

**Myerstown Church of the Brethren
Council Minutes
Monday, November 2, 2015 – 7:00 p.m.**

Devotions by: Moderator, Ronald Brubaker

Article 1. Approval of Council Minutes from:
Monday, June 8, 2015 (Pg. 1-8)
Sunday, June 28, 2015 (Pg. 9)

Approved by motion & aye vote

Article 2. Treasurer's Report
a. Budget – January to September 2015 (A1 – A4)
b. Building Fund – January to September 2015 (A5)

Approved by motion & aye vote

Article 3. Church Board Reports (B1 – B14)

a. Ministry & Evangelism – Ken Wagner

The Ministry & Evangelism Commission is working on confirmation of appointments. We still need several commission members for the new year.

Our budget has been completed with \$9,000.00 reduction.

We spent three meetings studying the Informational Survey for Church Leaders and Pastor. Moderator Ron Brubaker attended our final meeting. Moderator presented the results to Pastor Randy on October 30, 2015. Allison Kline presented the results of the questionnaires.

MYERSTOWN CHURCH OF THE BRETHREN
Informational Survey --- Summary
October 2015

185 Surveys distributed. 68 Surveys submitted.

Please note:

Not all questions were answered by all respondents.

We have attempted to categorize the main themes of the responses, regardless of where on the survey that response was provided. (For example, responses re: music appeared under several questions.)

Therefore, you will see the following six categories of responses, positive and negative:

Sermon Content & Delivery
Music Issues
Interpersonal Skills & Communications
Visiting & Pastoral Care Issues
Concerns re: People Leaving Church
Leadership Issues

HAVE YOU BEEN SATISFIED WITH THE CONTENT OF WORSHIP SERVICE SERMONS?

YES = 46

NO= 13

No answer = 9

Total = 68

SERMON DELIVERY & CONTENT

Positive: 52

Sermons are great; Let Holy Spirit determine length of your sermons
Wonderful teacher, preaches Word, anointed preaching, well-organized.
Keep doing exactly what you are doing
Good job overall.
We like his preaching & using lesser known stories.
Glad he uses the Bible instead of electronics
Like the addition of the altar call & prayer.

Negative:

13 -- Sermons are too long.
5 -- Arrogant, too much self-praise
2 -- His preaching misses "grace"
7 -- Talks too fast, hard to understand, theatrical fluctuations of volume
2 -- Judgmental in sermons
5 -- Sermons lack direction; Uses cliché statements; repetitive within sermon & week to week
Need more day-to-day real-life sermons; book smart only
We don't understand his interpretation of Scripture.
He uses sermons against people who disagree with him.
Just leave this church.

Related Comments:

2 -- Provide a children's story
3 -- Involve congregation, use a worship leader
4 -- Include announcements of hospitalizations, births, deaths for congregation

MUSIC ISSUES

Positive: None.

Negative:

9 -- Need more music; relate to & worship with music.

Related Comments:

Bring the musicians back.
Let the kids sing.

INTERPERSONAL SKILLS & COMMUNICATION

Positive: 13

Good at conversation, sociable & friendly
Good Listener; willing to listen; down-to-earth;
Excellent job of building relationships.
Great at reaching out; open to people

Negative: 30

Poor Listening skills
No eye contact; needs to be more social, esp. Sunday mornings rather than hiding in office.

Poor handling of conflict; Master's in Counselling not helping; need to handle conflict gently; conflict seems to have escalated since Pastor Randy here; gets defensive in conflict instead of listening to other person.
Rude during service when others are singing, talking, waiting for "his turn"
Needs to be more open-minded with people who disagree.
Difficult to develop trust & be comfortable with him if needed counselling.
He has trouble apologizing.
He is oblivious to real issues.
Intimidates with extensive use of Scriptures when he feels challenged.

VISITING & PASTORAL CARE ISSUES

Positive: 7

Supportive during hospital visits
There during medical issues; provided comfort.

Negative: 1

Visit more often than every 3 months.

Related Comments:

Is the Pastor visiting members who haven't attended for a long time?

Visit all the members.

CONCERNS RE: PEOPLE LEAVING CHURCH

Positive: None

Negative: 16

Young families are leaving; do something;
Make amends with people who are leaving & get them back.
Move toward resolution of conflict with those who left.

LEADERSHIP ISSUES

Positive: 1

Have seen increased youth support from Pastor

Negative: 6

Pastor overwhelmed; can't see big picture.

Ideas, suggestions not well-received.

Pastor needs to address deacon issues with deacons, not Board Chair.

After discussion and questions, it was decided that the Ministry and Evangelism Commission work with Pastor Randy and the district for guidance to resolve the concerns from the survey.

b. Missions & Fellowship – Janet Dubble

The members of the Missions and Fellowship Commission, along with several congregation members sponsored a "Christmas in July" celebration for the residents of the Susan Dowhower House on July 28th. The Christmas Story was read and carols sung, followed by BINGO, snacks, and distribution of gifts contributed by the MCOB congregation.

The second annual church picnic was held on August 15th at Knoebel's Amusement Park. Hot dogs were supplied by the Mission and Fellowship Commission. It was a day of fun and fellowship. Hot dogs that were purchased and not used were donated to the Sharing Cupboard.

The annual Prayer Walk was held on Saturday, August 22nd at the ELCO Middle School. Some members of this commission participated as well as any other congregation members that chose to walk and pray for students as they began the new school year.

A new pictorial directory was created. This project is undertaken by the Missions and Fellowship Commission every 5 years. The commission worked with LifeTouch to schedule and conduct photo sessions for church families, and a directory has been created to include pictures of significant church functions and groups, as well as updated photos and addresses of church members.

The Missions and Fellowship Commission organized a carry-in meal following the church service on Rally Day on September 20th.

The Harvest Home collection of non-perishable goods for the Sharing Cupboard is currently being held through November 29th.

Operation Christmas Child, which is a project that collects gift-filled shoeboxes for children overseas, is currently being held with boxes being collected through November 15th.

A drawing contest is being held through December 31st for artwork for the front cover, insert, and back cover, of the 2016 Church Directory.

The Board has approved the use of the sanctuary on November 14 for a musical program with the Christian group Damaskus Road. Donations received from this event will help to fund a summer 2016 mission trip to the Dominican Republic.

The resignation of Megan Hibshman from the Missions and Fellowship Commission was submitted to the Board and approved.

New and renewed Commission members' names were submitted for 2016 to be voted on at this Council Meeting:

Co-Chairs: Janet Dubble, Susie Dundore
Leslie Fuhrman, Kim Horn, Kristi Keath

c. Christian Education – Judy Umbenhauer & Linda Zimmerman

We continue to search for Sunday School teachers.

Interest has been shown in starting a Kid's Club Wednesday evening program.

We encourage this endeavor as long as adequate volunteer support comes forward.

We still need additional Youth Leaders.

We continue to pray for our church as we go through this difficult time.

d. Trustee & Property – George Nagle

6 new windows were installed in the Library and Sunday School rooms in front of church.

New heating and air conditioning unit for the sanctuary has been installed and is operating. The cost was \$50,000 for Triangle Heating & Air and \$2,900 for Haldeman Masonry. We are still short approximately \$2,700 of the total cost. The committee would like to thank everyone for contributing up and above their regular giving for this project.

Maintenance on the fire extinguishers was performed by Hackman Fire Extinguisher.

Boiler inspection was passed on October 22nd by Hartford Steam Boiler.

We agreed to keep our budget the same as before. We have too many unpredictable occurrences taking place to make any changes.

We wish people would try to be more conservative with regards to saving electricity, etc., turning off lights when leaving their area, etc.

e. Finance & Stewardship – Mark Bomberger

Our commission works closely with the treasurer, count offerings each Sunday and meet monthly at commission and board meetings.

f. Approval of Church Board Reports

All Board Reports were approved by motion and second by aye vote.

Article 4. Approval of Church Budget for 2016

Motion and second to remove the line items ABC & Caregiving Subscription from the Spiritual Nurture Budget.

Motion approved by an aye vote

Motion and second to approve the 2016 church budget after amendments made. The total budget is \$275,450.00.

Motion approved by aye vote

Budget attached to back of minutes.

- Article 5.** Slate of Elections from the Church Board
- a. Moderator (3 year term)
 - b. Treasurer (3 year term)
 - c. Nominating Committee members
 - Two (3 year term)
 - One (2 year term)
 - One (1 year term)

Ron Brubaker was nominated to the position of Moderator.

After no other nominations from the members present, there was a motion and second to close the nominations.

Motion approved by an aye vote

Ronald Brubaker was elected for the position of Moderator by the raising of hands.

Christa Bender was nominated for the position of Treasurer.

After no other nominations from the members present, there was a motion and second to close the nominations.

Motion approved by an aye vote

Christa Bender was elected to the position of Treasurer by the raising of hands.

There was nobody nominated for the Nominating Committee. The job description for the position was read. It is hoped that Church Board will be able to have members fill this committee.

- Slate of Elections from the Nominating Committee (Church Board)
- a. Church Board Chairman (1 year term)
 - b. Church Board Commission Members
 - Nine (3 year term) 2018
 - Two (2 year term) 2017

With no nominating committee in place and no recommendations from Church Board for the positions of Church Board Chairman and commission members, nominations will be made from the members present.

Robert Noll was nominated for the position of Church Board Chairperson.

After no other nominations from the members present, there was a motion and second to close the nominations.

Motion approved by an aye vote

Robert Noll was elected to the position of Church Board Chairperson by the raising of hands.

The following members were nominated to serve on Church Board on the following commissions.

Ministry and Evangelism
Grace Ziegler
David Dubble
Nicole Hauck

Christian Education
Lisa Maurer
Vacant

Missions and Fellowship
Janet Dubble
Kristi Keath
Kim Horn
Leslie Fuhrman

Finance and Stewardship
Tom and Dolly Hoffman

Trustee and Property
Vacant
Vacant

After no other nominations from the members present, there was a motion and second to close the nominations.

Motion approved by an aye vote.

There was a motion and second to approve and elect the above members to the appropriate commissions.

Motion approved by an aye vote

Article 6. Approval to change By-Laws
Article 1 Section 2C

After reading the proposed change to the By-Laws, there was a motion and second to approve the changes.

Motion approved by an aye vote

The By-Laws will now read:

Article I. Personnel Selection and Tenure

2. Church Board

- c. Any member serving our congregation in a paid position shall be permitted to be a member of the Church Board Commission responsible for appointing or overseeing that position.
- d. If a member on a commission is required or needed to fulfill the duties of a paid position, the overseeing of that position will be the responsibility of the church board chair if the chair of the commission is unable to complete the task.

Article 7. Approval of Church Board Request
Establish a line of credit with Fulton Bank

Treasurer Robert Dubble answered questions and gave the reasons and guidelines for the request. After some discussion, there was a motion and second to reject the request from church board. Motion approved the raising of hands. A line of credit will not be established with Fulton Bank.

Article 8. Election of Delegates for Annual Conference – Greensboro, NC – 2016
Election of Alternates for Annual Conference

Dan and Susie Auman were nominated to serve as delegates to Annual Conference

The pastor by Policy #33 is to attend Annual Conference whether a delegate or not. It was decided that the pastor be a delegate this year.

After no other nominations from the members present, there was a motion and second to close the nominations.

Motion approved by an aye vote

There was a motion and second that the delegates for the upcoming year are Dan and Susie Auman and the pastor be our church delegates.

Motion approved by an aye vote

Article 9. Election of Three Delegates for District Conference
Two (2 year term)
One (1 year term)

Election of Alternates for District Conference

There were no nominations for delegates to District Conference. It was decided to postpone until the March 2016 Council Meeting.

Article 10. Spiritual Nurture Board Report – Steve Krick

The Deacon Body meets on a monthly basis or as the need arises to discuss the needs of the Church congregation.

The Love Offering as of our October 29, 2015 meeting was \$1,329.07.

We continue to minister by visits, phone calls, cards, and through prayer.

We are asking Council for approval for the following deacon appointments whose terms are up as of January 1, 2016. We are requesting reaffirmation of Ralph and Mim Ackerman, Earl and Cindy Liskey for another 5-year term. Dan and Susie Auman have decided to not have their term reaffirmed.

We are also asking Council for approval for 2 new Deacons, Bob and Sandy Biddle.

We request Council approval for the following elections:

Steve and Breana Krick – Co-Chairpersons
Earl and Cindy Liskey – Vice Co-Chairpersons
Ralph and Mim Ackerman – Secretary
JoAnn Houtz – Assistant Secretary

We had a total of 95 attending Love Feast October 4, 2015. Childcare was provided and there were 5 children in attendance.

There were 2 resignation letters received from the Deacon body. One from Jay and Brenda Lentz and one from Dale and Karla Brubaker. Since we have received these resignation letters from the Deacon body, we would like to keep open the call for two, possibly four, new deacons.

There were 2 letters of transfer received at our church on Sunday, October 25, 2015. There was 1 baby dedication held at our church on Sunday, October 25, 2015.

Pastor Randy has been a great support as we go about the business of the Church. We thank him and the congregation for their continued support.

There was a motion and second to approve the reaffirmation vote for Ralph and Mim Ackerman and Earl and Cindy Liskey and to hold a paper ballot vote for Bob and Sandy Biddle.

Motion approved by an aye vote

There was a vote taken and the result was negative. Bob and Sandy Biddle were not elected to the Deacon Board.

Motion and second to approve the Spiritual Nurture Board report and also their call for 2 possibly 4 new deacons.

Motion approved by an aye vote

Article 11. Pastor's Report

The pastor was not present, but his report was read to the members present.

Dear Friends at Myerstown Church of the Brethren

I am writing this letter because I feel like God has instructed me to stay away from the meeting tonight, to allow you time to discuss my position as your pastor. I realize that while attempting to defend my position, my character, and my name, some of you may have been hurt. For this I am deeply sorry. As your pastor I want to work side by side with you, I want to bring God's word to you, I want to be part of your life and have you as part of mine. I want us to bring others to Christ and to shepherd them in His word. I need you to decide if you want me to continue as your pastor. If you can forgive me and continue to want me to serve you, I am ready to start fresh.

Just one year ago, when I came to Myerstown for my first interview I felt God speak to me, that this is the place He was calling me. I still feel this is where God wants me but also know that some of you may feel differently. If you decide tonight that you still want me to be your pastor and trust me to bring the messages God gives me for you, then we will continue and I will diligently serve you. If you decide that I am not the pastor you want to lead you, I will respect that and Becky and I will leave. Either way I pray that God will restore us and provide comfort to all.

In the Love of Christ,

Pastor Randy Devor

Motion and second to accept the Pastor's report

Motion approved by an aye vote

Article 12. Reception of other reports

Women's Fellowship – Susie Auman

No Report

A report will be presented at a later date for council approval.

Ladies Aid – Brenda Lentz

There has not been any activity with the Ladies Aid since the last Council Meeting.

Youth – Andy and Christa Bender

Our youth kept busy this summer with many activities. We Opened the summer with an end of year Family Picnic. This was where we said good-bye to Dave and Beth Faehling as our co-leaders.

Throughout the summer we went Mini golfing, to blue marsh boating and swimming, Dutch Springs water park, hiking with a picnic lunch at Middlecreek, joined the church for their Knoebels day, and most recently just had a youth night at Knoebels.

The youth also participated in church services by singing one week, and preparing an entire service for youth Sunday.

We did some fundraising such as our after church luncheon, and pumpkin sale.

We did community outreach in our clothing drive that we tried for the first time here at the church.

We will be doing a big service project as we head to NYC this coming week-end! Service projects and community outreach is something we would like to continue to keep our youth involved in.

We had two important series in our lesson time during our bi-weekly meetings held here at the church. Our first one we did on prayer, as we linked this to Pastor Randy's sermons on Prayer. Most recently, we just finished a series on identity.

Coming up in the schedule the youth will be singing in church again, doing their annual cookie bake fundraiser, and of course continuing our bi-weekly meetings.

Andy and I are still seeking additional leaders. While many of the parents have stepped up and have been a great help, we do need additional leaders. So, if you at all feel led or called to help with the youth, please talk to us, or Pastor Randy. We certainly have no intentions on leaving the youth, as we absolutely love working with them, but we do feel that it is important for them to have other adult role models in the church besides us.

Some final notes from our youth on Pastor Randy-

"We feel like we are finally a part of the congregation"

"I love the sermons. He keeps me interested"

"I like that he takes an interest in us and knows us by name"

These are just a few of the comments made our youth about our new pastor. Why share them. You many not feel their opinions are important, but I do. The youth is where we will find a major growth opportunity in the church. They need to feel guided, and a part of their church. Over the past few months, they have felt this happening. They have felt encouragement and like they are actually part of their church. Like they belong. Not like they are just holding up a space in the pew. We greatly appreciate all the support we have been given by Pastor Randy.

Fellowship Hall Committee – Earl Liskey

2015 2nd & 3rd Quarter

April 1, 2015	
Opening Balance	\$ 6,487.70
Assets:	
0 Banquet	
1 Wedding Reception	
3 Funeral	
Sporting Events	
Rentals	
Total Assets	<u>\$ 6,172.00</u>
Sub Total	\$12,659.70
Check to Building Fund	
Check to Budget	
Expenses:	
Food	\$ 2,585.10
Paper Products	\$ 924.83
Misc.	\$ 3,399.93
Total Expenses	\$ 6,909.86
October 31, 2015	
Closing Balance	\$ 5,749.84

Sharing Cupboard – Anna Mae Snyder

We go to Hornings monthly and we spend \$600.

We have good help.

Turkeys will be here November 12th & 13th, thanks to Rotary and Lions.

Miracles happen every month when groceries appear in the middle of the month.

This past month one of our freezers decided to stop (and the turkey are coming) and 2 days later the Dundore's called that they had a freezer and a refrigerator.

Thanks be to God!

Thursday – 8/13/15
Families – 41
Adults – 86
Children – 36
Items – 996

Thursday – 9/10/15
Families – 24
Adults – 56
Children – 37
Items – 737

Thursday – 10/8/15
Families – 28
Adults – 60
Children – 30
Items – 717

Friday – 8/14/15
Families – 13
Adults – 28
Children – 21
Items – 334

Friday – 9/11//15
Families – 20
Adults – 38
Children – 21
Items – 480

Friday – 10/9/15
Families – 18
Adults – 39
Children – 41
Items – 583
(1 new family)

Thursday – 8/27/15
Families – 28
Adults – 69
Children – 45
Items – 832

Thursday – 9/24/15
Families – 33
Adults – 71
Children – 53
Items – 965

Thursday – 10/22/15
Families – 30
Adults – 62
Children - 32
Items – 842

Friday – 8/28/15
Families – 26
Adults – 40
Children – 46
Items – 703
(1 new family)

Friday – 9/25/15
Families – 24
Adults – 44
Children – 34
Items – 699

Friday 10/23/15
Families – 18
Adults - 39
Children - 40
Items – 583

There was a motion and second to accept the above reports.

Motion approved by an aye vote.

Article 13. Interests and Concerns

The moderator was asked the procedure that needs to be taken by the District on holding a retention vote for the pastor. The moderator explained what the procedure is. After some discussion there was a motion that the church contact the District to hold a vote for this purpose. After some discussion, the motion was amended that the vote be taken by means of a paper ballot. Ballots were handed out and a vote taken. The result is 47 yes votes and 34 no votes. The moderator will contact the District Office as to the results and what is the next step to be taken.

Article 14. After no further business, the meeting was adjourned and Moderator Ron Brubaker had Prayer.