

# Hanover Church of the Brethren

## Fall Council Meeting

October 20, 2021 - 7:00 PM



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### Opening Devotion—October 20, 2021

*— Quiet Meditation —*

Welcome

Litany

Leader: As we gather as the body of Christ this night we are drawn together through Christ’s teachings.

**Cong: We, the church, are part of the larger Church of the Brethren, holding many things in common.**

Leader: We have begun a journey that includes a guiding statement:

**All: Together, as the Church of the Brethren, we will passionately live and share the radical transformation and holistic peace of Jesus Christ through relationship-based neighborhood engagement. To move us forward, we will develop a culture of calling and equipping disciples who are innovative, adaptable and fearless!**

Gathering Hymn	“For Christ and the Church”	BLUE 416
Scripture Reading	John 6:25-59	
Meditation and Prayer	“The Bread of Life”	Moderator, Pastor Dick

**Council Agenda**  
**October 20, 2021 —7:00 PM**

Approval of Agenda

Approval of Spring Council Meeting Minutes from May 19, 2021

Board Chair Report

Pastor's Report

Financial Report

Commission Reports:

- A. Christian Education - as printed
- B. Fellowship & Personnel - as printed
- C. Ministry & Worship - as printed
- D. Outreach - as printed
- E. Property & Finance - as printed

Other Reports:

- A. Deacon Report - as printed
- B. Membership Report - as printed
- C. Memorial Gifts Report - as printed
- D. Women's Fellowship Report - as printed
- E. Youth Report - as printed
- F. Search Committee Report

Old Business:

New Business:

- A. Slate for 2022
- B. Review of Code of Ethics for Congregations
- C. Recommendation from Board for Minister of Visitation Position
- D. Budget for 2022 (pages 16-18)

Sharing of Joys & Concerns

Closing Prayer and Adjournment

## **Spring Council Meeting Minutes**

### **May 19, 2021**

Hanover Church of the Brethren Spring Council Meeting met with 28 members present.

A welcome was extended by Pastor Gerry Godfrey, opening the meeting with a litany and hymn, followed by prayer. Moderator Pastor Dick Godfrey followed with scripture from the Gospel of John, a brief meditation on "What is Truth?" closing with prayer.

*A motion was made by Sharon Hershey to approve the agenda after the addition of Item C: Information Regarding Pastor's Retirement. Motion was seconded by Melissa Godfrey. The motion passed and the agenda was approved.*

*A motion was made by Phyllis Fuhrman to approve the Fall Council Meeting Minutes from October 21, 2020. Motion was seconded by Connie Morris. The motion passed and the minutes were approved.*

**Board Chair Report:** Scott Ruth had no report.

**Pastor's Report:** Pastor Gerry presented her report as written. She advised members that she has not been able to make hospital visitations due to the Coronavirus situation; however, nursing homes are now starting to open up with scheduled appointments.

**Treasurer's Report:** Alan Bridenbaugh presented the financial report as written. Members were informed at the end of March the Checking Account Balance was at \$44,375; taking into account Planned Future Expenses, money available for spending 3/31/21 was \$23,560.

*A motion was made by Bob Long to accept the Board Chair Report, Pastor's Report and Financial Report as presented or written. Motion was seconded by Mike Lawrence. The motion passed and the reports were all accepted.*

#### **Commission Reports:**

- A. Melissa Godfrey presented the Christian Education report as printed.
- B. Amanda Jacobs-Womer presented the Fellowship and Personnel report as printed.
- C. Bob Long presented the Ministry and Worship report as printed.
- D. Phyllis Fuhrman presented the report for Outreach as printed. She fielded questions concerning Community Aid/Thrift Shop. The church will receive money from CA but only for clothing and shoes. The number assigned to HCOB must be used: 20020. The next church sponsored-clothing drive is June 19. Pastor Gerry reported CA is continuing to support other community non-profits.
- E. Bob Meminger presented the Property and Finance report as printed. Thanks was expressed to Melissa Godfrey for taking care of the many cleaning/safety required items related to the COVID issues.

Bob related some of the past history regarding possible replacement/relocation of the damaged street sign. Hanover Borough has used our previous sign location for a stop sign. Another safety concern is the site triangle (visibility). Foursquare Church (now EMERGE) has not returned telephone calls regarding the sign placement. It's been suggested that due to a large portion of the public using electronic GPS navigation systems it might not be necessary to replace the sign. *Amy Despines made a motion to forget about the sign replacement, seconded by Sharon Hershey. The motion carried.*

Sharon Hershey questioned where the committee stands on the radon issue. Bob's response was the committee's objective is to look into this during the next month. Ed Morris stated they feel the danger point is low to moderate. Primary concern when the tests were taken was the Pastor and Secretary's offices and children's classrooms, all on the lower level.

*A motion was made by Sharon Hershey to accept the Commission Reports as printed and presented. The motion was seconded by Phyllis Fuhrman. The motion passed and all the reports were accepted.*

### **Other Reports:**

- A. Sue Ambrosius presented the Deacon Report as printed. She reminded those present about the slip attached at the back of the council packet requesting suggestions for candidates to serve as Deacons.
- B. The Membership Report was referred to as printed in the council packet.
- C. Memorial Gifts Report. Pastor Gerry advised the committee will be meeting to discuss the dollar amount being given to students. June 30, 2020, the amount given out was increased to \$500; however, the committee has been informed the Memorial Gift By-laws state a dollar limit per student of \$350. The committee will need to decide whether to return to the \$350 figure or amend the By-laws before scholarships are distributed in June.
- D. Lona Bridenbaugh presented the Women's Fellowship report as printed. Sharon Hershey announced she and Lona have been discussing whether to go ahead with a Christmas Craft Show in November. They will be meeting in June. Much church support is needed because of the intense amount of time and effort; at play is also not knowing at this time just how we would be able to handle the public.
- E. Youth Report. Pastor Gerry referred to the report as printed. She reaffirmed the help and support of the Youth Advisors during the restrictions affecting the group during the pandemic.
- F. Glow Group. Pastor Gerry presented the report as printed. She advised there is one new member coming into the group; however, several will be moving up to the Youth Group. Thanks was expressed to the congregation for the support shown to both the Youth and Glow Group.

*A motion was made by Frank McDonald, seconded by Sue Ambrosius, to accept all the other reports as written and presented. The motion passed; all other reports were accepted.*

### **Old Business:**

- A. Report on Faith in Action Grant: Pastor Gerry advised this grant was made available from the denomination through funds received from the sale of the New Windsor campus and interest raised since that time. Churches are allowed to request \$5,000 per year, but can only receive a total of \$15,000 per church. The funds received at HCOB were used to renovate the office for the Youth Director and also to remodel the Toddler Room which needed to be moved. This was an informative report only; no action was taken. Board members were reminded that there could still be funds available for future projects.

### **New Business:**

- A. Approve Changes to Child Protection Policy as recommended from Church Board: Melissa Godfrey presented the proposed changes to the present policy (Council Packet pages 18-23.) Priority from the group was that confidentiality be in place (addressed in Item 1, page 18). Following considerable discussion, the motion was made by Sharon Hershey, seconded by Phyllis Fuhrman, to change the proposed wording under Item 7 to read: *"The mandatory reporter of child abuse in a church setting is the pastor. All other employees or volunteers need to report their suspicions to the Child Protection Committee."* All other changes to the policy were accepted as proposed. *The motion included a correction to change the numbering*

*of the second number 7 to 8: Policies, Guidelines, etc. – page 19 in the Council packet.*

Scott Ruth advised anyone who has clearance under the Child Protection Act or deals with children on a regular basis is to be considered a Mandatory Reporter.

The above change allows anyone with a suspicion to report to one person or to the entire committee.

Anyone who reports a suspected incident will remain anonymous throughout any follow-up investigation.

Pastor Dick recommended when future church directories are printed they include the listing of the Child Protection Committee and all members.

A question was raised regarding the diapering area (Guidelines, Item 1, pg. 19): Should the privacy screen be removed due to this policy? The response was the privacy screen is there for nursing mothers, not diapering.

B. **Prioritize facility needs:** Scott Ruth discussed the prioritized facility needs reviewed by the Church Board. An additional item added was to improve the Sound System in the Sanctuary. Scott explained the Board's decision to focus on improving the Sound System in the Fellowship Hall. A reminder was given that funding is not in place for this project; however, it was felt this improvement would be beneficial to both church members and outside organizations. Improvements would include an amplifier, microphone, projector and new screen. Approval is not necessary by the Council, but the Church Board is requesting Council permission to move ahead with the Fellowship Hall improvement. No motion was made, but a vote was taken to approve the improvement.

C. **Information Regarding Pastor's Retirement:** Pastor Gerry informed the church board of her pending retirement from ministry on December 31, 2021 at their regular meeting Monday, May 10.

The Council Packet had been in place for handing out Sunday, May 9, making it impossible to include her retirement announcement in the packet.

A letter was sent out to inform the congregation. The Pastor-Congregation Support Team and Ministry & Worship Commission had been notified previously.

According to the Church By-laws the Ministry and Worship Commission is responsible to "call out" the Search Committee.

Scott Ruth reported he has been in contact with Rev. Dr. Bill Waugh, District Executive. Scott was informed:

The congregation must form a Search Committee. After the committee is in place, Rev. Waugh will meet with them.

Scott suggested since we recently had a Search Committee in place under Jim Replogle's leadership, the Ministry and Worship Commission may want to contact Jim and his previous committee members as a starting place.

Any other persons interested in serving on this Search Committee should contact the Ministry and Worship Commission.

Rev. Waugh's directive to Scott was that the main criteria for the committee is to be open to racial justice and diversity regarding age, gender, etc.

Pastor Gerry advised a necessary document to be created by the Search Committee is a Church Profile. This document is already in place, having been created by the former Search Committee.

The above was for information only; no action was taken.

**Closing Prayer and Adjournment:** After a time of sharing concerns and prayer, Pastor Dick adjourned the meeting at 8:27 PM.

Respectfully submitted,  
/s/ Muriel Myers, Church Clerk

## **BOARD CHAIR REPORT—Scott Ruth**

No Report.

*-Scott Ruth, Board Chair*

## **PASTOR’S REPORT— Pastor Gerry Godfrey**

(statistical report from May 2, to October 1)

3 ZOOM calling/called	1 celebration VBS	4 District Ministry
3 weeks vacation	2 plan youth Sunday	1 funeral plan
2 hospital visits	1 youth Sunday	Pray Hanover families
7 staff meetings	3 combined youth/Glow	16 sermons
2 ZOOM pension	1 youth group	5 counseling
26 meetings	1 Hanover ministerium	1 bread and cup
2 Glow group	4 prayer group	1 Brethren zone
4 Connections	3 insight A C ZOOM	singspiration
3 Deacon meetings	5 A C ZOOM	1 plan Church Council
2 membership classes	3 deacon meetings	2 retirement plan
14 Home visits	2 District Women’s camp	1 blood donation
1 blood donation	1 CEU’s	19 phone call visits
1 women’s fellow picnic	3 staff eval	2 planning Advent/Christmas
9 Home communion	1 Sr. citizens luncheon	letters to inactives
15 teaching children SS	43 shut-ins	1 baptism
1 Spring Council	1 backpack to HACC	2 membership transfer
2 VBS planning	1 Rally Day	1 child dedication
2 VBS	1 benevolence consult	
1 training VBS	3 District Board	

This is the first “document” that I have used these words: “**this is my last** Fall Council report.” I guess I will be saying or thinking that over the next months as I wind down my full time ministry here at Hanover COB, a ministry that has been very productive!

I cannot say enough about how valuable the staff here at Hanover has been to making this a successful ministry. Suzanne has been not only an excellent administrative secretary, but a valuable asset to this church! Thanks, Suzanne. Roxie, as Music Director and pianist, has kept us going throughout COVID changes and now is able to once again work with the choir to bring God’s WORD through the ministry of music. Thanks, Roxie! Bev brings us meaningful selections on organ and piano and continues to put her heart into our worship on Sunday mornings. Thanks Bev! Throughout COVID, Melissa kept the church clean and sanitary in addition to the many other jobs done by the custodian. She also brings many gifts as Christian Ed chair. Thanks, Melissa! In addition, there are many people who always like to stay in the background who go over and beyond themselves in caring for this facility and its programs. Thanks to all!

As we move through the changes that are ahead, let us remember the mission of this church is, “(To:) Engage, Embrace and Empower with the Love of God.” There are so many people who do not know of the love of Christ, God’s Son. But our mission is to show that love and to especially show it in our neighborhoods. Let us be church, together!

*PASTOR GERRY*

**Financial Report for Fall Council 2021**  
**Hanover Church of the Brethren**

Date	Envelope Offering	Loose Offering	Total Weekly Budget Giving
01/03/21	2,715.50	532.00	3,247.50
01/10/21	2,304.50	1,388.50	3,693.00
01/17/21	1,865.50	75.00	1,940.50
01/24/21	3,531.50	120.00	3,651.50
01/31/21	0.00	0.00	0.00
02/07/21	2,400.00	0.00	2,400.00
02/14/21	4,909.50	191.00	5,100.50
02/21/21	3,254.50	52.00	3,306.50
02/28/21	3,051.50	134.00	3,185.50
03/07/21	3,844.50	539.00	4,383.50
03/14/21	3,129.50	27.00	3,156.50
03/21/21	2,331.50	122.00	2,453.50
03/28/21	2,274.50	271.00	2,545.50
04/04/21	4,225.50	178.00	4,403.50
04/11/21	3,194.50	117.00	3,311.50
04/18/21	3,079.50	107.00	3,186.50
04/25/21	1,964.50	189.00	2,153.50
05/02/21	2,892.50	190.00	3,082.50
05/09/21	2,192.50	152.00	2,344.50
05/16/21	2,609.50	536.00	3,145.50
05/23/21	2,380.00	327.00	2,707.00
05/30/21	2,581.00	200.00	2,781.00
06/06/21	5,156.00	157.00	5,313.00
06/13/21	2,916.00	222.00	3,138.00
06/20/21	2,264.00	227.00	2,491.00
06/27/21	2,286.80	293.00	2,579.80
07/04/21	4,265.00	132.00	4,397.00
07/11/21	2,240.00	104.01	2,344.01
07/18/21	2,259.50	592.00	2,851.50
07/25/21	1,879.50	92.61	1,972.11
08/01/21	2,464.00	324.00	2,788.00
08/08/21	2,746.00	184.00	2,930.00
08/15/21	3,339.00	933.00	4,272.00
08/22/21	1,924.00	208.00	2,132.00
		total	103,387.92

Date	Offering \$	Designated Giving & Other Income
02/21/21	35.00	Ash Wednesday Service
Jan-Aug	4,500.00	AV System (Fellowship Hall)
02/07/21	500.00	Benevolence
Jan-Aug	760.00	Building Repair Fund
Jan-Aug	800.00	Clean-Up Buckets
01/17/21	25.00	Clean-Up Buckets (Sisters & Spirit Class)
08/01/21	228.66	Community Aid Bin (2nd quarter)
05/02/21	435.50	Community Aid Clothing Bin - 1st quarter
02/07/21	346.00	Community Aid Clothing Bin - 4th quarter
Jan-Aug	18,800.00	Donations
06/13/21	20.00	Donation - for church history book
06/27/21	10.00	Donation - for VBS meal
03/28/21	361.00	Donation (Printer)
05/16/21	170.00	Donation (Sr. Citizen Dinner)
07/11/21	20.00	Donation for Upper Room
Jan-Aug	437.00	Easter Flowers
02/21/21	100.00	HACC PAL Program
Jan-Aug	180.00	Lawn Mowing
Jan-Aug	535.00	Meat Canning
01/24/21	100.00	Memorial Gifts - Almna Owens
03/14/21	200.00	Memorial Gifts - Clarence Berg
03/14/21	63.44	Metal Recycling
Jan-Aug	2,970.00	Rental
Jan-Aug	120.00	School Kits
02/21/21	200.00	Snow Removal
08/15/21	5,000.00	Sonja Bankert
02/14/21	121.00	Souper Bowl
04/11/21	10.00	Sunrise Service Breakfast
06/27/21	567.00	VBS - Compassion International
04/18/21	50.00	Youth
02/07/21	20.00	Youth - Valentine Project

Brethren Foundation Funds			
Date	Memorial Gifts	Scholarship	Total
05/31/21	96,833.51	1,086.26	97,919.77
06/30/21	98,545.89	1,105.39	99,651.28
07/31/21	100,597.63	1,128.39	101,726.02
08/31/21	102,242.35	1,146.86	103,389.21

Profit & Loss Report from accountant		January - August 2021	
Ordinary Income/Expense			
Income			
REGULAR OFFERING			
Envelope			94,471.80
Loose Offering			8,916.12
<b>Total REGULAR OFFERING</b>			<b>103,387.92</b>
DESIGNATED INCOME-PASS THROUGH			
AV System - Fellowship Hall			4,500.00
School Kits			120.00
HACC PAL Program			100.00
CleanUp Buckets			825.00
VBS Compassion International			567.00
Benevolence			500.00
Building Repair Fund			760.00
Donation - Sonja Bankert			5,000.00
Easter Flowers			437.00
Lawn Mowing			180.00
Meat Canning			535.00
Memorial Gifts			300.00
Snow Removal			200.00
Souper Bowl			121.00
Youth			70.00
<b>Total DESIGNATED INCOME-PASS THROU</b>			<b>14,215.00</b>
MISCELLANEOUS INCOME			
Metal Recycling			63.44
Donation			19,391.00
Advent			35.00
Community Aid Clothing Bin			1,010.16
Rental of Property			2,970.00
<b>Total MISCELLANEOUS INCOME</b>			<b>23,469.60</b>
<b>Total Income</b>			<b>141,072.52</b>
<b>Gross Profit</b>			<b>141,072.52</b>
Expense			
BUDGETED			
CHRISTIAN ED COMMISSION EXPENSE			3,461.87
DEACON EXPENSES			35.70
FELL & PERS COMMISSION EXPENSE			907.37
MINISTRY & WORSHIP COMM EXPENSE			74,042.62
OUTREACH COMMISSION EXPENSE			21,726.35
PROPERTY & FINANCE COMM. EXP			24,819.21
<b>Total BUDGETED</b>			<b>124,993.12</b>
DESIGNATED EXPENSES-PASSTHROUGH			
School Kits			120.00
HACC PAL Prog			100.00
Scholarship			1,000.00
VBS Compassion International			567.00
Hygiene Kits			93.68
Clean Up Buckets			613.12
Easter Flowers			418.00
Snow Removal			550.00
Souper Bowl of Caring			121.00
Youth Group Donation			70.00
<b>Total DESIGNATED EXPENSES-PASSTHRC</b>			<b>3,652.80</b>
MISCELLANEOUS EXPENSES			
Bank Service Charges			64.00
<b>Total MISCELLANEOUS EXPENSES</b>			<b>64.00</b>
<b>Total Expense</b>			<b>128,709.92</b>
<b>Net Income</b>			<b>12,362.60</b>

Checking Acct. Balance As of 08/31/2021	49,508.84
Funds set aside for future payments	
AV System (Fellowship Hall)	4,500.00
Bereavement	638.67
Building Repair Fund	9,968.62
Bldg Repair (Mem.Gifts)	1,180.00
Building Repair (Mask Donations)	1,420.00
Clean-Up Buckets	319.77
Donation to Sonja Bankert	500.00
Sonja Bankert	5,000.00
S. Bankert Grocery Gift Cards	2,570.00
Floor Repair - from Brethren Foundation	698.54
Hygiene Kits	12.76
Meat Canning Luncheon	150.00
Memorial Gifts	300.00
Memorial Gifts - for Chior & Music	150.00
<b>Total to be paid out in future</b>	<b>27,408.36</b>
<b>Money Available for Spending after above expenses</b>	<b>22,100.48</b>



**Hanover Church of the Brethren**  
**Profit & Loss Budget vs. Actual**  
 January through June 2021

Expense			TOTAL		
	Jan - Mar 21	Apr - Jun 21	Jan - Jun 21	Budget	% of Budget
<b>BUDGETED</b>					
<b>CHRISTIAN ED COMMISSION EXPENSE</b>					
Camp Scholarships	0.00	0.00	0.00	1,000.00	0.0%
Christian Ed Program Funding	85.51	11.00	96.51	1,000.00	9.65%
Church School Supplies	944.92	189.94	1,134.86	2,000.00	56.74%
Graduation Gifts	0.00	0.00	0.00	175.00	0.0%
Leadership Training	0.00	128.64	128.64	250.00	51.46%
Library	0.00	0.00	0.00	250.00	0.0%
Messenger	694.75	0.00	694.75	800.00	86.84%
Miscellaneous	0.00	0.00	0.00	100.00	0.0%
Vacation Bible School/Kids Club	0.00	119.81	119.81	500.00	23.96%
Youth Director	0.00	0.00	0.00	18,200.00	0.0%
Youth Director Social Security	0.00	0.00	0.00	1,392.00	0.0%
Youth Director Mileage	0.00	0.00	0.00	385.00	0.0%
Youth Program Expense					
NYC	0.00	0.00	0.00	1,000.00	0.0%
NYC Leaders	0.00	0.00	0.00	500.00	0.0%
Youth Conf, Retreats Work Camp	0.00	0.00	0.00	750.00	0.0%
Total Youth Program Expense	0.00	0.00	0.00	2,250.00	0.0%
<b>Total CHRISTIAN ED COMMISSION EXPENSE</b>	<b>1,725.18</b>	<b>449.39</b>	<b>2,174.57</b>	<b>28,302.00</b>	<b>7.68%</b>
<b>DEACON EXPENSES</b>					
Deacon Ministry	35.70	0.00	35.70	500.00	7.14%
New Member Committee	0.00	0.00	0.00	200.00	0.0%
<b>Total DEACON EXPENSES</b>	<b>35.70</b>	<b>0.00</b>	<b>35.70</b>	<b>700.00</b>	<b>5.1%</b>
<b>FELL &amp; PERS COMMISSION EXPENSE</b>					
Christmas Dinner	0.00	0.00	0.00	600.00	0.0%
Ice Cream Social	0.00	29.00	29.00	150.00	19.33%
Kitchen Supplies	0.00	0.00	0.00	500.00	0.0%
Miscellaneous	0.00	0.00	0.00	100.00	0.0%
Senior Citizens Dinner	0.00	811.97	811.97	500.00	162.39%
Sunrise Service Breakfast	0.00	66.40	66.40	150.00	44.27%
Trunk or Treat Food	0.00	0.00	0.00	100.00	0.0%
<b>Total FELL &amp; PERS COMMISSION EXPENSE</b>	<b>0.00</b>	<b>907.37</b>	<b>907.37</b>	<b>2,100.00</b>	<b>43.21%</b>
<b>MINISTRY &amp; WORSHIP COMM EXPENSE</b>					
Admin Professional's Day	0.00	50.00	50.00	50.00	100.0%
Advertising	74.00	125.00	199.00	900.00	22.11%
Bulletins	317.80	151.99	469.79	1,200.00	39.15%
Children's Church	0.00	0.00	0.00	100.00	0.0%
Directories	345.55	0.00	345.55	500.00	69.11%
Gifts	0.00	0.00	0.00	150.00	0.0%
Instrument Tuning	0.00	0.00	0.00	300.00	0.0%
Lenten/Advent Devotionals	277.01	0.00	277.01	500.00	55.4%
Miscellaneous	0.00	0.00	0.00	250.00	0.0%
Moderator Fee	0.00	0.00	0.00	200.00	0.0%
Music	0.00	0.00	0.00	700.00	0.0%
Music Director / Pianist Salary	2,772.48	2,772.48	5,544.96	11,090.00	50.0%
Music Director / Pianist SS/Med	212.09	212.10	424.19	853.00	49.73%
Office Supplies	439.44	688.23	1,127.67	2,500.00	45.11%
Organist	633.50	543.00	1,176.50	4,706.00	25.0%
Organist's SS/Med	48.47	41.53	90.00	361.00	24.93%
Annual Conference	306.00	0.00	306.00	2,500.00	12.24%
District Conference	0.00	52.00	52.00	150.00	34.67%
Pastor's Appreciation Month	0.00	0.00	0.00	50.00	0.0%
Pastor's Housing Allowance	1,050.00	1,050.00	2,100.00	4,200.00	50.0%
Pastor's Insurance	97.41	97.41	194.82	600.00	32.47%
Pastor's Pension	1,951.92	1,951.92	3,903.84	7,818.00	49.93%
Pastor's Professional Growth	0.00	0.00	0.00	400.00	0.0%
Pastor's Sabbath Rest	0.00	0.00	0.00	200.00	0.0%
Pastor's Salary	15,216.00	15,216.00	30,432.00	60,864.00	50.0%
Pastor's Travel Expenses	204.40	392.84	597.24	2,200.00	27.15%
Pulpit Supply	0.00	0.00	0.00	600.00	0.0%
Secretary's Salary	4,047.30	4,051.44	8,098.74	16,770.00	48.29%
Secretary's SS/Med	309.62	309.93	619.55	1,292.00	47.95%
Spiritual Renewal Weekend	0.00	0.00	0.00	500.00	0.0%
Worship Aids	0.00	0.00	0.00	250.00	0.0%
<b>Total MINISTRY &amp; WORSHIP COMM EXPENSE</b>	<b>28,302.99</b>	<b>27,705.87</b>	<b>56,008.86</b>	<b>122,754.00</b>	<b>45.63%</b>

**Hanover Church of the Brethren**  
**Profit & Loss Budget vs. Actual**  
**January through June 2021**

			TOTAL		
	Jan - Mar 21	Apr - Jun 21	Jan - Jun 21	Budget	% of Budget
<b>OUTREACH COMMISSION EXPENSE</b>					
Benevolence Fund	0.00	450.00	450.00	500.00	90.0%
Bethany Seminary	0.00	500.00	500.00	500.00	100.0%
Brethren Home/Good SAM Fund	0.00	500.00	500.00	500.00	100.0%
Camp Eder	0.00	1,700.00	1,700.00	1,700.00	100.0%
Children's Aid Society	0.00	500.00	500.00	500.00	100.0%
Disaster Relief Auction	0.00	200.00	200.00	200.00	100.0%
District Fair Share	2,562.51	7,687.52	10,250.03	10,250.00	100.0%
Gen Board - Missions & Ministry	0.00	4,000.00	4,000.00	8,000.00	50.0%
Habitat for Humanity	0.00	200.00	200.00	200.00	100.0%
Hanover Area Council of Church	0.00	1,000.00	1,000.00	1,000.00	100.0%
Hanover Fire Company	0.00	50.00	50.00	50.00	100.0%
HACC- Changing Lives	0.00	500.00	500.00	500.00	100.0%
Meat Canning	0.00	666.00	666.00	350.00	190.29%
Movie License	0.00	0.00	0.00	250.00	0.0%
Over 60's Group	0.00	0.00	0.00	50.00	0.0%
Penn Twp. Emergency Management	0.00	50.00	50.00	50.00	100.0%
Publicity	0.00	0.00	0.00	50.00	0.0%
Truck Stop Ministry	0.00	400.00	400.00	400.00	100.0%
Trunk or Treat	0.00	0.00	0.00	200.00	0.0%
<b>Total OUTREACH COMMISSION EXPENSE</b>	<b>2,562.51</b>	<b>18,403.52</b>	<b>20,966.03</b>	<b>25,250.00</b>	<b>83.03%</b>
<b>PROPERTY &amp; FINANCE COMM. EXP</b>					
Accountant	2,418.00	1,245.00	3,663.00	5,000.00	73.26%
Church Envelopes	0.00	0.00	0.00	400.00	0.0%
Custodian's Salary	2,065.14	2,486.66	4,551.80	10,560.00	43.1%
Custodian's SS/Med	157.98	190.23	348.21	808.00	43.1%
Total Heat & Electric	3,075.97	1,414.17	4,490.14	9,000.00	49.89%
Insurance	0.00	0.00	0.00	4,300.00	0.0%
Painting of Cross	0.00	0.00	0.00	1,400.00	0.0%
Property Maintenance	3,145.04	69.71	3,214.75	5,000.00	64.3%
Replace/Purchase Equipment	0.00	0.00	0.00	2,000.00	0.0%
Storm Water Fee	581.35	581.35	1,162.70	2,400.00	48.45%
Telephone	723.58	679.58	1,403.16	3,000.00	46.77%
Water/Sewer/Garbage	318.00	318.00	636.00	2,000.00	31.8%
<b>Total PROPERTY &amp; FINANCE COMM. EXP</b>	<b>12,485.06</b>	<b>6,984.70</b>	<b>19,469.76</b>	<b>45,868.00</b>	<b>42.45%</b>
<b>PAYROLL EXPENSES</b>					
<b>Total BUDGETED</b>	<b>45,111.44</b>	<b>54,450.85</b>	<b>99,562.29</b>	<b>224,974.00</b>	<b>44.26%</b>
<b>DESIGNATED EXPENSES-PASSTHROUGH</b>					
HACC PAL Prog	0.00	100.00	100.00		
Hygiene Kits	0.00	72.00	72.00		
Clean Up Buckets	613.12	0.00	613.12		
Easter Flowers	0.00	418.00	418.00		
Snow Removal	550.00	0.00	550.00		
Souper Bowl of Caring	0.00	121.00	121.00		
Youth Group Donation	0.00	70.00	70.00		
<b>Total DESIGNATED EXPENSES-PASSTHROUGH</b>	<b>1,163.12</b>	<b>781.00</b>	<b>1,944.12</b>		
<b>MISCELLANEOUS EXPENSES</b>					
Bank Service Charges	41.00	19.00	60.00		
<b>Total MISCELLANEOUS EXPENSES</b>	<b>41.00</b>	<b>19.00</b>	<b>60.00</b>		
<b>Total Expense</b>	<b>46,315.56</b>	<b>55,250.85</b>	<b>101,566.41</b>	<b>224,974.00</b>	<b>45.15%</b>

## Commission Reports

### Christian Education Commission

- VBS was held on June 25 to June 27- “Anchored.” 12 children, 19 guides and station leader. Raised \$567 to support our Compassion Child, Naicka.
- Special Sunday Activities for Children were held during the summer months  
June-VBS-stats listed above  
July- Puppets with Ms. Lona: 3 children attended, 3 puppeteers and 1 adult.  
August- Splash Day: 4 children attended, 4 youth/adult helpers.
- Provided Camp Scholarships to 4 of our children to attend camp. Paige Godfrey and Brooklyn Kneller attended Camp Eder. Mason and Joseph Hershberger attended Camp Blue Diamond.
- Blessing of the Backpacks was held on August 22: 11 children/young adults had their backpacks blessed for the start of the new school year. We collected school supplies for Hanover Council of Churches. We donated 9 backpacks filled with school supplies.
- Rally Day was held on September 12: The Theme was This is Us, 41 people attended. Collected money for the new Audio/Video System for the Fellowship Hall. \$1502 was donated.
- Presented Bibles to our 3 year olds, 3<sup>rd</sup> graders and 9<sup>th</sup> Graders on September 12. Receiving Bibles this year were Wynlee Dickensheets (3yr old), Ellie McDonald (3<sup>rd</sup> grader), and Jacob Yingling (9<sup>th</sup> grader)

*Submitted by chairperson, Melissa Godfrey*

*Commission Members: Melissa Godfrey, Michael Lawrence, Natalie DeRita*

### Fellowship & Personnel Commission

- It has been quiet for this commission as we are still apprehensive and uncertain about gathering in large numbers and sharing meals together. We did however manage to serve the annual Senior Citizens Luncheon. We served 50 members of the congregation with the assistance of the Glow Group. The Glow Group members that were able to help included, Brooklyn Kneller, Paige Godfrey, Lily Sneeringer and Leah Rusinko. We served BBQ chicken breast, steamed green beans, roasted red potatoes, homemade cherry, and apple pie with vanilla ice cream. We played games and gave geraniums as prizes. It was enjoyable for all. Thank you to everyone that helped in the kitchen.
- Our next major event will be the Christmas Dinner, it will be held Sunday, December 5, 2021, immediately following the morning service. This will all depend on how Covid -19 is and what is best for our congregation.

*Submitted by chairperson, Kim Smith*

*Commission Members: Kim Smith, Amanda Jacobs-Womer, Fran Smith*

### Ministry & Worship Commission

- Budget completed including adding salary and social security for Minister of Visitation with a total budget of \$128,266
- Christmas Cantata on December 19
- Secretary, Suzanne Werner, will be taking Fridays off through December 31 - which was approved by board.
- Spiritual Renewal weekend with Walt Wiltschek will be held on November 6 & 7.
- Retirement of Pastor Gerry is December 31, 2021.

*Submitted by Chairperson Bob Long*

*Commission Members: Bob Long, Connie Morris, Darlene Bollinger*

## **Outreach Commission**

- Our blood drive in July had 33 donations which helped save 99 lives.
- We had a successful clothing drive on June 19 with another one coming up on November 20.
- We donated 36 hygiene kits and 52 school kits to New Windsor for distribution.

*Submitted by Phyllis Fuhrman, chairperson*

*Commission Members: Phyllis Fuhrman, Frank McDonald, Dick Godfrey*

## **Property & Finance Commission.**

- Audio-video system upgrade for Social Hall; Electrical upgrade work is being initiated this week. The new equipment has been ordered but there may be a lengthy delay for some of the components due to the manufacturers' backlogs.
- New outside electrical outlets have been installed in the rear of the building.
- Cleaning the pew's upholstery has not been completed. Quotes need to be obtained.
- Automated External Defibrillator – grant money and quotes remain to be researched.
- Security Cameras – a local security company will be requested to come in and review options and expenses with us.
- Snow removal – Last year's contractor will be sending us information on current prices for this year.
- Radon exposure – a company has been engaged to install a radon remediation system with a collection system bore hole being placed in the secretary's office. This work is going on presently. Tests will be done throughout the building after this system is in operation to determine if more extraction holes are needed.
- The elevator and all the fire extinguishers have current certifications.
- Exit Signs have been upgraded.
- Three pews were in need of structural repair which was completed.
- A new hot water heater was installed in the bathroom off the sanctuary. The electrical hookup remains to be completed.
- The outside cross will need to be repainted in another year or two. We need to ensure that the wood is structurally sound before repainting. That process needs to be researched.

*Submitted by Bob Membiner , chairperson*

*Commission Members: Bob Meminger, Thomas Ruth, Alan Bridenbaugh*

## **Other Reports**

### **Deacon Report**

- July 18, 2021 - Bread & Cup Communion -  
Distributed prepackaged elements prior to entering sanctuary to 72 people
- September 26, 2021 – Service of Membership Transfer, Baptism, and Dedication  
Received into membership by transfer: Millie Baker and Brenda Kneller  
Baptism: Ed Swartz  
Child dedication: Makenna Bowman  
A reception to welcome them was served in the Fellowship Hall after worship, following COVID guidelines
- Deacons called to serve the 4-year term from 2022 through 2025.  
By renewing his commitment to serve – Frank McDonald  
Open positions were unable to be filled – all who were asked declined.
- October 3, 2021 – A service of Love Feast and Communion, our first since COVID began, will have taken place with some modifications for safety – greater distancing in seating, meditating on a DVD of Jesus washing His disciples' feet instead of

washing each other's feet, individually packaged food, and the traditional homemade unleavened bread and grape juice placed for serving only two in each holder. Our desire to follow Jesus' direction, 'Do this in remembrance of me', challenged us to look beyond the material aspects of this tradition into the heart and meaning of Jesus' example and direction to each of us. In this way, we could once again focus on the joy of being able to share in food & fellowship together at the Lord's Table while pondering the events that took place in the Upper Room.

- Updated deacon lists as needed
- Assisted pastor as needed/requested
- Visited and contacted members as called – routine visits replaced by phone calls, letters, and cards during the pandemic

*Submitted by Sue Ambrosius, Deacon Chair*

### **Membership Report**

Church membership as of May 1, 2021 - 176

July 12	Sandy Avery	inactive by Executive Committee	-	175
July 12	Kaitlyn Duttera	inactive by Executive Committee	-	174
July 12	Adam Franco	inactive by Executive Committee	-	173
July 12	Hayley Franco	inactive by Executive Committee	-	172
July 12	Allie McClain	inactive by Executive Committee	-	171
July 12	Joe Luckenbaugh	inactive by Executive Committee	-	170
July 12	Lisa Luckenbaugh	inactive by Executive Committee	-	169
July 12	Andrew Luckenbaugh	inactive by Executive Committee	-	168
July 12	Jeremy Mowery	inactive by Executive Committee	-	167
July 12	Brett Strausbaugh	inactive by Executive Committee	-	166
July 12	Allison Strausbaugh	inactive by Executive Committee	-	165
July 12	Eilish Strausbaugh	inactive by Executive Committee	-	164
July 19	Virginia Hasener Wadkins	death	-	163
Sept 26	Mildred Baker	transfer	+	164
Sept 26	Brenda Kneller	transfer	+	165

Church membership as of October 3, 2021 - 165

*Submitted by Suzanne Werner, Secretary of Hanover COB*

### **Memorial Gifts & Bequest Fund Committee Report**

The Memorial Gifts Committee met on July 18, 2021 to review scholarship applications for the 2021 scholarships. Two scholarships were awarded: to Amanda Jacobs Womer and to Bailey Sanders in the amount of \$500 each. The students will be reminded that they need to continue to do volunteer hours for the church, working toward the next year's scholarships.

Amount in Brethren Foundation for Memorial Gifts and scholarships as of 9/13/21 is \$103,389.21.

*Submitted by Pastor Gerry Godfrey*

*Committee members: Jane Bean, Frank McDonald, Connie Morris and Dick Ambrosius*

## **Women's Fellowship Activities**

- Women's Fellowship met on August 12 for our Fun Night. As the name suggests, we had lots of fun.
- Our Christmas Craft Show will be on November 13 from 8 a.m. to 2 p.m. We hope that everyone can attend. There will be three varieties of soup (chicken corn, ham and bean, vegetable beef). And there will be plenty of crafty items for sale – perfect for Christmas gifts.
- To prepare for the Craft Show, we will need your help. And helping at the Craft Show is a perfect way to get some exercise. You can burn those calories many different ways. Here are some examples for exercise. First, in the days before the show, help to stir the huge vats of soup. Second, before the show, prepare your scrumptious baked goods for sale. Third, consider donating any items for silent auction. Fourth, on the day of the sale, we will need a multitude of people to help at our tables and in the kitchen. Fifth, consider offering a Share-A-Meal in your home after the show. Personal trainers for this marathon include Lona, Melissa, Sharon, Evelyn.
- Finally, if you know of any vendors who would also like to participate in the event, let us know.

*Submitted by Lona Bridenbaugh (chair)*

## **Youth Report- Glow - Connections**

Since May 2, 2021, the youth of our church:

- helped lead worship on Youth Sunday, May 9
- had 4 combined events with GLOW, youth and connections
- volunteered with VBS with crafts, activities, and the celebration luncheon
- participated in a road rally and scavenger hunt
- had a slip-n-slide kickball game
- graduate recognition of Bailey Sanders
- bible presentation to ninth grader, Jacob Yingling
- help on Church Board and assist in SS classes
- attend SS class at 9:00 Sunday
- will wrap boxes for Samaritan's Christmas Child project

**Thank you Youth and Young Adults!! Bailey, Adam, Derek, Amanda, Brooklyn, Paige, Amaya, Thomas, Kingston, Lily, Leah, Jaydon, Renayah**

THANK YOU TO THE CONGREGATION  
FOR YOUR SUPPORT OF THE YOUTH GROUP.

*The youth advisor team: Rebecca Sowers, Andy McDonald, Amy Despines, Pastor Gerry Godfrey*

## **Search Committee Members:**

Co-Chairs: Bob Long and Jim Replogle  
Sue Ambrosius  
Darlene Bollinger  
Paul Bollinger  
Alan Bridenbaugh  
Jo Ann Kline  
Connie Morris  
Rebecca Sowers

**Hanover Church of the Brethren  
Proposed 2022 Budget**

	2021 Budget	Proposed 2022 Budget
<b>Christian Education Line Items</b>		
Camp Scholarship	\$ 1,000.00	\$ 1,000.00
Church School Supplies	\$ 2,000.00	\$ 2,500.00
Christian Ed Program Funding	\$ 1,000.00	\$ 1,000.00
Graduation Gifts	\$ 175.00	\$ 175.00
Leadership Training	\$ 250.00	\$ 250.00
Library	\$ 250.00	\$ 250.00
Messenger	\$ 800.00	\$ 800.00
Miscellaneous	\$ 100.00	\$ 100.00
VBS	\$ 500.00	\$ 500.00
<b>Youth Program Expenses:</b>		
Glow Group*		\$ 250.00
NYC	\$ 1,000.00	\$ 1,000.00
NYC Leaders	\$ 500.00	\$ 500.00
Youth Conferences, Retreats, Work Camps, etc.	\$ 750.00	\$ 750.00
<i>Youth Director (remove for 2022)</i>	\$ 18,200.00	\$ -
<i>Youth Director Social Security (remove for 2022)</i>	\$ 1,392.00	\$ -
<i>Youth Director Milage (remove for 2022)</i>	\$ 385.00	\$ -
<b>Christian Education TOTAL</b>	<b>\$ 28,302.00</b>	<b>\$ 9,075.00</b>
<i>*New line item for 2022</i>		
<b>Fellowship &amp; Personnel Line Items</b>		
Christmas Dinner	\$ 600.00	\$ 600.00
Kitchen Supplies	\$ 500.00	\$ 500.00
Senior Citizen Dinner	\$ 500.00	\$ 500.00
Sunrise Service Breakfast	\$ 150.00	\$ 150.00
Ice Cream Social	\$ 150.00	\$ 150.00
Miscellaneous	\$ 100.00	\$ 100.00
Trunk or Treat Food	\$ 100.00	\$ 100.00
<b>Fellowship &amp; Personnel TOTAL</b>	<b>\$ 2,100.00</b>	<b>\$ 2,100.00</b>
<b>Ministry &amp; Worship Line Items</b>		
Admin. Professionals Day	\$ 50.00	\$ 50.00
Advertising	\$ 900.00	\$ 900.00
Bulletins	\$ 1,200.00	\$ 1,200.00
Connections	-	
Children's Church	\$ 100.00	\$ 100.00
Directories	\$ 500.00	\$ 400.00
Instrument Tuning	\$ 300.00	\$ 200.00
Lenten/Advent Devotionals	\$ 500.00	\$ 500.00

**Hanover Church of the Brethren  
Proposed 2022 Budget**

	2021 Budget	Proposed 2022 Budget
Minister of Visitation*		\$ 3,600.00
Minister of Visitation Social Security*		\$ 275.00
Miscellaneous	\$ 250.00	\$ 250.00
Moderator Honorarium	\$ 200.00	\$ 100.00
Music	\$ 700.00	\$ 600.00
Music Director/Pianist's Salary	\$ 11,090.00	\$ 11,423.00
Music Director/Pianist's Social Security	\$ 853.00	\$ 874.00
Office Supplies	\$ 2,500.00	\$ 2,500.00
Organist's Salary	\$ 4,706.00	\$ 4,847.00
Organist's Social Security	\$ 361.00	\$ 371.00
Annual Conference	\$ 2,500.00	\$ 2,500.00
District Conference	\$ 150.00	\$ 150.00
Pastor Appreciation Month	\$ 50.00	\$ 50.00
Pastor's Housing Allowance	\$ 4,200.00	\$ 4,000.00
Pastor's Insurance	\$ 600.00	\$ 2,000.00
Pastor's Pension	\$ 7,818.00	\$ 7,818.00
Pastor's Professional Growth	\$ 400.00	\$ 500.00
Pastor's Sabbath Rest	\$ 200.00	\$ 200.00
Pastor's Salary (Estimation for 2022)	\$ 60,864.00	\$ 60,864.00
Pastor's Travel Expense	\$ 2,200.00	\$ 2,200.00
Pulpit Supply	\$ 600.00	\$ 300.00
Secretary's Salary	\$ 16,770.00	\$ 17,273.00
Secretary's Social Security	\$ 1,292.00	\$ 1,321.00
Spiritual Renewal Weekend	\$ 500.00	\$ 500.00
Worship Aids	\$ 250.00	\$ 250.00
Christmas Bonus	\$ 150.00	\$ 150.00
<b>Ministry &amp; Worship TOTAL</b>	<b>\$ 122,754.00</b>	<b>\$ 128,266.00</b>
<i>*New Line Item for 2022</i>		
<b>Outreach Line Items</b>		
Benevolence Fund	\$ 500.00	\$ 800.00
Bethany Seminary	\$ 500.00	\$ 500.00
Brethren Home/Good Samaritan	\$ 500.00	\$ 500.00
General Board: Missions & Ministry	\$ 8,000.00	\$ 8,000.00
Camp Eder	\$ 1,700.00	\$ 1,700.00
Children's Aid Society	\$ 500.00	\$ 500.00
District Fair Share**	\$ 10,250.00	\$ 10,488.00
Disaster Relief Auction	\$ 200.00	\$ 300.00
Hanover Fire Company	\$ 50.00	\$ 50.00
Habitat for Humanity	\$ 200.00	\$ 200.00
HACC	\$ 1,000.00	\$ 1,000.00



**Hanover Church of the Brethren  
Proposed 2022 Budget**

	<b>2021 Budget</b>	<b>Proposed 2022 Budget</b>
HACC Changing Lives	\$ 500.00	\$ 500.00
Meat Canning	\$ 350.00	\$ 250.00
Movie License	\$ 250.00	\$ 250.00
Over 60's Group	\$ 50.00	\$ 50.00
Penn Twp. Emergency Management	\$ 50.00	\$ 50.00
Publicity/Misc.	\$ 50.00	\$ 50.00
Truck Stop Ministry	\$ 400.00	\$ 400.00
Trunk or Treat	\$ 200.00	\$ 200.00
<b>Outreach TOTAL</b>	<b>\$ 25,250.00</b>	<b>\$ 25,788.00</b>
2021**173 members X \$79 - District Assesment 75%		
2022**177 members X\$79 - District Assessment 75%		
<b>Property &amp; Finance Line Items</b>		
Accountant (SEK &Co.)	\$ 5,000.00	\$ 6,500.00
Church Envelopes	\$ 400.00	\$ 400.00
Custodian's Salary	\$ 10,560.00	\$ 10,877.00
Custodian's Social Security	\$ 808.00	\$ 832.00
Electricity/Heat	\$ 9,000.00	\$ 8,000.00
Insurance	\$ 4,300.00	\$ 4,750.00
Painting of the Cross*	\$ 1,400.00	\$ 1,400.00
Property Maintenance	\$ 5,000.00	\$ 5,000.00
Replace/Purchase Equipment	\$ 2,000.00	\$ 2,000.00
Storm Water Fee	\$ 2,400.00	\$ 2,325.00
Telephone	\$ 3,000.00	\$ 3,000.00
Water/Sewer/Trash	\$ 2,000.00	\$ 1,500.00
<b>Property &amp; Finance TOTAL</b>	<b>\$ 45,868.00</b>	<b>\$ 46,584.00</b>
*4-year accumulation		
<b>Deacon Ministry Line Items</b>		
Deacon Ministry	\$ 500.00	\$ 500.00
New Member Committee	\$ 200.00	\$ 200.00
<b>Deacon Ministry TOTAL</b>	<b>\$ 700.00</b>	<b>\$ 700.00</b>
<b>Grand Total</b>	<b>\$ 224,974.00</b>	<b>\$ 212,513.00</b>

## **New Business Items**

### **A. Approve Slate**

### **B. Review of the Code of Ethics**

As a part of the body of Christ, each congregation strives to act with integrity in its daily interactions with those outside of the church.

1. We strive to live by the gospel injunction that our yes be yes, and no be no, especially in regard to civil statutes. We honor the creative work of others by abiding with copyright permissions and compensating those who share their creative work with us.
2. We embody the traditional Brethren posture of separation of faith from politics by refraining from using our non-profit status to support political candidates.
3. We seek to maintain integrity with the business community by meeting invoice due dates, not abusing discount privileges, not soliciting gifts in a coercive or threatening way, and not competing unfairly with local businesses in the commerce of products and services.
4. Our integrity challenges us to work in a transparent manner to the extent that we avoid dual relationships or conflicts of interest in carrying out the work of the church.
5. We strive to be witnesses to Christ's peace in our relationships with one another and the wider community, especially in sharing our message and resources and how we speak to political issues of the day.

As part of the global body of Christ, each congregation seeks to be faithful to Christ's prayer for unity through prayer and support of the church locally, denominationally, and universally.

6. We seek to live out our covenant with the denomination and district, supporting local, national, and international program of the Church of the Brethren by sending delegates to Annual Conference and District Conference, through gifts of time and money, and most of all through our prayers.
7. We recognize that other Christian communities also are brothers and sisters in the family of God. We do not try to proselytize from sister communions. In regard to other religions, we seek to understand and be respectful of their beliefs and practices. While disagreement is inevitable, we seek to enter public conversations with grace and compassion rather than fear and mistrust.
8. We support causes and organizations that reflect the historical and theological understanding of the Church of the Brethren, and we avoid partnering with groups that may detract from our stated mission.

As a community of disciples following the way and teachings of Jesus Christ, the congregation seeks to treat one another with love and respect, conducting the business of the church openly and according to our beliefs.

9. We adequately compensate guest speakers, interim pastors, and other leaders who provide professional services for the congregation.
10. We are a people of reconciliation and seek to resolve disputes or concerns through peaceful means rather than resorting to public courts for a resolution.
11. We work to exhibit love and respect for every individual and ensure that every person has access to our facilities and ministries. We aim to be sensitive to persons with special needs and seek to accommodate them with adequate access to our worship and pastoral services.
12. We consciously seek harmony and unity in every aspect of our program and fellowship, striving for consensus in our decisions and relating to one another in the Spirit of Christ in the bond of love.

Our call to discipleship prompts us to encourage and instruct our members in maintaining lifestyles, attitudes, and actions that reflect the example and teachings of Christ.

13. We steward our time, talent, and treasure as resources for the common mission of Christ's church. Our leaders responsibly manage all the resources and funds entrusted to them in the course of their duties.
14. We address promptly incidents of dissent among us and have a method in place for seeking resolution and reconciliation.
15. We cultivate a spirit of thanksgiving and generosity in all of our life, especially expressing our gratitude to all those who make a significant contribution to the church's work and worship, for all that we have is a gift from God.
16. We endeavor to maintain an environment and program free of sexual, psychological, or physical abuse and harassment, giving special attention to the protection of children, the elderly, and the disabled. In the event of an accusation of abuse or harassment we deal with it forthrightly, promptly, and fairly, in order to stop the behavior in question, minister to all victims, effect change in the violator, and seek reconciliation.

The work of a congregation, especially the contractual agreements with staff, creates unique ethical questions (fiduciary responsibility).

17. We strive to be fair and equitable in support of our staff, adopting the *Guidelines for Pastor's Salaries and Benefits* as our guide for determining adequate compensation. When diverting from these guidelines, we adjust expectations and time requirements appropriate to scale.
18. We provide a supportive and nurturing culture for our staff through an advisory committee that meets regularly with staff members in an advocacy and counseling capacity. This group will facilitate regular opportunities for performance evaluation of all staff by providing opportunities for appropriate congregational input.
19. We value the ministry of our current pastoral leadership and discourage our members from inviting former pastors to return to perform pastoral functions such as weddings and funerals. We treat friendships with former pastors with special care so as not to undermine the ministry of current pastoral leadership.
20. We strive to be open and transparent in our organization and rely on the ministry of all believers in our midst by identifying and nurturing the gifts and skills of our members. We expect our leaders to execute the duties of their office in accordance with congregational bylaws. We entrust our leaders with the work of the church and expect them to avoid asserting undue influence in the matters of the congregation or seeking favors by nature of their position.
21. We conduct business openly, except when the agenda may deal with confidential personnel matters, and expect transparent and honest dialogue from all our members at all times. We ask that members not seek to influence decisions outside of established open forums through alternative or closed meetings, or by campaigns through alternate means such as letters, phone calls, email, or social media.
22. We hold our property and finances in trust for the denomination. We care for them as our own and have provisions in the deeds and bylaws of the congregation to identify the district or its successor as the recipient of all property and finances in case the congregation disbands or leaves the denomination.

**Motion:** We as the congregation pledge to follow these guidelines.

### **C. Recommendation from Church Board to recommend approval for Minister of Visitation Position**

*The Ministry and Worship Commission recommends to the board the position of Ministry of Visitation and the job description that goes with it as a part-time position and for Pastor Gerry to fill that position after her retirement from full-time ministry on December 31 2021; subject to council approval and subject to interim/new pastor approvals. Approved to recommend by Church Board on June 14, 2021.*

#### **Minister of Visitation Job Description**

**Responsible to:** Ministry and Worship Commission, Sr. Pastor of Hanover COB, Church Board, Church Council, Southern PA District COB, the Denomination

**Purpose of Position:**

- To keep shut-ins and nursing home people connected to the Hanover COB
- To assist the Senior Pastor with visitation when the workload is heavy or when pastor is on vacation

**Position:** Part-time 15 - 20 hours a month

**Qualifications:**

- Training in ministry or ordination in the Church of the Brethren
- Previous pastoral experience
- Developing a collegial relationship with the current Senior Pastor

**Responsibilities:**

- Visit shut-ins and nursing home residents once a month or as directed
- Visit inactive members in consultation with the Deacons and Sr. Pastor  
Be pro-active with any persons who visit the church who may be potential members
- Keep the Senior Pastor informed concerning new people
- Visit hospitalized members when Senior Pastor is on vacation
- Communication with the Sr. Pastor is very important

Rationale: To take a portion of the heavy load off of the Senior Pastor. As I have ministered here for 13 years, there is a lot of work for one pastor at Hanover COB. The desire to have a Director of Youth or a Youth Pastor did not work out and that would have lightened the load for Hanover's Senior Pastor. I am looking to fill what I perceive as a need at Hanover COB so that your new pastor can possibly become involved with the youth program and strengthen that area.

### **D. Approve 2022 Budget (pages 15-17)**

**Church Council Meeting Slate**  
**October 20, 2021**  
**Nominees for Church Board 2022**

**Board Members (3-year term)**

- \_\_\_\_\_ \*Darlene Bollinger
- \_\_\_\_\_ Paul Bollinger
- \_\_\_\_\_ Amy Despines
- \_\_\_\_\_ Sharon Hershey
- \_\_\_\_\_ \*Bob Long
- \_\_\_\_\_ Ed Morris
- \_\_\_\_\_ \*Thomas Ruth
- \_\_\_\_\_ \*Kim Smith
- \_\_\_\_\_ \*Amanda Jacobs-Womer (1 year term)

*\*Currently Serving*

**Other Positions**

**Moderator (3-year term)**

\_\_\_\_\_ **Brian Markle, Pastor of West York Church of the Brethren**

**Annual Conference Delegate 2022 Omaha Nebraska, July 10-14**  
*(1-year term, 1 delegate)*

\_\_\_\_\_ **Angie Ruth**

**District Conference Delegates - Mechanicsburg, September 16 & 17**  
*(4 delegates) Pastor & Board Chair / Sharon Hershey - delegate for 2022*

\_\_\_\_\_ **Lona Bridenbaugh**

\_\_\_\_\_ **Cindy Goodling** (alternate for 2022; delegate for 2023)

**Deacon Affirmation (4-year term)**

\_\_\_\_\_ \*Frank McDonald

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*\*Currently Serving*

**Check here to affirm all candidates.**