Communities.

Accepted invitation to second term on Etown College Board of Trustees and Executive Committee.

Led two workshops at Lancaster CoB Living Simply Conference in March.

Will attend and serve as delegate to the Annual Conference in July. Will attend the National Youth Conference, also in July.



## Church Board Chair

### Report to Council

- ❖ At the Jan. 22 board meeting there was a unanimous decision to limit the scope of the Building Improvement Project to the existing church building. Included in that scope were:
  - Installation of already purchased HVAC equipment
  - Upgrading of electrical service
  - Relocation of Christian Ed gas boilers to main boiler room
  - Allocation of funds for development of Architectural & Engineering designs and bid documents
- ❖ In February the congregation was informed that Pastor Eric Landram's starting date for employment had been delayed due to an investigation into an ethics complaint filed with the Atlantic Northeast District. The District's findings from the investigation cleared Eric to begin his duties, however there were significant and troubling restrictions put in place. The board convened a meeting with Eric and DE Pete Kontra in order for the board to get a better sense of the parameters of the situation. One week later, in a phone conversation between P Eric and Bd Chair Jeff Eisenbise, Eric determined that it was in his and his family's best interest for him to tender his resignation. Jeff concurred that, unfortunately, it was also in the congregation's best interest as well. The board convened that same evening to consider and eventually accept his resignation. It was also decided that there would be a congregational meeting following worship on March 20 so that the congregation would have an opportunity to be informed of what had transpired.
- ❖ At the March board meeting a severance package for Pastor Eric Landram was considered and approved. Its provisions included:
  - A three month severance from date of resignation
  - Congregation absorbed the prepaid moving allowance \$7,500
  - Health benefits to coincide with severance period
- ❖ At the April board meeting the board took steps to acknowledge and accept the generous gift of \$35,000 from the estate of Dick Keesey. The board also affirmed the recommendation from the building improvement committee that Etown College and Etown Boro be notified that we were no longer considering the construction of a new building. This decision nullified the Land Development Plan on file with the Boro which would have cost \$700,000 to implement. At the time of the meeting it was thought that this decision might also nullify the College's plan to transfer the plot of land beside the playground to us for \$1. The College subsequently decided to go ahead with the transfer with no strings attached.
- ❖ At a special meeting following worship on May 1, the board met to consider a proposal from the building improvement committee. Jim Hoffer presented a detailed review of the bids that had been submitted by contractors to install the already purchased HVAC equipment as authorized at the Jan 22 board meeting. Due to some necessary add-on provisions to the original scope of the project, the bids were higher than the original estimate. After a review of available funding by Treasurer Frank Rhodes, the board authorized the

acceptance of the total bid package of \$1.7 m. Without that authorization, we would have had hundreds of thousands of dollars' worth of HVAC equipment sitting on the education wing roof unavailable for use.

- ❖ At the May 9 board meeting the board adopted a proposal to hire Naomi Kraenbring for a one year interim Pastoral position. The proposal was as follows:
  - Interim Staffing Proposal 5-09-2022
  - The primary element of this proposal is a one year pastoral staff alignment featuring two full time pastors, (Pam and Jason), and a  $\frac{3}{4}$  time interim pastor. The preaching rotation and responsibilities will be divided and managed by the staff with the interim picking up as much as a half of that workload. Pam and Jason will continue to manage and respond to all other areas of normal pastoral congregational care.
  - In addition to preaching, the interim pastor will be asked to address some specific areas of concern.
  - Identify and develop strategies for assisting the congregation to process and grieve several losses in the recent past:
    - Loss of three pastors in the past year.
    - Loss of excitement, unanimity and trust over the resignation of P Eric
    - Losses associated with the pandemic, (attendance, personal connections, youth and children's programs)
    - Loss of momentum and purpose of the building project
    - Work with a small team from the board to research and explore possibilities for more streamlined, efficient models of church governance.
    - Research and explore ways to assess how we might discern appropriate staff size and alignment after Pastor Pam's retirement, (After 15 yrs of stellar service) in December of 2023
    - The rest of the specialized staff will remain largely unchanged:
      - Keyboardist/accompanist/planning music in worship - Elizabeth Tindall (PT)
      - Tech Coordinators - Tech Team (Volunteers)
      - Bell Choir Director - Ron Bellemy (PT)
      - Office Adm/Marketing & Communications - Crystal Crater (FT)
      - Adm Asst - Brook McClure (PT)
      - Facilities Mgr - Amy Zimmerman (PT)
      - Choir Director(s) - (TBD)
  - Compensation
    - Naomi will be forfeiting a Presidential Scholarship she is presently using to fund her pursuit of a PhD in Conflict Analysis and resolution, (Peace Studies), at George Mason Univ. So, in addition

to a salary of \$54,000, we will also be providing \$9,487 tuition remission from the Outreach and Ministry Education Fund.

➤ The proposal passed unanimously.

This concludes the report of board actions from January, 2022 through May, 2022

Respectfully submitted, Jeff Eisenbise

## **Christian Education Commission**

Report to Council

### **NURSERY SCHOOL**

The nursery school is currently sharing space with the ECCC. We have a small group of regular attending children in this age group.

### **SHINE**

The preschool classes are meeting in the "Seekers" room for the summer as HVAC renovations occur. They are sharing that space with the ECCC. The class is offered for one hour during the worship service at this time. Plans to include a second hour expected for the fall.

### **BLAZE**

The children in grades K-5 are enjoying the BLAZE program. We have a fluctuating number of children that come each week. We are thrilled to have a room on the first floor that is designated for BLAZE and has been recently painted. The room is being shared with the ECCC during the HVAC renovations over the summer.

### **VBS**

Lynne Hockley will be the director for VBS this year. The VBS curriculum is from Brethren Press and is called "**Great Big Beautiful World**". VBS will be held **August 16-19 & 21**.

### **JR/SR HIGH**

How to rouse more youth involvement continues to be a mystery. Jason reported that there was a good turn-out for the escape room activity a couple weeks ago - 11 youth. The anticipation of the upcoming NYC trip (July 17-28) should also spur some engagement. We're continuing Sunday school meetings immediately following the sermon and also scheduling hang time with pizza after church every 2nd and 4th Sunday beginning May 8.

### **ADULT SUNDAY SCHOOL**

The adults continue to meet on ZOOM at the 9:00 hour. We have received a zoom cart that will make it possible for use to have hybrid, in person and virtual, Sunday School classes.

### **SUMMER INTERGENERATIONAL GATHERINGS**

We are planning 3 gatherings over the summer for the whole church family during the hour before church:

- June 26 - Possible pancake breakfast
- July 31 - TBD
- August 21 - VBS Celebration

**Thank you to all for the flexibility during the past year. We continue to welcome volunteers to our programming. Blessings for a great summer!**

## **Nurture Commission**

### Report to Council

The Nurture Commission continues to build on activities we introduced during the Covid period, as well as brainstorm new ways to bring people together during this time, both in person and online. During the Winter season, we again hosted two online game nights, which were enjoyed by those who participated. In late Winter and early Spring, we put together and moderated an online Discussion Forum for Lent. This forum was similar to the one we had built for Advent in 2021, but we invited guest writers on Saturdays, while our very dedicated commission member Ellen Flury continued to write daily posts on the days guests were not featured.

In the next few months, Nurture hopes to continue fostering healthy and spiritually sound relationships within the church, particularly as we look to the summer months. We plan to send out a survey regarding topical small groups, which we hope to facilitate in the coming weeks and months. In August, we will offer the opportunity to enjoy an indoor Movie Night in the Fellowship Hall. In the fall, we are excited about the possibility of the comedy group Ted and Company visiting our church to perform a new show. Finally, we dearly value and celebrate our children, and we plan to continue the Faithmarker traditions surrounding the various milestones in their lives.

## **Resources Commission**

### Report to Council

The Resource Commission has begun the process to restore a 66-year-old building that has been sorely neglected; however, used to its fullest. The following is a small picture into areas that have been given our immediate attention:

1. Slate roof repaired by GSM Roofing (Ephrata) - \$15,808.00
2. Scupper Roof repaired - \$1,923.00
3. Signed a 5-year contract \$3,418.50/year for total roof protection, removing debris from drains, gutters, scuppers, etc. twice a year. We had been paying \$1,855 twice a year (\$3,710/year) to clean only gutters.
4. Awarded Property/fire/umbrella insurance policy to the Hess Agency - \$8,341.00
5. Refurbished Pastor's office - \$3,676.67
6. Educational Wing floors (main floor) refurbished - \$10,374.61
7. Excavating - Correct downspout/drainage issues away from fellowship hall - \$12,915.37
8. Repaired the Dishwasher - \$1,389.14.
9. Refurbished the ECCC office: painting, flooring - \$3,349.93 + electrical work.
10. Lights in two stairwells, & Main office - \$929.18
11. In the process of installing a washer/dryer for ECCC in a utility closet off the kitchen.
12. Awarded a contract for plaster repair in stairwells to John E Martin Contractor, LLC - \$8,375.00

As we begin the process of installing air conditioning throughout the church facility, beginning on the educational wing top floor, the plan is to follow up with painting the walls and replacing and/or restoring flooring.

Amy Zimmerman needs to be recognized for her quiet disposition, staying cool and calm behind the scene, while much turmoil is occurring with moving stuff here and there in preparation for the HVAC installation project.

Carroll L Kreider, Chair; Duane Hernley, V. Chair; Barbara Ellis, Secretary; Kurt Sollenberger, Building Committee Rep; Don Ziegler, Amy Zimmerman, Facilities Manager; and Pam Reist, Pastoral Team Rep

## **Witness Commission**

Report to Council

- ❖ Racial Literacy Workshop, presented by Dr. Dawnielle Simmons from Elizabethtown College. Attended by twenty-five members of Etown CoB Leadership.
- ❖ Participated in "Earth-2-Etown" Climate Awareness Event held on April 23 at Etown Fairgrounds.
- ❖ Exhibiting at Lancaster Pride Festival on June 18, 2022, Clipper Stadium. Volunteers needed!
- ❖ Successful fundraisers:
  - Nearly \$7,000 for "Keep 'Em Safe" program for New Community Project in Nepal
  - Chicken barbecue raised \$10,120 for Haiti Medical Project and CCEPI. Special thanks to Sandy and Paul Brubaker for organizing this and the many volunteers who helped.
- ❖ Ongoing issues and concerns:
  - Immigrant families in our area have dire need for safe housing, living expenses, etc.
  - There is a special need for people to contact their state representatives to push for equitable distribution of state funds for education.

## **Deacons**

Report to Council

The deacons are now operating in Elizabethtown Church of the Brethren Ministry Teams, which include deacons as well as many others who have volunteered to be a part of the ministry teams. We have a total of 15 teams organized, each one being coordinated by one or two individuals.

The many members of the visitation teams are active weekly, visiting/contacting members in retirement homes, community, and hospitals when possible. The Sunday morning greeters are also active weekly.

The five Love Feast teams prepared for and served close to 70 at the recent Love Feast/Bread & Cup communion on April 14, Maundy Thursday.

The five Funeral Meals teams are in the process of answering the request for refreshments/a meal for three families during the month of May.

The Benevolence Committee and Transportation team are answering requests on an ongoing basis. The Benevolence Committee recently received a greatly appreciated donation from the Matthew 25 Gift Shop in Lititz.

The deacons are indeed grateful for the additional assistance from many in the congregation in fulfilling the ministries traditionally assigned to the deacons.

Respectfully submitted, Vida Snavely