

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

Monday, May 9, 2022, 6:45 PM in Fellowship Hall & via Zoom

In Attendance: Alyssa Cross (Clerk), Jeff Eisenbise (Chair), Joe Detrick (Moderator), Naomi Kraenbring, Ann Pineda Ziegler, Pastor Jason Haldeman, Jim Hollinger, Karen Ungemach, Gina Strouse, Kurt Sollenberger, Frank Rhodes (Treasurer), Lynne Hockley, Pastor Pam Reist, George Snavelly

Via Zoom: Elizabeth Tindall, Donna Hollinger (Vice-Chair), Carroll Kreider, Sandra Flanigan, Don Ziegler, Olivia Knight, Lois Herr

I.	<p>Word of Devotion Board Chair</p> <ul style="list-style-type: none"> Jeff opened with a devotion from John Pavlovitz's book "If God is Love, Don't be a Jerk". One job - to love one another.
II.	<p>Acceptance of Previous Minutes Board Chair</p> <ul style="list-style-type: none"> April 11 Board Meeting May 1 Special Board Meeting <p>Action</p> <ul style="list-style-type: none"> Minutes accepted as submitted.
III.	<p>Treasurer's Report Treasurer</p> <p>1. Review of Income Statement as of 4/30/2022</p> <p>After four months in 2022, preliminary operating results are negative, with disbursements exceeding revenues by \$52,402. Revenue at the end of April is under budget by \$60,873 (\$252,184 received versus \$313,057 budgeted). Revenue is \$21,796 behind where we were at the end of April last year, despite greater transfers from the BFI funds. Regular offerings, at \$188,609, fell short of the budgeted offerings of \$250,000 by \$61,391, and are 61,164 below last year's amount of \$249,773. April offerings at \$42,302 were lower than March offerings of \$46,270 and significantly less than April 2021 offerings of \$92,295. A month-by-month comparison of offerings for the last 5 years is provided in the graph entitled "ECOB Offerings History" and a 5-year history of general fund offerings compared to budgeted offerings is provided in the graph entitled "ECOB YTD 4/30 COMPARISON."</p> <p>Disbursements at the end of April are under budget by \$23,453 (\$304,586 actual spending versus \$328,039 budgeted spending) and \$3,229 more than last year. Please note that both actual and budgeted spending includes Special Capital Improvements approved by council. Spending is below budget, but up slightly from last year.</p> <p>Overall, as of 4/30/2022, we are in a preliminary net operating loss position of \$52,402, with income well under budget and less than a year ago, and expense under budget and slightly more than last year. A year ago our net operating budget had a \$27,377 net gain.</p> <p>2. Cash Position, Building Project, and LT Investments at BFI</p> <p>Our cash position at 4/30/2022 is \$1,536,040. This compares to our cash position a year ago of \$1,857,877. The decrease in cash is primarily due to Capital Campaign expenditures. Just over \$1,162,000 of this cash is invested in a money market fund.</p> <p>Contributions to the building project at 4/30/2022 totaled \$2,744,821. Total 2022 contributions are \$68,034. Non-operating budget building project costs to date are \$1,438,747. Total 2022 expenditures are \$101,696. The available cash for building project expenditures is \$1,306,074. Outstanding capital campaign pledges are \$920,439.</p> <p>The market value of all long-term memorial funds invested with the Brethren Foundation as of 4/30/2022 was \$2,442,975, which is down \$170,229 from the beginning of the year market value of \$2,613,204, reflecting an investment loss, net of expenses, of \$170,229 (a total investment return for the year of approximately -6.5%). The investment return for April was -3.4%. As of 4/30/2022 ECOB's portfolio was invested \$1,287,625 (53%) in a Short-term investment fund and \$1,155,350 (47%) in a balanced fund (60% domestic stock fund, 40% bond fund).</p> <p>Action</p> <ul style="list-style-type: none"> Treasurer's Report approved as submitted.
IV.	<p>Commission & Deacon Reports Commission Chairs</p>
	<p>Christian Education</p> <ul style="list-style-type: none"> Nothing new to report at this time.

	<p>Nurture</p> <ul style="list-style-type: none"> • Ted and Company–We discussed the possibility of hosting this comedy presentation of “Holy Surprises” as an indoor event. Possible dates are June 12th or June 11th. We are obtaining more particulars from Ted & Co. • Lenten Forum–We reviewed how this session of the online discussion forum went and brainstormed options for improvement next Advent. • Movie night–We are currently planning for August 13th as a date for our first try at this indoor event. We are now working on filing the licensing application and making logistical arrangements. • Faith Markers–We are beginning work to deliver the faith markers to upcoming kindergarteners and 5th graders this spring for a slideshow to play during worship, perhaps in June. Pastor Jason is planning to have HS seniors honored during a worship service close to the end of their school year, so their faith markers will be presented then. • Small Groups–We plan to send out a survey to the congregation to determine interest. • 6. Connections as a Church Family–We discussed concerns about how to reach out to others when there is a concern or a celebration in order to promote connections and be sure that people feel supported. • Online Congregants–We discussed possibilities for connections with those who are part of the online congregation.
	<p>Resources</p> <ul style="list-style-type: none"> • Completed the flooring restoration of Education Wing (Main Floor) classrooms - \$5,945.50 • Repaired the Dishwasher - \$1,389.14. • Excavation expenses to date - \$12,915.37 • Refurbished the ECCC office: painting, flooring - \$3,349.93 + electrical work 5. Lights in two stairwells, & Main office - \$929.18 • Installation of a washer/dryer for ECCC is in process. • Awarded a contract for plaster repair in stairwells to John E Martin Contractor, LLC - \$8,375.04
	<p>Witness</p> <ul style="list-style-type: none"> • Working with Immigration Support Committee to assist 6 families in various stages of immigration. Have a variety of needs and circumstances. Meeting this Thursday with ECHOs to start a conversation with them to determine what the church can do to assist in the situation. Parish Resource Center is having a panel regarding housing partnerships. • Thinking about: “How do big ideas in the church get started?” Thinking a retreat would be beneficial to determine how we can meet the neighborhood. • United Churches - Ukrainian refugee resettlement assistance.
	<p>Deacons</p> <ul style="list-style-type: none"> • Benevolence: Have given 5 loans out to people (up to \$1,000) and it is hard to be a collection agency.
V.	<p>Reminder of May Council Due Dates Board Chair</p> <ul style="list-style-type: none"> • Please submit written reports to the office by Sunday, May 8
VI.	<p>Consideration of Interim Staffing Proposal Board Chair</p> <ul style="list-style-type: none"> • Proposal: One-year pastoral staff alignment featuring two full-time Pastors (Pam & Jason), and one three-quarter-time Interim Pastor. The preaching rotation and responsibilities will be divided and managed by the staff with the interim picking up as much as half of the 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: <ul style="list-style-type: none"> ○ Identify and develop strategies for assisting the congregation to process and grieve several losses in the recent past <ul style="list-style-type: none"> ■ Loss of three pastors in the past year ■ Loss of excitement, unanimity, and trust over the resignation of Pastor Eric ■ Losses associated with the pandemic (attendance, personal connections, youth and children’s programs) ■ Loss of momentum and purpose with 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 following Pastor Pam’s retirement after 15 years of service (December 2023). • The rest of the specialized staff will remain largely unchanged: <ul style="list-style-type: none"> ○ Keyboardist/Accompanist/Planning music in Worship - Elizabeth Tindall (PT) ○ Tech Coordinators - Tech Team (Volunteers)

	<ul style="list-style-type: none"> ○ Bell Choir Director - Ron Bellamy (PT) ○ Office Admin/Marketing & Communications - Crystal Crater (FT) ○ Admin Assistant - Brooke (PT) ○ Facilities Manager - Amy Zimmerman (PT) ○ Choir Director(s) - TBD <p>Comments & Discussion</p> <ul style="list-style-type: none"> ● Questions regarding the process: Who is defining the goals and needs of the congregation? Where is the opportunity for the congregation to provide feedback? Understand the importance of leadership bringing forward proposals for consideration but in some way, Board and Commission members should have the opportunity to express their needs and concerns. ● Important to address and explain the role of an Interim Pastor to the congregation. <p>Proposal: \$54,000 cash salary + \$9k+ for tuition (from O&M education: \$4,744/year). Pension consideration (handled via HR). Does not need health insurance. No housing allowance.</p> <p>Action</p> <ul style="list-style-type: none"> ● Jeff moved that the Board affirm the hiring of Naomi Kraenbring for a one-year three-quarter-time interim pastor position at a salary of \$54,000 per annum and tuition remission of \$9,487. Motion seconded by Jim Hollinger. Motion approved unanimously.
VII.	<p>Next Meetings</p> <ul style="list-style-type: none"> ● Church Council: Sunday, May 22 following worship ● Board Meeting: Monday, June 13, 6:45 pm
VIII.	<p>Word of Closure & Adjournment Board Chair</p> <p>Meeting concluded at 8:43 pm.</p>

Respectfully submitted,
Alyssa Cross, Clerk
May 9, 2022