

**Mechanic Grove Church of the Brethren**  
**Congregational Business Meeting - Sunday, November 15, 2020**

*Note: Bring this packet with you to the Council Meeting. Meeting starts at 11:45am.*

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*Agenda*

- I. Call to Order
- II. Devotions ~ Jenn Berkey
- III. Approval of Agenda
- IV. Approval of Congregational Business Meeting Minutes
  - A. November 6, 2019 pg. 2-3
- V. Treasurer's Report pg. 4-9
- VI. For Information Only
  - A. Membership Report pg. 3
  - B. Church Board Minutes ~ October 20, 2020 pg. 9-11
  - C. Executive Committee Minutes ~ October 20, 2020 pg. 11-12
- VII. Old Business
  - A. None
- VIII. New Business
  - A. 2021 Budget pg. 13-29
  - B. COM Budgets pg. 20-24
- IX. Elections
  - A. Confirmation of Deacons pg. 25
  - B. Relicensing of Rita Carter, Josiah Reimold pg. 25
  - C. Affirmation of Church Officers pg. 26
- X. Petition for Confidence Vote
- XI. Reports
  - A. Church Board Reports
    - 1. Ministry pg. 27
    - 2. Nurture pg. 27
    - 3. Property pg. 27
    - 4. Stewards pg. 28
    - 5. Witness pg. 28
  - B. Committee Reports
    - 1. Executive pg. 28
    - 2. Deacon pg. 29
    - 3. Memorial pg. 29
    - 4. Financial Review Committee pg. 29
    - 5. Children's Worship pg. 29
  - C. Children's Outreach Ministries Board Report pg. 30-31
  - D. Fellowships/Ministry
    - 1. Men's pg. 31
    - 2. Women's Ministry pg. 31
    - 3. Youth - Junior High & Senior High pg. 32
    - 4. Young Adult Ministry pg. 32
  - E. Pastoral Staff
    - 1. Pastor Calvin Park pg. 33-35
    - 2. Pastor Mary Etta Reinhart pg. 36
- XII. Additional Items of New Business (added at Council)
- XIII. Opportunities to Share
- XIV. Prayer ~ Pastor Calvin Park
- XV. Adjournment

**Mechanic Grove Church of the Brethren, Congregational Council Meeting**  
**Wednesday, November 6, 2019 ~ 7:30 pm**

The meeting was called to order by Moderator David Nichols. There were 84 people in attendance. Pastor Misty Wintsch led us in devotions and prayer.

Moderator David Nichols asked for a motion to approve the agenda. **Mike Mauger made a motion to approve the agenda as printed. Seconded by Loren Bucher, Jr. Motion passed.**

Moderator David Nichols asked for a motion to approve the minutes of the May 5, 2019 congregational council meeting. **Bob Wintsch made a motion to approve the minutes of the May 5, 2019 congregational council meeting as printed. Seconded by Glenn Carter. Motion passed.**

Treasurer's report was approved as printed and will be filed for future audit.

Old Business: NONE

New Business:

- 2020 Budget: Moderator David Nichols then asked for a motion to approve the budget as presented. Ken Rutt made a motion to accept the 2020 budget as presented. Seconded by Mike Mauger. After much discussion about COBYS, and sharing an excerpt of a letter from Mark Cunningham, Moderator Nichols called for a motion to amend the budget. Darlene Kreider made a motion to amend the budget by removing all COBYS line items from the budget and placing a basket twice a year for those who wish to support them to do so. Seconded by Sharon Herr. Moderator Nichols called for a vote on the amendment by show of hands. Aye 22, Nay 45. Motion defeated. Pastor Misty Wintsch then had prayer. Motion passed as originally presented.
- COM Budget: Children's Outreach Ministries has their own board and are accountable to the church. **Vince Becker made a motion to approve the COM budget as presented. Seconded by Loren Bucher, Jr. Motion passed.**

Election of Church Leaders:

Confirmation of Deacons: The ballot was presented, then distributed and collected.

Vote to Relicense Robert Wintsch, Jeffrey Keller and Rita Carter: Ballots were distributed and collected.

Election of Church Officers: Moderator David Nichols gave instructions on voting. Ballots were distributed and collected.

Reports:

- Church Board:
- Ministry: Nothing to add
- Nurture: Jenn Berkey shared that if you have ideas for Sunday school material, please let a member of the commission know.
- Property: Ceiling is being addressed and is in the process of being fixed.
- Stewards: Ken Rutt asked that we please read through the report in the packet.
- Witness: Mike Mauger thanks Herb Kreider for all his help on the commission.

Children's Outreach Ministries: Nothing to add

Committee:

- Executive: Nothing to add
- Deacon: Nothing to add
- Memorial: Nothing to add
- Financial: Nothing to add
- Children's Worship: Nothing to add



**MECHANIC GROVE CHURCH OF THE BRETHREN**  
**Profit & Loss Budget Performance**

	Oct 20	Jan - Oct 20	Annual Budget	
Opening Balance	57,517.46	7,790.48		
<b>Income</b>				
<b>4000 · CONTRIBUTIONS</b>				
400101 · GENERAL FUND OFFERING	28,167.00	394,282.02	532,886.00	74.0%
<b>4010 · SPECIAL OFFERINGS</b>				
401101 · CHRISTMAS OFFERING-001	0.00	1,000.00	18,300.00	5.5%
401201 · ONE GREAT HOUR OF SHARING-001	0.00	8,245.00	11,600.00	71.1%
401301 · MISSION OFFERING-001	0.00	9,070.00	12,300.00	73.7%
401401 · THANKSGIVING OFFERING-002	0.00	1,000.00	4,773.00	21.0%
<b>Total 4010 · SPECIAL OFFERINGS</b>	0.00	19,315.00	46,973.00	41.1%
<b>4020 · EARMARKED OFFERINGS</b>				
402401 · 2 CENT-A-MEAL	0.00	35.32	0.00	100.0%
402501 · CHANGE FOR CHANGE FUND-002	71.00	403.07	0.00	100.0%
402801 · MISC. EARMARKED GIFTS	2,146.75	14,491.75	0.00	100.0%
402901 · BIRTHDAY/Benevolence	0.00	2,134.25	0.00	100.0%
<b>Total 4020 · EARMARKED OFFERINGS</b>	2,217.75	17,064.39	0.00	100.0%
<b>Total 4000 · CONTRIBUTIONS</b>	30,384.75	430,661.41	579,859.00	74.3%
<b>4040 · OTHER INCOME</b>				
404101 · FLC RENTAL INCOME	175.00	2,343.25	0.00	100.0%
404201 · MESSENGER	174.00	174.00	0.00	100.0%
4040 · OTHER INCOME - Other	0.00	0.00	0.00	0.0%
<b>Total 4040 · OTHER INCOME</b>	349.00	2,517.25	0.00	100.0%
<b>Total Income</b>	30,733.75	433,178.66	579,859.00	74.7%
<b>Gross Profit</b>	30,733.75	433,178.66	579,859.00	74.7%
<b>Expense</b>				
<b>5020 EARMARKED OFFERING</b>				
502901 BIRTHDAY /Benevolence	0.00	2,134.25	0.00	0.0%
502501 CHANGE FOR CHANGE FUND	0.00	332.07	0.00	0.0%
502401 2 CENT -A-MEAL	0.00	35.32	0.00	0.0%
502801 MISC. EARMARKED EXP	0.00	12,345.00	0.00	0.0%
<b>Total 5020 EARMARKED OFFERING</b>	0.00	14,846.64	0.00	100.0%
<b>5000 · GLOBAL OUTREACH - SPECIAL</b>				
500101 · CHRISTMAS OFFERING-002	0.00	0.00	18,300.00	0.0%
500201 · ONE GREAT HOUR OF SHARING-002	0.00	8,245.00	11,600.00	71.1%
500301 · MISSION OFFERING-002	0.00	9,070.00	12,300.00	73.7%
500401 · THANKSGIVING OFFERING-001	0.00	0.00	4,773.00	0.0%
5000 · GLOBAL OUTREACH - SPECIAL - Other	0.00	0.00	0.00	0.0%
<b>Total 5000 · GLOBAL OUTREACH - SPECIAL</b>	0.00	17,315.00	46,973.00	36.9%
<b>5100 · GLOBAL OUTREACH - COMMITTED</b>				
510511 · ANE DISASTER BENEVOLENCE FUND	110.82	609.51	665.00	91.7%
510101 · ATLANTIC NORTHEAST DISTRICT	4,299.16	23,645.38	25,795.00	91.7%
510201 · BETHANY THEOLOGICAL SEMINARY	0.00	0.00	2,660.00	0.0%
510401 · CAMP SWATARA	586.32	3,224.76	3,518.00	91.7%
510501 · SEEDS OF FAITH ENDOWMENT	110.82	609.51	665.00	91.7%
510601 · BOARD PROGRAM INITIATIVE	0.00	0.00	1,000.00	0.0%
<b>Total 5100 · GLOBAL OUTREACH - COMMITTED</b>	5,107.12	28,089.16	34,303.00	81.9%

		Oct 20	Jan - Oct 20	Annual Budget	
<b>5700 · PROPERTIES COMMISSION</b>					
<b>5720 · SUPPLIES-002</b>					
	572101 · JANITORIAL SUPPLIES	446.78	3,142.18	4,000.00	78.6%
	572201 · KITCHEN SUPPLIES	0.00	1,464.10	1,200.00	122.0%
<b>Total 5720 · SUPPLIES-002</b>		446.78	4,606.28	5,200.00	88.6%
<b>5730 · REPAIRS &amp; MAINTENANCE</b>					
	573101 · BLDG REPAIRS & MAINTENANCE	1,675.75	16,690.23	25,000.00	66.8%
	573201 · EQUIPMENT & FURNISHINGS	177.12	438.57	4,000.00	11.0%
	573301 · LAWN SERVICE	655.00	3,788.24	3,500.00	108.2%
	573401 · EQUIPMENT REPAIR & MAINTENANCE	0.00	325.71	1,200.00	27.1%
	573501 · DAY CARE MAINTENANCE	133.98	1,015.73	2,000.00	50.8%
	573601 · SNOW REMOVAL-002	0.00	470.00	1,600.00	29.4%
<b>Total 5730 · REPAIRS &amp; MAINTENANCE</b>		2,641.85	22,728.48	37,300.00	60.9%
<b>5740 · OTHER EXPENSES</b>					
	574101 · TECHNOLOGY UPGRADES	0.00	91.84	1,000.00	9.2%
	574201 · LANDSCAPE UPGRADES	0.00	0.00	1,000.00	0.0%
<b>Total 5740 · OTHER EXPENSES</b>		0.00	91.84	2,000.00	4.6%
<b>Total 5700 · PROPERTIES COMMISSION</b>		3,088.63	27,426.60	44,500.00	61.6%
<b>5200 · STEWARDS COMMISSION</b>					
<b>5210 · INSURANCE</b>					
	521101 · FIRE & LIABILITY INSURANCE	0.00	8,223.17	9,000.00	91.4%
	521201 · WORKERS COMPENSATION	0.00	3,446.81	5,000.00	68.9%
<b>Total 5210 · INSURANCE</b>		0.00	11,669.98	14,000.00	83.4%
<b>5220 · UTILITIES</b>					
	522101 · PROPANE - CHURCH	0.00	7,134.38	14,000.00	51.0%
	522201 · ELECTRIC	669.88	7,594.12	14,000.00	54.2%
	522301 · ELECTRIC - DAY CARE	156.46	1,370.09	2,000.00	68.5%
	522401 · TELEPHONE & INTERNET	573.84	6,947.54	6,500.00	106.9%
	522601 · HEATING OIL - DAYCARE	0.00	950.50	1,000.00	95.1%
<b>Total 5220 · UTILITIES</b>		1,400.18	23,996.63	37,500.00	64.0%
<b>5260 · EMERGENCY SERVICES</b>					
	526101 · QUARRYVILLE FIRE COMPANY	0.00	800.00	800.00	100.0%
	526201 · LANCASTER EMS	0.00	0.00	100.00	0.0%
<b>Total 5260 · EMERGENCY SERVICES</b>		0.00	800.00	900.00	88.9%
<b>5270 · OTHER EXPENSES-002</b>					
	527201 · OFFERING ENVELOPES	539.49	539.49	475.00	113.6%
	527301 · PAYROLL & TAX PREPARATION	145.30	1,040.00	1,500.00	69.3%
	527401 · MISCELLANEOUS - STEWARDS	2.00	466.67	1,000.00	46.9%
	527601 · COPY MACHINE LEASE-002	587.00	5,870.00	8,000.00	73.4%
<b>Total 5270 · OTHER EXPENSES-002</b>		1,273.79	7,916.16	10,975.00	72.1%
<b>Total 5200 · STEWARDS COMMISSION</b>		2,673.97	44,382.77	63,375.00	70.0%

			<b>Oct 20</b>	<b>Jan - Oct 20</b>	<b>Annual Budget</b>	
<b>5300</b>	<b>· BOARD OF DEACONS</b>					
<b>530</b>	<b>530101</b>	<b>· LOVE FEAST</b>	64.02	164.02	700.00	23.4%
<b>530</b>	<b>530201</b>	<b>· SPIRITUAL RENEWAL SERVICE</b>	0.00	-260.00	550.00	-47.3%
<b>530</b>	<b>530501</b>	<b>· SENIOR CITIZEN LUNCHEON</b>	0.00	0.00	700.00	0.0%
	<b>530601</b>	<b>· HEALTH &amp; WELLNESS MINISTRY</b>	0.00	0.00	200.00	0.0%
<b>Total 5300 · BOARD OF DEACONS</b>			<b>64.02</b>	<b>-95.98</b>	<b>2,150.00</b>	<b>-4.5%</b>
<b>5400</b>	<b>· WITNESS COMMISSION</b>					
	<b>5410</b>	<b>· LOCAL OUTREACH</b>				
		<b>BHA</b>	500.00	1,000.00	1,000.00	100.0%
		<b>541101 · SOLANCO NEIGHBORHOOD MINISTRIE</b>	750.00	1,500.00	1,500.00	100.0%
		<b>541201 · SOL. MINISTERIAL FUEL FUND</b>	1,000.00	2,000.00	2,000.00	100.0%
		<b>541301 · VERITAS</b>	250.00	500.00	500.00	100.0%
		<b>541401 · ADVERTISING</b>	125.10	1,241.16	1,200.00	103.4%
		<b>541501 · FLOWING OIL CAFE</b>	0.00	0.00	400.00	0.0%
		<b>541801 · BRETHREN HOUSING ASSN KIDS</b>	400.00	400.00	400.00	100.0%
		<b>541901 · COBYS</b>	500.00	1,000.00	1,000.00	100.0%
<b>Total 5410 · LOCAL OUTREACH</b>			<b>3,525.10</b>	<b>7,641.16</b>	<b>8,000.00</b>	<b>95.5%</b>
	<b>5420</b>	<b>· GLOBAL OUTREACH</b>				
		<b>WOW WEDNESDAY MEAL</b>	0.00	604.62	1,000.00	60.5%
		<b>542301 · WITNESS PROJECTS</b>	0.00	0.00	1,000.00	0.0%
		<b>542701 · EMERGENCY DISASTER RELIEF</b>	0.00	0.00	1,000.00	0.0%
<b>Total 5420 · GLOBAL OUTREACH</b>			<b>0.00</b>	<b>604.62</b>	<b>3,000.00</b>	<b>20.2%</b>
<b>Total 5400 · WITNESS COMMISSION</b>			<b>3,525.10</b>	<b>8,245.78</b>	<b>11,000.00</b>	<b>75.0%</b>
<b>5500</b>	<b>· NURTURE COMMISSION</b>					
	<b>5510</b>	<b>· EDUCATION MINISTRIES</b>				
		<b>551101 · BIBLE SCHOOL</b>	0.00	54.00	1,300.00	4.2%
		<b>551201 · CHILDREN'S CHURCH</b>	0.00	118.00	350.00	33.7%
		<b>553101 · CHILDREN'S BIBLES</b>	611.84	611.84	550.00	111.2%
		<b>553201 · DEVOTIONAL LITERATURE</b>	55.00	277.80	250.00	111.1%
		<b>553401 · LIBRARY</b>	0.00	0.00	100.00	0.0%
		<b>553501 · NURSERY EXPENSES</b>	0.00	0.00	100.00	0.0%
		<b>553701 · YOUNG ADULT MINISTRIES</b>	163.49	216.05	300.00	72.0%
		<b>553801 · SUNDAY SCHOOL SUPPLIES</b>	0.00	984.60	4,500.00	21.9%
<b>Total 5510 · EDUCATION MINISTRIES</b>			<b>830.33</b>	<b>2,262.29</b>	<b>7,450.00</b>	<b>30.4%</b>
	<b>5520</b>	<b>· NURTURE SCHOLARSHIPS</b>				
		<b>COM SCHOLARSHIPS</b>	0.00	8,148.25	10,250.00	79.5%
		<b>552101 · CAMP SCHOLARSHIPS</b>	0.00	1,000.00	1,000.00	100.0%
		<b>552701 · PEACE ESSAY SCHOLARSHIP</b>	0.00	750.00	500.00	150.0%
		<b>552801 · COBYS COUNSELING CENTER</b>	0.00	500.00	500.00	100.0%
<b>Total 5520 · NURTURE SCHOLARSHIPS</b>			<b>0.00</b>	<b>10,398.25</b>	<b>12,250.00</b>	<b>84.9%</b>

		<b>Oct 20</b>	<b>Jan - Oct 20</b>	<b>Annual Budget</b>	
<b>5540 · JR. &amp; SR. HIGH YOUTH EXPENSES</b>					
	554101 · SR. HIGH NATIONAL YOUTH CONF.	0.00	0.00	1,000.00	0.0%
	554501 · YOUTH WORKCAMP EXPENSES	0.00	170.65	1,600.00	10.7%
	554601 · NATIONAL JR HIGH CONFERENCE	0.00	0.00	1,000.00	0.0%
	554901 · YOUTH EXPENSES	149.79	1,380.10	3,000.00	46.0%
<b>Total 5540 · JR. &amp; SR. HIGH YOUTH EXPENSES</b>		<b>149.79</b>	<b>1,550.75</b>	<b>6,600.00</b>	<b>23.5%</b>
<b>5550 · OTHER NURTURE EXPENSES</b>					
	555901 · WOW OTHER	0.00	0.00	300.00	0.0%
	555401 · GRADUATION GIFTS	0.00	100.76	150.00	67.2%
	555501 · CARE GROUPS	0.00	0.00	300.00	0.0%
	555601 · CHURCH PICNIC	0.00	0.00	350.00	0.0%
	555701 · CHILDREN'S OUTREACH-MISC.	-256.44	1,799.90	750.00	240.0%
	555801 · VOLUNTEER CLEARANCES	0.00	35.00	100.00	35.0%
<b>Total 5550 · OTHER NURTURE EXPENSES</b>		<b>-256.44</b>	<b>1,935.66</b>	<b>1,950.00</b>	<b>99.3%</b>
<b>Total 5500 · NURTURE COMMISSION</b>		<b>723.68</b>	<b>16,146.95</b>	<b>28,250.00</b>	<b>57.2%</b>
<b>60 · MINISTRY COMMISSION</b>					
<b>CUSTODIAL COMPENSATION</b>					
	CUSTODIAL IRA	0.00	1,500.00	2,000.00	75.0%
	CUSTODIAL INSURANCE	269.37	3,204.02	3,870.00	82.8%
	CUSTODIAL PAYROLL TAXES	293.64	2,153.41	2,794.00	77.1%
	CUSTODIAL SALARY	4,029.93	29,552.82	34,926.00	84.6%
<b>Total CUSTODIAL COMPENSATION</b>		<b>4,592.94</b>	<b>36,410.25</b>	<b>43,590.00</b>	<b>83.5%</b>
<b>5560 · YOUTH &amp; YA PASTOR COMPENSATION</b>					
	Y & YA PASTOR CONTINUING ED	0.00	0.00	750.00	0.0%
	556101 · Y & YA PASTOR SALARY	5,449.50	39,963.00	47,229.00	84.6%
	556201 · Y & YA PASTOR HOUSING	1,176.93	8,630.82	10,200.00	84.6%
	556301 · Y & YA PASTOR PENSION	500.62	5,713.00	6,891.00	82.9%
	556401 · Y & YA PASTOR INSURANCE	797.79	9,388.06	10,694.00	87.8%
<b>Total 5560 · YOUTH &amp; YA PASTOR COMPENSATION</b>		<b>7,924.84</b>	<b>63,694.88</b>	<b>75,764.00</b>	<b>84.1%</b>
<b>5610 · SENIOR PASTOR COMPENSATION</b>					
	SENIOR. PASTOR CONTINUING ED	16.01	354.38	1,000.00	35.4%
	561101 · SENIOR PASTOR SALARY	6,750.36	49,502.64	58,503.00	84.6%
	561201 · SENIOR PASTOR HOUSING	1,523.07	11,169.18	13,200.00	84.6%
	561301 · SENIOR PASTOR PENSION	625.10	7,133.40	8,604.00	82.9%
	561401 · SENIOR PASTOR INSURANCE	803.14	9,435.88	10,651.00	88.6%
<b>Total 5610 · SENIOR PASTOR COMPENSATION</b>		<b>9,717.68</b>	<b>77,595.48</b>	<b>91,958.00</b>	<b>84.4%</b>
<b>5620 · ASSOC PASTOR COMPENSATION</b>					
	562101 · ASSOC PASTOR SALARY	0.00	2,151.73		
	562201 · ASSOC PASTOR HOUSING	0.00	507.69		
	562301 · ASSOC PASTOR PENSION	0.00	-106.38		
	562401 · ASSOC PASTOR INSURANCE	0.00	-111.66		
<b>Total 5620 · ASSOC PASTOR COMPENSATION</b>		<b>0.00</b>	<b>2,441.38</b>		

		Oct 20	Jan - Oct 20	Annual Budget	
	<b>5625 · CHILDREN'S PROGRAM AD. COMP</b>				
	562601 · CHILDREN PROGRAM ADMIN SALARY	3,774.60	22,119.19	16,029.00	138.0%
	562701 · CHILDREN PROGRAM ADMIN TAXES	269.13	1,944.92	1,282.00	151.7%
	<b>Total 5625 · CHILDREN'S PROGRAM AD. COMP</b>	<b>4,043.73</b>	<b>24,064.11</b>	<b>17,311.00</b>	<b>139.0%</b>
	<b>5630 · CLERICAL COMPENSATION</b>				
	563101 · CLERICAL SALARY	3,249.26	22,982.57	29,600.00	77.6%
	563201 · CLERICAL PAYROLL TAXES	248.57	1,758.12	2,327.00	75.6%
	563301 · CLERICAL PENSION	-129.97	1,189.36	3,491.00	34.1%
	<b>Total 5630 · CLERICAL COMPENSATION</b>	<b>3,367.86</b>	<b>25,930.05</b>	<b>35,418.00</b>	<b>73.2%</b>
	<b>5635 · MUSIC COORDINATOR COMP.</b>				
	563601 · MUSIC COORDINATOR SALARY	969.60	4,201.60	10,504.00	40.0%
	563701 · MUSIC COORDINATOR TAXES	74.19	321.48	840.00	38.3%
	<b>Total 5635 · MUSIC COORDINATOR COMP.</b>	<b>1,043.79</b>	<b>4,523.08</b>	<b>11,344.00</b>	<b>39.9%</b>
	<b>5640 · PROFESSIONAL GROWTH</b>				
	564201 · CLERICAL PROFESSIONAL GROWTH	0.00	0.00	200.00	0.0%
	564301 · SEMINARY SCHOLARSHIPS	0.00	0.00	600.00	0.0%
	564401 · STAFF & VOLUNTEER WORKSHOPS	0.00	0.00	1,000.00	0.0%
	<b>Total 5640 · PROFESSIONAL GROWTH</b>	<b>0.00</b>	<b>0.00</b>	<b>1,800.00</b>	<b>0.0%</b>
	<b>5650 · SUPPLIES &amp; EXPENSES</b>				
	PICTORIAL DIRECTORY	0.00	0.00	325.00	0.0%
	HOSPITALITY/REFRESHMENTS	0.00	69.97	100.00	70.0%
	WEBSITE/DATA BASE	0.00	50.00	825.00	6.1%
	PRAISE TEAM	14.00	83.94	1,650.00	5.1%
	566501 · PASTORAL PROFESSIONAL EXPENSE	132.56	475.23	1,500.00	31.7%
	565101 · PASTOR'S MILEAGE	230.00	1,056.33	5,000.00	21.1%
	565201 · OFFICE SUPPLIES	971.66	2,191.18	4,000.00	54.8%
	565301 · POSTAGE	515.98	2,565.80	2,000.00	128.3%
	565401 · ANNUAL CONF. DELEGATE EXPENSES	0.00	952.95	4,000.00	23.8%
	565501 · FLOWER/WORSHIP CENTER	0.00	-54.00	500.00	-10.8%
	565701 · MUSIC	0.00	621.38	1,500.00	41.4%
	565801 · TELEPHONE CHURCH DIRECTORIES	0.00	660.00	800.00	82.5%
	565901 · HANDBELL MAINTENANCE	2,440.00	2,440.00	1,500.00	162.7%
	566001 · SPECIAL MINISTRIES/EVENTS	0.00	54.83	500.00	11.0%
	566201 · DISTRICT CONF. DELEGATE EXPENS	0.00	17.50	250.00	7.0%
	566401 · MISCELLANEOUS	0.00	694.23	700.00	99.2%
	<b>Total 5650 · SUPPLIES &amp; EXPENSES</b>	<b>4,304.20</b>	<b>11,879.34</b>	<b>25,150.00</b>	<b>47.2%</b>
	<b>Total 5600 · MINISTRY COMMISSION</b>	<b>34,995.04</b>	<b>246,538.57</b>	<b>302,335.00</b>	<b>81.5%</b>
	<b>Total Expense</b>	<b>50,177.56</b>	<b>402,895.49</b>	<b>532,886.00</b>	<b>75.6%</b>
	End of month balance	38,073.65	38,073.65	46,973.00	64.5%



	<b>Oct 20</b>	<b>Jan - Oct 20</b>
<b>Beginning Balance Building Maint. Fund</b>	66,964.21	127,060.89
<b>contributions</b>	1,379.00	9,120.00
<b>expenditures</b>		67,837.68
<b>Ending Balance Building Maint. Fund</b>	68,343.21	68,343.21
<b>Balances:</b>		
<b>General Church Fund</b>	38,073.65	
<b>Building Maintenance Fund</b>	68,343.21	
<b>Challenger Kitchen Fund</b>	962.25	
<b>Memorial Fund</b>	0.00	
<b>Women's Ministry</b>	7,642.49	
<b>Benevolence Fund</b>	11,690.79	
<b>Organ Fund</b>	4,645.00	

**Mechanic Grove Church of the Brethren  
Church Board Minutes - October 12, 2020**

The church board met in the fellowship hall with 33 members present. The meeting was called to order by Derrick Kreider, Board Chair. Ed Reinhart opened with devotions and prayer.

Tonight's agenda was approved.

The minutes from the September 21, 2020 Board meeting were approved.

The Treasurer's report shows a beginning balance of \$69,650.06, receipts (+) at \$35,600.60, and payments (-) at \$47,433.20, with an ending balance of \$57,517.46.

**Commission Reports:**

**Steward Commission – Ken Herr**

- Completed Steward Commission appointments
- Organ was donated and has arrived. Atlantic Northeast District has a fund for grants that can possibly be used for installation costs. Lori is going to apply for this grant. The district asks that we make donations back to the district fund (optional).
- Also looking to apply for funds for new audio/visual equipment
- Budget will be presented under New Business
- PPP money \$106,400.00 will be used up in two weeks. Has been used to pay COM salaries. We will be doing paperwork for that amount to be forgiven.

**Witness Commission – Mike Mauger**

- Witness Commission appointments are almost complete
- Working on WOW startup
- Organize – Operation Christmas Child – shoeboxes. More information coming soon

**Ministry Commission – Clarence Wenger**

- Calvin's performance evaluation set for December 1
- Pastor evaluations due October 19
- Ministry Commission appointments have been made

Comment to Ministry Commission: Bells have been refurbished and are 20 years old. Thank you to Ministry for the bells!

#### Nurture Commission – Jenn Berkey

- Changes with Jeff resigning – Youth Ministry Transition Team being formed
- Nurture Commission appointments almost finished
- Continued discussing Children’s Sunday School
- Winter quarter Sunday School discussed
- WOW discussion
- Almost finished reviewing Child Protection Plan. Will review with church in 2021.

#### Property Commission – Eric Holzhauer

- Carpet in gathering area still in process
- Roof issue appears to be fixed
- Fall cleanup – November 14 (raindate Nov 21)
- Need tree trimmer – see Eric

#### Reports:

##### COM – Philip Johnson

- Preschool started on October 5. All three COM ministries are up and running.
- The congregation has been asked for some monetary donations to help preschool’s financial situation. Thank you notes will be going out to those who have donated.

Comment to COM Board: Thank you to Philip who has stepped in to provide leadership to COM Board

##### Deacons – Randy Hart

- Communion will be November 8, to be served from the pew

##### Moderator – Dave Nichols

- We had a listening session yesterday. We had a good turnout, about 80 people. Executive Committee will be meeting to process what has been heard. This process may generate another Board Meeting for this year.

#### Old Business

- Gift Card for Ed Heidinger was given to him yesterday. Ed thanks the Board. \$70 should provide him a lot of coffee!
- Indoor Services change – Policy for indoor services was approved by Church Board and then needed to be changed due to insurance policy requirements. We also contacted Bryan Cutler who said that we need to follow insurance company’s advice. Responses from insurance company and Bryan Cutler will be included in the Council Meeting packet.
- Fall Council Meeting date change – Approved for November 15 at 11:45. Amy Housekeeper is looking into getting some individuals to provide childcare.
- Rental Update – Property Commission makes rental decisions
  - o Kitchen – Because we are state licensed, if the kitchen is used, meals should be grab & go (no buffet lines) and everyone must be 6 feet apart. Kitchen Committee is going check if we still need a food license and bring recommendation to Board.

#### New Business

- 2021 Budget approved as proposed to bring to Council Meeting
- A motion was made from a member and seconded to pay Jeff through January 6 in accordance with his 90 day contract notice but relieve him immediately of all responsibilities at MGCOB which allows him to move on with his life and we can move forward with our youth program at MGCOB. After discussion on this motion, a vote was taken and the motion was defeated.
- A motion was made and seconded to pay Jeff through January 6 in accordance with his 90 day contract notice but relieve him immediately of responsibilities to Junior High and Senior High Youth groups while retaining him for other work within the church. After discussion on this motion, the motion was withdrawn

and resubmitted, and seconded, to pay Jeff through January 6 in accordance with his 90 day contract notice but relieve him of responsibilities to Junior High and Senior High Youth groups on October 31 while retaining him for other work within the church. After discussion on this motion, the motion was withdrawn and resubmitted, and seconded, to pay Jeff through January 6 in accordance with his 90 day contract notice but relieve him of responsibilities to Junior High and Senior High Youth groups on November 2 while retaining him for other work within the church. After discussion on this motion, a vote was taken, and the motion passed. Dave will communicate this to Jeff.

Pastor Remarks

Pastor Calvin

- Pastor Jeff is isolating at home while Adri is waiting on results from a Covid test.
- Calvin thanks everyone for serving this year on Church Board.

Pastor Jeff

- No remarks because Jeff was unable to be at Church Board.

Fawn Sample closed the meeting in prayer.

Respectfully Submitted,  
Sheri Johnson, Church Clerk

**Mechanic Grove Church of the Brethren  
Executive Committee - October 20, 2020**

The following executive committee members were in attendance: Derrick Kreider, Philip Johnson, Dave Nichols, Pastor Calvin, Sheri Johnson, Linda Bledsoe, Jenn Berkey, Ken Herr, Randy Hart, Deb Hart, Mike Mauger, Eric Holzhauser, and Cinda Showalter and Clarence Wenger (on Zoom). Pete Kontra, District Executive, also joined us on Zoom for part of the meeting. Derrick Kreider, Church Board Chair, opened the meeting with prayer.

Derrick passed out the agenda from last fall's Congregational Business Meeting as a reference to set the agenda for our Congregational Business Meeting on November 15 at 11:45am. (Spring Congregational Business Meeting was not held, due to Covid, but the council packets were available). Since Pastor Jeff is going through the ordination process, we do not need to handle the relicensing for Pastor Jeff. Virtual voting was discussed and decided that voting could be done through the chat feature for budget but affirming individual members of Church Board is not feasible. Executive Committee developed and approved the agenda for the November Congregational Business Meeting.

Discussion was held on how to respond to comments from the Listening Session held on October 11, 2020. All comments brought to the listening session were discussed. We developed responses to the concerns brought up during the listening session. Derrick will prepare a summary of those responses to share with the congregation at the end of both services this coming Sunday. A printed version of Derrick's comments will be available following the service. Any questions regarding these comments should be brought to a member of Executive Committee who will bring those questions back to Executive Committee who will then respond. We have had several petitions brought to Executive Committee calling for a vote of confidence for Pastor Calvin. Executive Committee discussed this and a majority of Executive Committee supports Pastor Calvin. This issue will be addressed at Council Meeting with the help of Pete Kontra.

The meeting was closed in prayer by Derrick Kreider.

Respectfully Submitted,  
Sheri Johnson, Church Clerk

**Mechanic Grove Church of the Brethren**  
**Executive Committee's Response to Listening Session, held on October 11, 2020**

Since Pastor Jeff's resignation, Nurture Commission has approved a transition team for youth and young adults. Ministry Commission will be evaluating what our pastoral needs are moving forward. This process will take some time and we are trying to keep the best interests of our youth in mind. We recognize that youth are in a period of growth. We want to continue to nurture them and encourage them to ask questions and grow in their faith. In the past, we have informally conducted exit interviews for pastoral staff. Pete Kontra, Atlantic Northeast District Executive, will be providing some resources for us to consider in the future. We have not traditionally conducted exit interviews with those resigning from Church Board positions. Derrick Kreider, Church Board Chairperson, has contacted both individuals who have resigned recently from Church Board and did receive reasons for leaving and thanked those individuals for their service to the congregation. Moving forward, we will look to make a more formal exit interview process.

As a congregation we have called our leadership and signed a pastoral agreement with certain steps that must be followed. Pastors and congregations alike have responsibilities in how we treat each other and handle disagreements. Concerns typically fall in one of three categories: performance, preference, and personal issues. Executive Committee is addressing concerns with Pastor Calvin. We need to recognize that Covid has given us additional challenges. We need to give ourselves time to come together as a body to return to health. Pastors should only be asked to resign (or a vote of confidence taken) after all other options have been explored and due diligence taken. Executive Committee has shown a majority of support for Pastor Calvin.

This spring we received a Federal Payment Protection Plan Loan. This money is not guiding our decisions being made for the church and went entirely to COM expenses. Without this loan, some COM programming would not have been able to continue through to this point. COM is currently restructuring some programs to maintain financial stability. Our Children's Outreach Ministries are an important part of our programming here at MGCB. We have talked to other insurance carriers. We are unable to find another insurance agency that is willing to insure the church, including our outreach programs, at the level we currently have. Regarding mask usage, we are endeavoring to follow the regulations provided by the State Department of Health.

Pastor Calvin contacted the school district this summer, after they published their back to school plans, about the church being used as a Learning Center for students to use WiFi and attend school virtually. The school district knows our facility is available if the need arises. Currently, Learning Centers are only being housed in school district buildings.

A social media policy for church accounts will be developed by representatives of Executive Committee and Witness Commission. We ask all members to choose their words carefully and conduct themselves in a Christian manner on all social media accounts. We recognize clear lines of communication are important. Most current information from the church is sent by email. Letters are sent to those who don't have email and those who request it.

Children's Sunday School has started back up, but attendance has been very light. Nurture has discussed Children's Church and has decided to reevaluate that program in January. The concern is the number of children in the space. WOW will also be reevaluated in the new year. All children's programming is currently being reevaluated by Nurture Commission to be more cohesive.

If anyone has questions related to this response from the Listening Session, or other concerns, please contact a member of the Executive Committee, who will bring those questions back to Executive Committee who will then respond.

# Mechanic Grove Church of the Brethren

## 2021 - PROPOSED BUDGET

### November 15, 2020 Council Meeting

	2019 <u>Budget</u>	2020 <u>Budget</u>	2021 <u>Proposed</u>	Budget <u>(+/-)</u>
<b>CHRISTMAS OFFERING -- \$17,000.00 (5 year average)</b>				
Church of the Brethren Core Ministries 40%	7560	7320	6800	(520)
Alpha and Omega Church 10%	1890	1830	1700	(130)
Brethren Village Good Samaritan Fund 10%	1890	1830	1700	(130)
Brethren Housing Association (25%)	4725	4575	4250	(325)
COBYS Family Services 15%	2835	2745	2550	(195)
<b>ONE GREAT HOUR OF SHARING \$11,000.00 (5 yr average)</b>				-
Church of the Brethren Core Ministries (65%)	7493	7540	7150	(390)
Nigeria Crisis Fund (20%)	2306	2320	2200	(120)
Love INC (Homes For Hope) (7.5%)	865	870	825	(45)
Susquehanna Valley Ministry Center (7.5%)	865	870	825	(45)
<b>MISSION OFFERING - \$12,100 (5 year average)</b>				-
Church of the Brethren Global Mission and Service (65%)	7491	7995	7865	(130)
Brethren Volunteer Service (0%)	0	0	0	-
Lancaster Co. Council of Churches (25%)	2881	3075	3025	(50)
2016 - Caring Ministries COB (5%)	0	0	0	-
Nigeria Crisis Fund (10%)	1153	1230	1210	(20)
2016 On Earth Peace Assembly (5%)	0	0	0	-
<b>THANKSGIVING OFFERING -- \$5,000.00 (5 year average)</b>				-
COBYS Family Services (75%)	3888	3580	3750	170
Solanco Food Bank (25%)	1296	1193	1250	57
Church of the Brethren Core Ministries (0%)	0	0	0	-
<b>OUTREACH MINISTRIES - COMMITTED</b>				-
ATLANTIC NORTHEAST DISTRICT* (\$55)	29160	25795	25355	(440)
BETHANY THEOLOGICAL SEMINARY**(\$10)	2750	2660	2470	(190)
CAMP SWATARA* (\$7.50)	3645	3518	3458	(60)
ANE DISTRICT - Disaster Benevolence Fund** (\$2.50)	687	665	618	(47)
ANE DISTRICT - SEEDS OF FAITH** (\$2.50)	687	665	618	(47)
BOARD PROGRAM INITIATIVE	1000	1000	1000	-
	<b>85067</b>	<b>81276</b>	<b>78619</b>	<b>(2,657)</b>
*Calculated on 461 members (469 in 2020 budget)				
**Calculated on 247 worship attendees (266 in 2020 budget)				
Projected Church of the Brethren Core Ministries contributions total \$25,225 or \$54.71 per member.				
In 2020 was \$26,405 or \$56.50 per member based on 486 members				

**Mechanic Grove Church of the Brethren**

**2021 PROPOSED BUDGET**

	<u>2019</u>	2020	<b>2021</b>	Budget
	<u>Budget</u>	<u>Budget</u>	<u>Proposed</u>	<u>(+/-)</u>
<b><u>PROPERTY COMMISSION</u></b>				
<b><u>SALARIES</u></b>				
CUSTODIAL SALARIES (see Ministry)	0	0	0	-
CUSTODIAL PAYROLL TAXES	0	0	0	-
CUSTODIAL HEALTH INSURANCE	0	0	0	-
<b><u>SUPPLIES</u></b>				
JANITORIAL SUPPLIES	4000	4000	4000	-
KITCHEN SUPPLIES	1500	1200	1200	-
<b><u>REPAIRS &amp; MAINTENANCE</u></b>				
BUILDING REPAIRS & MAINTENANCE	30000	25000	25000	-
EQUIPMENT & FURNISHINGS	6000	4000	4000	-
LAWN SERVICE	3500	3500	3500	-
EQUIPMENT REPAIRS & MAINTENANCE	1200	1200	1000	(200)
DAY CARE MAINTENANCE	4000	2000	1500	(500)
SNOW REMOVAL	1600	1600	1600	-
<b><u>OTHER EXPENSES</u></b>				
TECHNOLOGY UPGRADES	1000	1000	1000	-
LANDSCAPE/UPGRADES	1000	1000	1000	-
	53800	44500	43800	(700)
		decrease	-1.57%	
	2019	2020	<b>2021</b>	Budget
	<u>Budget</u>	<u>Budget</u>	<u>Proposed</u>	<u>(+/-)</u>
<b><u>STEWARDS COMMISSION</u></b>				
<b><u>INSURANCE</u></b>				
FIRE & LIABILITY INSURANCE	9000	9000	11030	2,030
WORKERS COMPENSATION	5000	5000	5000	-
<b><u>UTILITIES</u></b>				
PROPANE - CHURCH BUILDING	14000	14000	12000	(2,000)
ELECTRIC	14000	14000	12000	(2,000)
ELECTRIC - DAY CARE	2000	2000	1800	(200)
TELEPHONE & INTERNET	6500	6500	8500	2,000
HEATING OIL - DAYCARE	1000	1000	1000	-
<b><u>EMERGENCY SERVICES</u></b>				
QUARRYVILLE FIRE COMPANY	1000	800	800	-
LANCASTER EMS	100	100	100	-
<b><u>OTHER EXPENSES</u></b>				
OFFERING ENVELOPES	475	475	525	50
PAYROLL & TAX PREPARATION	1500	1500	1400	(100)
MISCELLANEOUS - STEWARDS	1000	1000	800	(200)
COPY MACHINE LEASE	8000	8000	8000	-
	63575	63375	62955	(420)
		decrease	-0.66%	

Mechanic Grove Church of the Brethren

2021 PROPOSED BUDGET

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>Budget</u>
	<u>Budget</u>	<u>Budget</u>	<u>Proposed</u>	<u>(+/-)</u>
<b><u>BOARD OF DEACONS</u></b>				
LOVE FEAST	500	700	700	-
CHURCH RETREAT	550	550	550	-
SPECIAL COUNSELING	0	0	0	-
DEACON MATERIALS	200	0	0	-
SENIOR CITIZEN RECOGNITION	700	700	700	-
HEALTH AND WELLNESS MINISTRY	300	200	200	-
	2250	2150	2150	-
			0.00%	
	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>Budget</u>
	<u>Budget</u>	<u>Budget</u>	<u>Proposed</u>	<u>(+/-)</u>
<b><u>WITNESS COMMISSION</u></b>				
<b><u>LOCAL OUTREACH*</u></b>				
SOLANCO NEIGHBORHOOD MINISTRIES	1500	1500	1500	-
SOLANCO MINISTERIAL ASSN. FUEL FUND	2000	2000	2000	-
VERITAS	500	500	500	-
ADVERTISING	1200	1200	1200	-
FLOWING OIL CAFÉ	400	400	400	-
BRETHREN HOUSING ASSOCIATION (Kids)	400	400	400	-
COBYS	1000	1000	1000	-
BHA (new in 2020)	0	1000	1000	-
WOW Wednesday Meal		1000	1400	400
<b><u>GLOBAL OUTREACH*</u></b>				
CHURCH WORLD SERVICE	0	0	0	-
WITNESS PROJECTS	2200	1000	1000	-
PEACE COMMITTEE	1000	0	0	-
RESETTLEMENT PROGRAM	1000	0	0	-
EMERGENCY DISASTER RELIEF	1500	1000	1000	-
*(See final page for total MGCOB outreach figures)	12700	11000	11400	400
		increase	3.6%	

<u>Mechanic Grove Church of the Brethren</u>				
<b><u>2021 PROPOSED BUDGET</u></b>				
	<u>2019</u>	2020	<b><u>2021</u></b>	Budget
<b><u>NURTURE COMMISSION</u></b>	<u>Budget</u>	<u>Budget</u>	<b><u>Proposed</u></b>	<u>(+/-)</u>
<b><u>EDUCATION MINISTRIES</u></b>				
BIBLE SCHOOL	1300	1300	1300	-
CHILDREN'S CHURCH	400	350	300	(50)
CHILDREN'S BIBLES	650	550	600	50
DEVOTIONAL LITERATURE	250	250	250	-
LIBRARY	150	100	100	-
NURSERY EXPENSES	150	100	100	-
YOUNG ADULT MINISTRIES	300	300	300	-
SUNDAY SCHOOL SUPPLIES	6500	4500	4500	-
<b><u>NURTURE SCHOLARSHIPS</u></b>				
CAMP SCHOLARSHIPS	1500	1000	1000	-
COM SCHOLARSHIPS	16,500	10250	10250	-
YOUTH RETREAT SCHOLARSHIPS	0	0	0	-
PEACE ESSAY	750	500	500	-
COBYS COUNSELING SERVICES	2000	500	500	-
<b><u>JR. &amp; SR. HIGH YOUTH EXPENSES</u></b>				
SR. HIGH NATIONAL YOUTH CONFERENCE	1000	1000	1000	-
JR. HIGH ADVISOR EXPENSES	0	0	0	-
SR. HIGH ADVISOR EXPENSE	0	0	0	-
TRANSPORTATION JR. & SR. HIGH YOUTH	0	0	0	-
YOUTH WORKCAMP EXPENSES	1600	1600	1600	-
NATIONAL JUNIOR HIGH CONFERENCE	1000	1000	1000	-
YOUTH EXPENSES	3000	3000	3000	-
<b><u>OTHER NURTURE EXPENSES</u></b>				
PARENT TRAINING INITIATIVE	500	0	500	500
WOW WEDNESDAY (MOVED TO WITNESS)	1000	0	0	-
WOW OTHER	300	300	300	-
GRADUATION GIFTS	150	150	150	-
CARE GROUPS	500	300	300	-
CHURCH PICNIC	400	350	350	-
CHILDREN'S OUTREACH MISC.	750	750	750	-
VOLUNTEER CLEARANCES	100	100	100	-
MISCELLANEOUS - NURTURE	100	0	0	-
	40850	28250	28750	500
		increase	1.8%	



Mechanic Grove Church of the Brethren

**2021 PROPOSED BUDGET**

<b><u>MINISTRY COMMISSION</u></b>	<b><u>2019</u></b>	<b><u>2020</u></b>	<b><u>2021</u></b>	<b><u>(+/-)</u></b>
	<b><u>Budget</u></b>	<b><u>Budget</u></b>	<b><u>Proposed</u></b>	
SENIOR PASTOR SALARY	56231	58503	51171	(7,332)
SENIOR PASTOR HOUSING	13200	13200	22000	8,800
SENIOR PASTOR PENSION	8331	8604	8781	177
SENIOR PASTOR INSURANCE	14080	10651	11674	1,023
SUPPLEMENTAL INCOME	0	0	0	-
SENIOR PASTOR Professional Growth	0	750	750	-
<b><u>ASSOCIATE PASTOR COMPENSATION</u></b>				-
ASSOCIATE PASTOR SALARY* portion of salary has been moved to housing allowance	55945	0	0	-
ASSOCIATE PASTOR HOUSING	13200	0	0	-
ASSOCIATE PASTOR PENSION	8153	0	0	-
ASSOCIATE PASTOR INSURANCE	8590	0	0	-
<b><u>DIRECTOR OF YOUTH MINISTRIES</u></b>				-
PASTOR OF YOUTH MINISTRIES SALARY	44953	47229	39643	(7,586)
PASTOR OF YOUTH MINISTRIES HOUSING	10200	10200	18000	7,800
PASTOR OF YOUTH MINISTRIES PENSION	6618	6891	6917	26
PASTOR OF YOUTH MINISTRIES INSURANCE	14080	10694	11721	1,027
PASTOR OF YOUTH Professional Growth		750	750	750
<b><u>ADMINISTRATOR CHILDREN'S PROGRAMS</u></b>				-
ADMINISTRATOR SALARY	16050	16029	16747	718
ADMINISTRATOR TAXES	2022	1282	1368	86
ADMINISTRATOR PROF. GROWTH	100	0	0	-
<b><u>CLERICAL COMPENSATION</u></b>				-
CLERICAL SALARIES	28518	29600	29967	367
CLERICAL PAYROLL TAXES	2196	2327	2397	70
CLERICAL BENEFITS	3465	3491	3596	105
<b><u>MUSIC COORDINATOR COMPENSATION</u></b>				-
MUSIC COORDINATOR SALARY	10298	10504	10609	105
MUSIC COORDINATOR TAXES	793	840	849	9
<b><u>CUSTODIAN COMPENSATION</u></b>				-
CUSTODIAL SALARIES	34241	34926	35275	349
CUSTODIAL PAYROLL TAXES	2620	2794	2822	28
CUSTODIAL IRA	0	2000	2000	-
CUSTODIAL HEALTH INSURANCE	4829	3870	4389	519
<b><u>PROFESSIONAL GROWTH</u></b>				-
CLERICAL PROFESSIONAL GROWTH	200	200	200	-
SEMINARY SCHOLARSHIPS	900	600	900	300
<b>Lay Ministry Workshops</b>	1200	1000	1000	-

<b><u>SUPPLIES &amp; OTHER EXPENSES</u></b>				-
PASTOR'S MILEAGE	6200	5000	5000	-
OFFICE SUPPLIES	5000	4000	4000	-
POSTAGE	1750	2000	2500	500
ANNUAL CONF. DELEGATE EXPENSES	4000	4000	4000	-
FLOWER/WORSHIP CENTER	400	500	500	-
WORSHIP/DRAMA COMMITTEE	100	0	0	-
MUSIC	2000	1500	1500	-
CHURCH DIRECTORIES	1000	800	750	(50)
PRAISE TEAM	1450	1650	1000	(650)
WEBSITE/DATA BASE	1000	825	825	-
HANDBELL MAINTENANCE	50	1500	1500	-
SPECIAL MINISTRIES/EVENTS	2000	500	500	-
COB MINISTRY ASSISTANCE FUND	125	0	125	125
DISTRICT CONF. DELEGATE EXPENSES	150	250	250	-
<b>Prayer/Worship Materials</b>	0	0	300	300
MISCELLANEOUS	2000	700	1000	300
BARNABAS MINISTRY (WOW prayer)	400	0	0	-
Pictorial Directory (extra copies \$6.50/ea)	0	325	325	-
HOSPITALITY/REFRESHMENTS	300	100	100	-
MINISTRY SUMMER SERVICE/INTERN	2000	0	0	-
PASTORAL PROFESSIONAL EXPENSE	1000	1500	1500	-
	391938	302085	309201	7,116
		increase	2.4%	
	<b><u>2019</u></b>	<b><u>2020</u></b>	<b><u>2021</u></b>	<b>Budget</b>
				<b>(+/-)</b>
<b>Total Budget</b>	650,180	532,636	536,875	4,239
Percentage Increase/Decrease	3.74%	-18.08%	0.80%	

## 2021 PROPOSED BUDGET SUMMARY

	<u>2019</u>	<u>2020</u>	<u>2021</u>																										
<b>Budget not including Special Offerings</b>	605,542	485,913	491,775	5,862																									
Average Weekly Giving Needed	12,358	9,917	10,036	119																									
Percentage Increase/Decrease	3.67%	-19.75%	1.20%																										
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>Average weekly income needed for 2021 Budget (<del>\$491,764</del> divided by 49 offerings)</td> <td></td> <td style="text-align: right;">10,036</td> <td></td> <td></td> </tr> <tr> <td>Average Income through September 30, 2020 (39 - 2 = 37 Sundays) (Includes FLC Income - excludes special and earmarked offerings)</td> <td></td> <td style="text-align: right;">9,954</td> <td></td> <td></td> </tr> <tr> <td>Difference between income and budget weekly ( X 49 offerings)</td> <td></td> <td style="text-align: right;">82 4,029</td> <td></td> <td></td> </tr> <tr> <td>Total giving 2019 (regular offerings excluding special offerings)</td> <td></td> <td style="text-align: right;">606,695</td> <td></td> <td></td> </tr> <tr> <td>Total Giving October 1, 2019 to September 30, 2020 (regular offerings excluding special and earmarked offerings) Does not include \$30,277 given to building maintenance fund</td> <td></td> <td style="text-align: right;">566,939</td> <td></td> <td></td> </tr> </table>					Average weekly income needed for 2021 Budget ( <del>\$491,764</del> divided by 49 offerings)		10,036			Average Income through September 30, 2020 (39 - 2 = 37 Sundays) (Includes FLC Income - excludes special and earmarked offerings)		9,954			Difference between income and budget weekly ( X 49 offerings)		82 4,029			Total giving 2019 (regular offerings excluding special offerings)		606,695			Total Giving October 1, 2019 to September 30, 2020 (regular offerings excluding special and earmarked offerings) Does not include \$30,277 given to building maintenance fund		566,939		
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		<u>2019</u>	<u>2020</u>	<u>2021</u>																									
<u>Church of the Brethren Brotherhood Ministries</u>	\$28,878	\$29,065	\$27,695																										
COB Core Ministries, COB Global Missions and Service, Nigeria Crisis Fund, Bethany Theological Seminary, COB Ministry Fund																													
<u>Other Ministries</u>	\$11,690	\$8,845	\$8,475																										
Brethren Housing Association, Witness Projects, Peace Committee, Homes for Hope, Resettlement, Emergency Disaster Relief																													
<u>Atlantic Northeast District Ministries</u>	\$49,047	\$43,498	\$42,574																										
Camp Swatara, Brethren Village, Susquehanna Valley Ministries, Veritas, COBYS, District Ministries, Apha & Omega, Seeds of Faith, Disaster Benevolence																													
<u>Other Local Ministries</u>	\$11,877	\$11,368	\$11,675																										
Lanc. Co. Council of Churches, Solanco Food Bank, Fire & Ambulance Service, Solanco Neighborhood Ministries, Solanco Ministerial Fuel Fund, Flowing Oil Café, Camp Scholarships, Peace Essay, Health and Wellness Ministry, Seminary Scholarships																													
<u>Church Contribution to C.O.M. Expenses</u>	\$41,672	\$32,561	\$32,865																										
Scholarships, utilities and maintenance, C.O.M. administrator salary																													
This represents 22% of the 2021 Church Budget: <span style="color: blue;">19</span>	\$143,164	\$125,337	\$123,284																										

## Mechanic Grove Christian Child Care - 2021 budget

<u>Income</u>		<u>2020</u>	<u>2021</u>
Tuition/Payments	Tuition	\$ 184,000.00	\$ 184,000.00
	Registration	\$ 400.00	\$ 400.00
	Scholarship	\$ 1,500.00	\$ 1,500.00
	Security Deposit		
Misc. Fees	Tuition Late Fees		
	Late Pick Up Charge		
	Returned Check Charges		
Other Income	Fundraisers	\$ 500.00	\$ 500.00
	Donations		
	Interest		
	<b>Total Income:</b>	<u>\$ 186,400.00</u>	<u>\$ 186,400.00</u>
<b><u>Expenses</u></b>			
Payroll	Payroll <i>(inc health ins for DIR)</i>	\$ 153,400.00	\$ 153,400.00
	Payroll Taxes	\$ 10,215.00	\$ 10,215.00
Employee Expenses	Clearances (CA/CB/FBI)	\$ 550.00	\$ 550.00
	CPR and First Aid	\$ 550.00	\$ 550.00
	Continuing Education	\$ 250.00	\$ 250.00
	Gifts for Employees	\$ 350.00	\$ 350.00
	Staff Appreciation	\$ 300.00	\$ 300.00
Program Supply	Curriculum/Bibles	\$ 50.00	\$ 50.00
	Food	\$ 9,500.00	\$ 9,500.00
	Equipment	\$ 750.00	\$ 750.00
	<i>hard goods new or replacement</i>		
	Maintenance supplies	\$ 1,400.00	\$ 1,400.00
	<i>consumables to clean, maintain &amp; run center</i>		
	Arts and Crafts	\$ 400.00	\$ 400.00
	Toys	\$ 300.00	\$ 300.00
Admin. Supply	Office Supplies	\$ 450.00	\$ 450.00
	Banking Supplies/Fees	\$ 25.00	\$ 25.00
	Maintenance Agreement (copier)	\$ 360.00	\$ 360.00
	Misc.	\$ 50.00	\$ 50.00
	<b>TENTATIVE COM contribution</b>	<b>\$ 7,500.00</b>	<b>\$ 7,500.00</b>
	<b>Total Expenses:</b>	<u>\$ 186,400.00</u>	<u>\$ 186,400.00</u>

## Wee Friends Pre-School - 2021 budget

<u>Income</u>		<u>2020</u>	<u>2021</u>
Tuition/Payments	Tuition	\$ 72,000.00	\$ 72,000.00
	Registration	\$ 5,500.00	\$ 5,500.00
	Scholarship	\$ 5,000.00	\$ 5,000.00
	Security Deposit		
Misc. Fees	Tuition Late Fees		
	Late Pick Up Charge		
	Returned Check Charges		
Other Income	Fundraisers	\$ 2,500.00	\$ 2,500.00
	Donations		
	cont from school year CLASP	\$ 5,000.00	\$ 5,000.00
<b>Total Income:</b>		<u>\$ 90,000.00</u>	<u>\$ 90,000.00</u>

<u>Expenses</u>			
Payroll	Payroll	\$ 78,300.00	\$ 78,300.00
	Payroll Taxes	\$ 5,800.00	\$ 5,800.00
Employee Expenses	Clearances (CA/CB/FBI)	\$ 290.00	\$ 290.00
	CPR and First Aid	\$ 250.00	\$ 250.00
	Continuing Education		
	Gifts for Employees	\$ 300.00	\$ 300.00
	Staff Appreciation		
Program Supply	Curriculum/Bibles	\$ 50.00	\$ 50.00
	Food	\$ 500.00	\$ 500.00
	Equipment	\$ 200.00	\$ 200.00
	<i>hard goods new or replacement</i>		
	Maintenance Supplies	\$ 700.00	\$ 700.00
	<i>consumables to clean, maintain &amp; run center</i>		
	Arts and Craft Supplies	\$ 2,300.00	\$ 2,300.00
	Field Trips	\$ 50.00	\$ 50.00
Toys	\$ 250.00	\$ 250.00	
Admin. Supply	Office Supplies / postage	\$ 350.00	\$ 350.00
	Banking Supplies/Fees	\$ 25.00	\$ 25.00
	Maintenance Agreement (copier)	\$ 585.00	\$ 585.00
	Misc.	\$ 50.00	\$ 50.00
<b>Total Expenses:</b>		<u>\$ 90,000.00</u>	<u>\$ 90,000.00</u>

## MG Christian Primary Program - 2021 budget

		MG Christian Kindergarten <u>2020</u>	MG Christian Kindergarten <u>2021</u>
		<b><u>Income</u></b>	
Tuition/Payments	Tuition	\$ 24,000.00	\$ 24,000.00
	Registration	\$ 600.00	\$ 600.00
	Scholarship	\$ 2,000.00	\$ 2,000.00
	Security Deposit		
Misc. Fees	Tuition Late Fees		
	Late Pick Up Charge		
	Returned Check Charges		
Other Income	Fundraisers	\$ 300.00	\$ 300.00
	Donations cont from school year CLASP	\$ 1,500.00	\$ 1,500.00
<b>Total Income:</b>		<b>\$ 28,400.00</b>	<b>\$ 28,400.00</b>
		<b><u>Expenses</u></b>	
Payroll	Payroll	\$ 21,150.00	\$ 21,150.00
	Payroll Taxes	\$ 1,600.00	\$ 1,600.00
	Healthcare contribution to CAP fund	\$ 4,000.00	\$ 4,000.00
Employee Expenses	Clearances (CA/CB/FBI)		\$ -
	CPR and First Aid		\$ -
	Continuing Education		
	Gifts for Employees		\$ -
	Staff Appreciation		\$ -
Program Supply	Curriculum/Bibles	\$ 500.00	\$ 500.00
	Food	\$ 100.00	\$ 100.00
	Equipment		\$ -
	<i>hard goods new or replacement</i>		
	Maintenance supplies		\$ -
	<i>consumables to clean, maintain &amp; run center</i>	\$ 50.00	\$ 50.00
	Arts and Craft Supplies	\$ 700.00	\$ 700.00
	Field Trips	\$ 50.00	\$ 50.00
	Toys	\$ 50.00	\$ 50.00
Admin. Supply	Office Supplies / postage		\$ -
	Banking Supplies/Fees	\$ 20.00	\$ 20.00
	Equipment & Repairs		\$ -
	Maintenance Agreement (copier)	\$ 80.00	\$ 80.00
	Petty Cash		\$ -
	Misc.	\$ 100.00	\$ 100.00
<b>Total Expenses:</b>		<b>\$ 28,400.00</b>	<b>\$ 28,400.00</b>

## C.L.A.S.P. Before & After School - 2021 budget

<u>Income</u>		<u>2020</u>	<u>2021</u>
<b>Tuition/Payments</b>	Tuition	\$ 50,000.00	\$ 50,000.00
	Registration	\$ 800.00	\$ 800.00
	Scholarship	\$ 250.00	\$ 250.00
	Security Deposit		
<b>Misc. Fees</b>	Tuition Late Fees		
	Late Pick Up Charge		
	Returned Check Charges		
<b>Other Income</b>	Fundraisers	\$ 300.00	\$ 300.00
	Donations		
	Interest		
<b>Total Income:</b>		<u>\$ 51,350.00</u>	<u>\$ 51,350.00</u>
<b><u>Expenses</u></b>			
<b>Payroll</b>	Payroll	\$ 36,000.00	\$ 36,000.00
	Payroll Taxes	\$ 2,800.00	\$ 2,800.00
<b>Employee Expenses</b>	Clearances (CA/CB/FBI)	\$ 500.00	\$ 500.00
	CPR and First Aid	\$ 540.00	\$ 540.00
	Continuing Education	\$ 350.00	\$ 350.00
	Gifts for Employees	\$ 225.00	\$ 225.00
	Staff Appreciation		\$ -
<b>Program Supply</b>	Curriculum/Bibles	\$ 50.00	\$ 50.00
	Food	\$ 1,450.00	\$ 1,450.00
	Equipment	\$ 200.00	\$ 200.00
	<i>hard goods new or replacement</i>		
	Maintenance supplies	\$ 425.00	\$ 425.00
	<i>consumables to clean, maintain &amp; run center</i>		
	Arts and Craft Supplies	\$ 100.00	\$ 100.00
	Toys	\$ 400.00	\$ 400.00
<b>Admin. Supply</b>	Office Supplies	\$ 750.00	\$ 750.00
	Banking Supplies/Fees	\$ 30.00	\$ 30.00
	Maintanance Agreement (copier)	\$ 480.00	\$ 480.00
	Misc.	\$ 50.00	\$ 50.00
	COM support contribution	\$ 7,000.00	\$ 7,000.00
<b>Total Expenses:</b>		<u>\$ 51,350.00</u>	<u>\$ 51,350.00</u>

## Summer C.L.A.S.P. - 2021 budget

		<u>2020</u>	<u>2021</u>
		<b><u>Income</u></b>	
Tuition/Payments	Tuition	\$ 48,250.00	\$ 48,250.00
	Registration	\$ 1,000.00	\$ 1,000.00
	Scholarship	\$ 1,500.00	\$ 1,500.00
	Security Deposit		
Misc. Fees	Tuition Late Fees		
	Late Pick Up Charge		
	Returned Check Charges		
Other Income	Fundraisers	\$ 700.00	\$ 700.00
	Cont from school year CLASP	\$ 500.00	\$ 500.00
	Interest		
	<b>Total Income:</b>	<b>\$ 51,950.00</b>	<b>\$ 51,950.00</b>
		<b><u>Expenses</u></b>	
Payroll	Payroll	\$ 26,000.00	\$ 26,000.00
	Payroll Taxes	\$ 2,000.00	\$ 2,000.00
Employee Expenses	Clearances (CA/CB/FBI)	\$ 200.00	\$ 200.00
	CPR and First Aid	200	\$ 200.00
	Continuing Education		
	Gifts for Employees		\$ -
	Staff Appreciation		
Program Supply	Curriculum/Bibles	\$ 150.00	\$ 150.00
	Food	\$ 1,200.00	\$ 1,200.00
	Equipment	\$ 300.00	\$ 300.00
	<i>hard goods new or replacement</i>		
	Maintenance Supplies	\$ 500.00	\$ 500.00
	<i>consumables to clean, maintain &amp; run center</i>		
	Arts and Craft Supplies	\$ 750.00	\$ 750.00
	Toys	\$ 250.00	\$ 250.00
	Advertising		\$ -
Summer line items	TRIPS 2x week	\$ 4,500.00	\$ 4,500.00
	Black Rock	\$ 7,000.00	\$ 7,000.00
	mileage 2 x week	\$ 7,000.00	\$ 7,000.00
	T-shirts 2 per ch & adult	\$ 1,800.00	\$ 1,800.00
	Misc.	\$ 100.00	\$ 100.00
	<b>Total Expenses:</b>	<b>\$ 51,950.00</b>	<b>\$ 51,950.00</b>



**DEACON CONFIRMATIONS FOR 2021**

**Deacons to be reaffirmed:** Randy Hart 2023, Mike Mauger 2023, Tracy Mauger 2023

**Please confirm Deacons**

- 1. \_\_\_\_\_ 3. \_\_\_\_\_
- 2. \_\_\_\_\_

**Relicensing Ballot for 2021**

**Yes**

**No**

**Relicensing of Rita Carter** \_\_\_\_\_

**Relicensing of Josiah Reimold** \_\_\_\_\_

**RELICENSE LETTERS FOR 2021**

Ministry Commission,

I would like to thank Mechanic Grove for putting their trust in me to pursue licensing with the Church of the Brethren. I have completed my TRIM training and the District Ministry Board has unanimously recommended that I be confirmed for ordination. As I wait for the final steps toward my ordination, I would appreciate your continued support in allowing me to continue with the licensing through Mechanic Grove.

Rita Carter

Ministry Commission,

This letter is regarding the renewal of licensing for the upcoming year and I am asking that it would be renewed as God is still working in my life and that ministry is still the calling that he has for me. Since I had returned from Africa in the middle of March, I had found a job to work at and by the time summer came around I continued my ministry work by completing the Time course over the summer and not I am an attendant at LBC. I am nearing the end of my first semester and partaking in retreats and events that are hosted by LBC which has had a great influence on my ministry and brings reassurance that this is the path God is calling me down. I have also been keeping in contact with my district mentor Adam Ulm who had been a great help on my road in ministry and is very supportive of the path that I am walking down. There is a lot that is happening in my life right now, with college and working a part time job but God is still the focus of all of it. I would be very grateful to have my license renewal for the next year as I believe this the path that God wants me to follow. Thank you.

Blessings, Josiah Reimold

**Gifts Discernment Committee: 2020 Fall Business Meeting Slate**  
**Affirm by checking line beside individual's name**

Moderator – 3 year term	Stephen Grosh - 2023
Ministry Commission – 3 year term	Herb Kreider – 2021 Justin Hershberger – 2022 Deb Krantz – 2023 Clarence Wenger – 2023*
Nurture Commission – 3 year term	Katherine Tshudy - 2023
Stewards Commission – 3 year term	Bill Guhl - 2023
Property Commission – 3 year term	Michael Herr – 2022 Ken Sample – 2023* Scott McMichael – 2023 Everett Kreider - 2023
Witness Commission – 3 year term	Jenna Hershberger – 2023 Peggy Rasmussen - 2023
Finance Committee – 3 year term	Diane Herr – 2023 Lori Holzauer – 2023
Annual Conference 2022 Delegates	Glenn & Rita Carter
District Conference 2021 Delegates 2021 & 2022 Delegates	Lars & Peggy Rasmussen John & Jenn Berkey
Children's Outreach Ministries Board	Kathy Homsher – 2023* Jacey Hershberger – 2023
Church Clerk	Sheri Johnson – 2023
Gifts Discernment Committee	John Berkey – 2023* Lori Holzauer – 2023*
Ushers – 2 year term 8:15 Service	Earl Mull – 2022
10:30 service	Dave Holzauer – 2022 Chuck Groff - 2022

## **COUNCIL REPORT MINISTRY COMMISSION**

- Monitored all staff vacations/holidays requests and hours in office
- Authorized purchase of Breeze Church Management System which is in operation now
- Worked throughout the year to accommodate changes needed regarding COVID-19, and collaborated with leadership to adjust worship as necessary
- Approved with extreme pleasure the licensing process for Rachel Johnson
- Worked with other groups to facilitate outdoor drive-in services and Services in the Grove during the summer months
- Facilitated a Southern End Sunday incorporating “drive your tractor to church”
- Postponed the pictorial directory project until spring 2021
- Facilitated Pastor Jeff Keller’s resignation

Submitted by chair Cinda Showalter on behalf of commission members Clarence Wenger, vice-chair; Phil Hershey, secretary; Brett Holzhauser; Faith Reimold; Calvin Park

## **COUNCIL REPORT NURTURE COMMISSION**

- Made and carried out alternative plans for VBS 2020 (videos and activities for the 7 days of creation)
- Updated and revised the Child Protection Policy
- Read Peace Essay entries and selected a winner
- Designed, issued, collected, and reviewed information (in survey form) from adult Sunday School participants, regarding the start-up of Sunday School classes
- Met and discussed at length, procedures for Summer Sunday School classes, in response to COVID-19
- Met and discussed at length, procedures for Fall Sunday School classes, in response to COVID-19
- Purchased materials for children’s Sunday School
- Continued work on cleaning out and organizing the book resource room
- Assisted in plans for the Community Camp Out
- Reached out to Aliza and made the decision to move staff appreciation to early 2021
- Updated the budget for 2021
- Began discussing ideas for a new children Sunday School curriculum

Jennifer Berkey, Nurture Commission Chair

## **COUNCIL REPORT PROPERTY COMMISSION**

- Completed the installation of roof top units above sanctuary.
- Patch work done on flat roof, fixing leaks in sanctuary ceiling.
- Working on replacing carpet in gathering area.
- Special thanks to Alan Platt for spreading mulch at childcare for their state inspection.
- Fall cleanup scheduled on November 14<sup>th</sup> at 8am, with a rain date on November 21<sup>st</sup>.

Eric Holzhauser, Property Commission Chair

## **COUNCIL REPORT STEWARDS COMMISSION**

- An Investment Management Account was opened with Everence Trust Company with a deposit of \$95,123.44 from the Church's savings account. All documents have been signed. Kenneth Herr and Linda Bledsoe were designated as the authorized contact persons for the congregation.
- Reviewed several options for the employee group health insurance plan for 2021. Approved the same UPMC plan currently in effect. The new plan had an increase of 11% and went into effect on November 1<sup>st</sup>.
- Worked on and approved the Stewards Commission portion of the Budget.
- Made the required appointment for the Financial Review Committee.
- Continued weekly review of payments and check signing.
- Monitored Church income, expenses, and current budget activity.
- Reviewed completed 2021 budget and presented it to the Church Board for approval.
- We very much appreciate that members kept up with their giving thru 2020 even when there were no Sunday services.
- Thanks to Stewards commission members; Dan Hershberger, Vice Chairman. Tammy Wood, Secretary. Amy Housekeeper, Shawn Reimold, and Linda Bledsoe, Church Treasurer.

Ken Herr, Stewards Commission Chairman

## **COUNCIL REPORT WITNESS COMMISSION**

- Sending a donation to Joe and Corina Cavanaugh as they begin mission calling to Central Mexico through World Global Mission.
- Working on plans to restart WOW.
- Made 2021 appointments.
- Created 2021 budget.
- Sponsoring an Operation Christmas Child shoebox drive.

Mike Mauger, Witness Commission Chair

## **COUNCIL REPORT EXECUTIVE COMMITTEE**

Since May, the Executive committee has met five times. These meetings were used to discuss a variety of topics including starting an investment fund, planning for in-person commission and board meetings, reevaluating the pastoral staffing mid-summer, assisting the Nurture commission with planning for Sunday school, being aware of the financial status of the COM program and planning for a listening session in early October. The topic that took the majority of the time overall was planning and reassessing when and how to hold worship services from the springtime into the summer and now into the fall.

Our most recent meeting was used to set the agenda for the fall council meeting and to prepare responses to some of the questions and comments provided at the listening session.

Derrick Kreider, Executive Committee Chair

## **COUNCIL REPORT DEACON**

- Since the May report, we are calling through the directory again, as well as the Congregational Life team contacting their list of our older members who they periodically call, visit and send cards.
- We served pew communion on November 8<sup>th</sup> in lieu of Love Feast this year.
- We will converse with the Pastor and worship committee regarding our annual Candlelight communion to explore options for that this coming year.

Submitted by Randy & Deb Hart - Deacon Chairpersons

## **COUNCIL REPORT MEMORIAL COMMITTEE**

- The Memorial Book has been refurbished and additional pages have been or will be added soon. It is located in the gathering area.
- The Memorial Committee has designated all donations given in memory of loved ones to the assigned accounts.

### **Organ Installation Fund**

David Scheffel

Willis Krantz

Gerald Kreider

### **COM/Nursery School**

Robert Hershberger

Eleanor Kreider

- There is currently a -0- balance in the Memorial Committee account.

Submitted by Charlotte Trimble, Memorial Committee Chairperson

## **COUNCIL REPORT FINANCIAL REVIEW COMMITTEE**

- The Financial Review committee met to review the financial records of all the Sunday school classes and other church organizations. All records were found to be complete and in good order.

Reviewed by Mary Etta Reinhart, Randy Hart, Ken Rutt

## **COUNCIL REPORT CHILDREN'S WORSHIP COMMITTEE**

- Nothing to report.

Respectfully submitted, Melissa Kreider and Jenn Berkey

## COUNCIL REPORT

### CHILDREN'S OUTREACH MINISTRIES BOARD

Mechanic Grove Christian Child Care, Wee Friends Preschool, Mechanic Grove Kindergarten/1<sup>st</sup> Grade, Christian Love Around School Program (CLASP) and Christian Love All Summer Program (Summer CLASP)

Children's Outreach Ministries was able to reopen some of its ministries on June 8<sup>th</sup> after having to remain closed for three months. Having been closed for that length of time, and not being able to initially take back all the staff was difficult. Although COM Staff did not qualify for regular Unemployment, they were able to apply for the Federal Pandemic Unemployment and receive pay during the time we were closed. As we have come through the summer our numbers have slowly started to increase again and we have been able to bring back most of our staff. Those who have not returned have done so on their own accord because of COVID/health concerns or the need to be home and help their children remote learn. All our ministries have had to change dramatically with all the mandates and regulations we must follow especially for CLASP and Child Care since we are State licensed. The COM Board has agreed because we have several children/families who attend multiple children's programs it is best to maintain the same rules and regulations across the board in all four ministries. This includes face masking for all staff and children, health screenings, increased hand washing, social distancing and a new level of sanitizing our facility. Financially things are still precarious as we attempt to make up for the three months we did not take in tuition as well as our decreased enrollment.

**Wee Friends Preschool**, under the direction of Sharon Godfrey, was finally able to reopen on October 5<sup>th</sup>. Unfortunately, because of the regulations and mandates we must follow for COVID, our enrollment numbers were much smaller than in our 2019-20 school year. We had to cancel several classes because of the lower enrollment and are looking at restructuring the program and budget to accommodate for our losses. Many families are wanting to enroll mid-year should mandates change (most especially the masking mandate). All our teachers have returned, but four of our Aides have not. We are moving forward with the staff we have and are trusting God to carry us through this school year. Unfortunately, because of the current health climate there will not be any field trips or any of the extra activities that we normally would have held. In lieu of our large Orientation program, we made an Orientation Video for our parents and our teachers held individual meetings so the children and families could come see the classrooms and meet the Teachers and Aides. All of us were so excited to have the children back and have life again in our hallways.

Our **Primary Program**, taught by Sharon Godfrey, started on August 31<sup>st</sup>. We have 12 children enrolled and have received approval from the COM Board that because of our numbers we may continue to hold school even if Solanco School District must go to complete remote learning. We are so grateful for this decision as we are not geared like the public schools to do remote learning in the same manner. At this age, the one on one interaction with the teachers and students is so important. Our Primary Program is becoming well known in the community and we have parents with children in Wee Friends that have already approached Sharon Godfrey about their children attending when they become of age.

Our **Child Care**, directed by Joan Cutler, was able to open again on June 8<sup>th</sup>. Usually we have 13-18 children over the summer but because of COVID we only had 5. Because we had a much smaller group it did give us opportunity to adjust to our new regulations and adjust as needed with less difficulty. With the smaller numbers we were not able to take back all our staff immediately. As the school year approached and Solanco announced they were doing in school instruction our numbers have increased and we now have 19 enrolled. That brings us closer to the 23 we had before COVID. Because of the current health climate some families have decided not to have their children return, but we are incredibly grateful for the 19 that have. At this point we have been able to take back all the staff we had before COVID. Three of our ladies have decided not to return at this time because of health concerns. Our hope is that they will be able to return when COVID is done.

Our **Summer CLASP Program**, directed by Tracy Frey looked very different this year. Most of our field trips were canceled before June even started, and with the mandates and regulations we had to follow we had to cancel the remaining ones. Our program that we have had with Black Rock Retreat Center was also canceled. Again because of COVID and because we were no longer going on field trips and to Black Rock, many families

unenrolled or chose not to enroll. Instead of having an average of 40 children we had 15 for the summer. After being in quarantine for three months, I cannot tell you the sense of joy the children had when we started in just being together and having other children to play with. For the first time we were looking at a summer program where we were here at the facility five days a week. Tracy and the staff worked very hard to plan activities, crafts and special programs for the children. Many of the children who have been with us for a few years, thought it was one of the best summers they had. For us that is the greatest praise! Our school year program, **CLASP**, was able to open as normal since Solanco opened with in person learning for elementary. Our numbers are down from around 30 children pre COVID to 15. Many families have chosen to have their children completely remote learn and did not need our care. Tracy Frey and I have tried to prepare for various scenarios should Solanco need to go to complete remote learning. Our plan is to be open full time to accommodate the families where the parents must continue to work and help the children remote learn here. Ed Heidinger has worked on making sure the internet and connections are good to accommodate 15+ children working on laptops at the same time, all day long.

All our ministries are doing our best to be flexible and have multiple plans to adjust with the ever-changing health environment. It has been quite a challenge at times. There was a point where things were changing weekly as we received word from the State as to what regulations were changing and what new things were being added. I am grateful for three Directors who have been willing to work in carrying out these rules and regulations and still do their utmost to create a fun, learning environment with as much normalcy as possible.

I wholeheartedly believe that God is working through COM ministries and we are trusting Him to carry us financially. We continue to ask God to guide us and to show us how we can best serve the families of our community, especially during this unprecedented time. We ask for your continued prayers as there will be continued challenges, we will face. Your prayers and support for our staff and children are coveted at this time.

Respectfully submitted, Aliza Kraynak, COM Administrator

## **COUNCIL REPORT MEN'S WORK**

- The Men's Work Committee thanks all whom participated in the disaster fund raiser this past summer.
- Our Committee donated \$1000.00 to the Solanco Food Bank during October.

Respectfully submitted, Stephen Grosh - Secretary

## **COUNCIL REPORT WOMEN'S MINISTRY**

- Jenn Nolt decided to step back. Janae McMichael has agreed to fill her spot.

Respectfully Submitted, Caitlyn Mauger

## **COUNCIL REPORT YOUTH - JUNIOR HIGH & SENIOR HIGH**

This time through COVID19 has been trying for everyone. Yet we have continued on the mission with the parameters that the Executive Commission set.

Here are a few things we have been up to during COVID-19

\* Online Small Groups - During the months of March, April, May and June, Youth and advisors continued to meet weekly in order to grow students in Discipleship through online platforms. Each week we would start with a game, pray for one another, watch a lesson video, and then break into small groups to work through Scriptures and ask questions. On any given week we had between 12 and 16 Junior and Senior High students engaging with us through the online group.

\* Unofficial gatherings at homes - We could not resume normal gatherings over the summer due to policies in effect, so we met unofficially at the homes of people through the month of June and the beginning of July. Sr. High had four invitations to join us at our home in Strasburg, and Junior High met between our home and the homes of a few other people in the congregation for fellowship.

\* End of the Summer Community Campout - Due to continuing restrictions in place, we tried to find a creative solution for an end of the summer Church gathering as a community campout. Unfortunately, the original date for the campout was a washout, so we moved to our rain date. On that day we had a dozen people at the church for prayer, worship, and an outdoor movie.

\* Pastor Jeff also continued in His role for Pastoral Care for youth and families before and through the pandemic.

\* Throughout the Pandemic Pastor Jeff also produced more than 50 online devotional studies for youth, young adults, and adults through Rick Warren's "The Purpose Driven Life" and Larry Crabb's "Connecting."

Pastor Jeff

## **COUNCIL REPORT YOUNG ADULT MINISTRY**

Pastor Jeff continued to work with young adults both individually and in groups.

\* Starting in March - Pastor Jeff started a small role playing group that met every week up until his departure to connect with a few of our adults and to reach a few new people in the community. This was as a result of the community library closing, and a felt need to give these young people a place to gather and share life.

\* Before and through the pandemic - Pastor Jeff continued to step into his role in Pastoral Care for young adults in the congregation. Engaging in prayer, Pastoral guidance, and counseling for individuals and partners.

\* In September, Pastor Jeff started a new young adult small group study focused on fellowship, a meal, and C.S. Lewis' "Mere Christianity."

Pastor Jeff



## **COUNCIL REPORT SENIOR PASTOR**

In my May 2020 report, I mentioned that we had seen an incredible amount of change from November 2019 to May 2020. The world felt like a different place, it seemed. The same continues to be the case. Between a contentious election season, a continuing global pandemic unlike anything we've faced in living memory, and the normal ups and downs of life, it has been a rough six months. Indeed, we've had plenty of disagreements within our own church community during that time. My continuing prayer is that through all the ups and downs along our journey together we will keep our eyes fixed firmly on Jesus and keep him at the center of our planning and actions. 2020 has been a wild ride, and as we draw close to the final weeks of the year, it's a good time for us to each spend a few moments refocusing ourselves on our savior, and on his mission for us here in the Southern End.

While ministry looks quite different because of the pandemic compared to what it looked like a year ago, there have still been many opportunities for engagement and growth. Below are some of the ways I've been engaged in ministry here at Mechanic Grove over the last six months.

### **Leading the Church**

- I have continued to work with Executive Committee, Ministry Commission, and other church leaders as we have sought to navigate the pandemic. This has been a herculean task. I thank each of the members of those groups for their hard work and devotion to the church during this difficult time
- As part of this effort to navigate our present realities, I've attended a number of webinars and Q&As on leading through crisis situations.
- I've had the wonderful opportunity to sit down with Sunday School classes, as well as other groups and individuals in the church, hear their ideas for ministry, and share some of the things that I'm most excited about seeing us do as we come out of this pandemic

### **Sermon and Worship Preparation and Leadership**

- After Easter this year, we began a sermon series based on the book *Outflow* by Steve Sjogren and Dave Ping. This continued our theme of focusing on the mission of God over the first half of the year. We concluded this series in June.
- The summer saw our sermons focus on the beatitudes in Matthew 5. Because of changes to annual conference and then various folks' vacation plans, we juggled who was preaching which sermons in this beatitudes series several times.
- August saw us tackle the difficult topic of justice in a series of sermons. In September and October, we looked at Moralistic Therapeutic Deism, a way of believing that masquerades as Christianity.
- Of course, there were a number of technical changes to our worship services throughout the past six months. In May, we were still worshiping solely online. In June, we moved to drive in services, which involved a whole new learning curve around radio transmitters. During this time we began reintroducing more music to our worship times. In order to do this we must verify each song is covered by our streaming copyright license or in the public domain. An added wrinkle to worship planning, certainly! In July we returned indoors for worship before moving to our pavilion through the end of September. October has seen a return to indoor worship.
- This is the time of year when I normally spend several days planning out the sermons for the next year, or at least the first half of the next year. I anticipate doing so this year at the start of November.

### **General Administration**

- I continue to have the privilege of serving with an excellent staff. As you can imagine, from shifting schedules, to quarantine, to kids doing school from home, to changing song selections because of copyright, and a host of other issues, our staff has gotten a PhD this year in navigating change and being

flexible. Please make sure you thank them when you next speak with them. Ed Heidinger, while a volunteer, has also done incredible work this year ensuring our live streams function well

- There have been numerous administrative issues that I've been directly involved in, from meetings with Commissions, Sunday School classes, and other groups to leading regular weekly staff meetings. There have been a number of behind the scenes administrative issues that have required my time.
- I've attended all of the Board, Executive, and Church Council meetings in the last six months. I was joking with someone recently that it feels like every evening there is another meeting during this time. While all the meetings we have to chart our course can be exhausting, I'm also glad we are able to meet and I don't take that for granted as I might have before this pandemic.

## **Visitation**

- I have continued working with deacons, licensed ministers, and Pastor Jeff to coordinate our efforts at congregational care during this time. Our licensed ministers have made several rounds of calls to the group of folks who would normally receive regular visits. Our deacons have also worked to call through the directory.
- I've also been personally making calls to those in our congregation, and it's been a real pleasure to speak to so many of you on the phone and to catch up, hear about your lives, and pray with you. Hundreds of calls have been made over the past several months, and I imagine that will continue over the coming months.
- Because of rules at the area hospitals during the COVID-19 pandemic, I have not been able to make my normal weekly rounds. In fact, Lancaster General Hospital has new rules regarding visitation that prevent clergy from regular visitation except in an end-of-life situation.
- As things have begun opening more since July, it has been my pleasure to get together with congregants one-on-one again for coffee, breakfast, lunch, or simply to chat and catch up. These chances to talk are one of my favorite things about being a pastor
- If you would like to get together, I would love the opportunity! Please email or call and we can set something up!

## **Teaching**

- Throughout the summer I continued offering devotional thoughts via Facebook Live twice a week, I wrapped up this initiative in August.
- Over the summer months I lead a Bible study on Zoom taking a look at the book of Daniel, a fascinating Old Testament character. After that study concluded, we took several weeks off before launching a study on the Book of Revelation in September. The 15 or 20 folks attending the study on Revelation are asking some wonderful questions!
- I haven't been able to join Sunday School classes to teach as I had been doing over the past couple of years. However, I have enjoyed popping into Sunday School classes over the past several months, since most have restarted in some fashion.
- At Nurture Commission's request, I have also begun producing a discussion sheet based on each week's sermon. Several Sunday School classes are using this resource and I'm glad you're finding it helpful!

## **Special Services**

- I had the honor of officiating at the graveside service of Louise Wenger. It has also been my honor to walk with others through their time of grief while they wait to hold memorial services for loved ones or travel to out-of-town services
- I am currently in the midst of planning and preparing for our Thanksgiving Eve Service. I look forward to seeing you there, on November 25 @ 7pm!
- While we did not host a fall love feast this year, we did celebrate pew communion using special elements as part of worship on November 8.

### **Leadership Development and Training**

- With the announcement of Pastor Jeff's resignation, I have begun working with Nurture Commission to put together and train a transition team to help lead the youth ministry during this pastoral transition
- I have had the pleasure of continuing to walk with our licensed ministers through their various stages of the discernment process. I've been with them as they've met with the District Ministry Commission and answered their questions about the process. I've also had numerous conversations about ministry and ministry opportunities with our licensed ministers.
- There are a number of opportunities for external training events that I would love for us to take advantage of, as well as opportunities to partner with COBYS or Samaritan Counseling Center to do training events here for our congregation

### **Relate to the Denomination**

- I have continued to meet with other brethren pastors for mutual encouragement, praying, and the exchange of ideas. I find these times incredibly beneficial
- It was my honor to serve as a delegate to District Conference in October. This year, Conference was entirely virtual, but we managed to press on and approve the district's budget, vote on a name change for a congregation, and approve the ballot, extending a call to various folks to serve in various capacities in the district
- I have also met with our district executive, Pete Kontra, several times over the last six months.

### **Personal and Professional Growth**

- I have continued to seek continuing education opportunities. I've attended webinars and Q&As with epidemiologists, members of our denominational staff, and leading authorities on church structures. I also took a course in July on designing church programs for various social spaces
- Reading is something I enjoy immensely and continue to do for personal and professional growth. In addition to periodicals such as Brethren Life & Thought I have read several books, including Rediscipling the White Church, Divided by Faith, Bonhoeffer's Black Jesus, Be the Bridge, and rereading Sustainable Youth Ministry.
- I have continued meeting regularly with two coaches, Galen Hackman and Josh Stroup.

May God continue to walk with us as we navigate these strange times.

Grace & Peace,  
Pastor Calvin

## **COUNCIL REPORT**

### **PASTOR FOR CONGREGATIONAL CARE**

I am blessed to have the opportunity to serve as Pastor for Congregational Care in this congregation. It is a joy to be able to serve the church family with my talents in this way

Life has been very different for me over these past months as it has also been for the rest of our congregation. I have stayed in touch with our Care Groups over these months in an effort to encourage these small group leaders in their ministry within their small groups. During the summer months, the only Care Group to continue meeting was the Monday morning Renovare group which met via ZOOM. This fall the Thursday morning Women's group, the Saturday morning Men's group and the Tuesday Night Care group have all resumed meeting. The Women's and Men's group are meeting in the church building. The Tuesday Night Care Group is meeting on Zoom. The Monday morning Renovare group is doing a hybrid meeting by gathering both in homes and on ZOOM.

I continue working with our deacon board chairs and Pastor Calvin by serving as leadership for the Deacon Congregational Life Ministry Team. The eight members of this team have been assigned to stay in touch with and occasionally visit over 30 persons from our church family who can appreciate that extra effort to stay in touch. Currently most of this "visiting" is taking place via telephone calls. This is a very important ministry during these trying times!

In addition to my work serving as the Pastor for Congregational Care, I also continue in my position as Director of Witness and Outreach for the Atlantic Northeast District. We are organizing a major Urban Ministries Initiative virtual gathering scheduled for Saturday morning November 7<sup>th</sup>. I have also recently taken on the additional role of interim Director of Nurture due to the recent death of Donna Lefever Hoover who had been serving in that position. In this position, I have been actively involved in organizing monthly virtual gatherings for tech people in our congregations who desire to learn more about how to do virtual worship. I have also been actively involved in organizing quarterly gatherings of women clergy in our district. In addition, I also am serving as the ANE District TRIM coordinator for those persons in our ANE District who are training to be pastors via the COB TRIM pastoral training program. These roles keep me very busy!

Fortunately, my time of serving as interim pastor at Paxton came to a close at the end of October. It was a wonderful blessing to be able to serve this lovely congregation as they worked together to adjust to the challenges of dealing with the COVID 19 pandemic. I found myself busier than ever as we organized worship, Sunday school, youth nights, and Bible study - all on ZOOM. I feel that I have become a ZOOM expert! The congregation at Paxton has now successfully called a permanent pastor, Janet Myers, who took over that role on November 1<sup>st</sup>. This will free up much of my time so that I can better serve here at Mechanic Grove and with the ANE District.

It is a blessing to be a part of this church family. God is good!

Blessings to all!  
Mary Etta Reinhart