

**Bridgewater Church of the Brethren
Council Meeting
Draft Minutes
March 14, 2021**

Moderator Steve Longenecker called the Bridgewater Church of the Brethren (BWCOB) Council meeting to order at 1:04 p.m. Jane Fulk opened the meeting with prayer. He reviewed housekeeping items and safety protocols since the meeting was via Zoom.

Commented [SLL1]: because

Approval of Minutes

The minutes from the November 1, 2020 BWCOB Council meeting were approved as presented.

Treasurer's Report

Finance Commission Chair S.L. Simmons thanked everyone for their support during 2020. Income for 2020 was \$607,000.00, and expenses for the same period was \$545,150.00, leaving an operating balance of \$61,851.00. \$128,098.00 remains on the roof repairs.

Commented [SLL2]: were

Board of Administration (BOA) Report

Board of Administration Chair Ted Flory asked Transition Team Chair Erin Dalrymple and other members of the Team to provide a brief follow-up to the congregational information sessions. The Transition Team presented some of the slides from its presentation, accompanied by a brief recap of their findings and recommendations. Chair Dalrymple extended thanks to everyone who participated in the listening sessions. The Task Team is recommending a Team-Ministry Model consisting of the following: three pastors. The three positions the Team is recommending are:

Commented [SLL3]: recommended

- Pastor for Worship and Administration – Full-time position
- Pastor for Pastoral Care and Outreach – Full-time position
- Pastor for Christian Education and Spiritual Formation – ¾ time position

In the spirit of the Team Ministry model, it is intentional that no pastor is titled 'Lead' or 'Senior,' and no pastor is 'Associate.' Summaries of each position's responsibilities were made available and were also included in Chair Dalrymple's presentation. Chair Dalrymple's presentation included summaries of each position's responsibilities.

Commented [SLL4]: Use double quote marks rather than single.

In addition to the Team Ministry Model, the Transition Team recommends an Administrative Support Team that will enable fulfillment of to meet the congregation's needs and effectively assist the ministry leaders. with their responsibilities. The two positions the Team is recommending are: The Transition Team proposed that the Administrative Support Team consist of the following:

Commented [SLL5]: Past tense.

Commented [SLL6]:

Director of Communications and Operations – ~~New~~, 25 hours per week, ~~position~~
Financial Secretary – 10-12 hours per week ~~position~~

Chair Dalrymple reviewed ~~some of the~~ feedback and concerns from those ~~that~~ ~~who~~ attended the listening sessions.

- Challenge of finding the right people willing to work in the team structure.
- Inequity of the three positions within the Team (two positions that are full-time and one position at ¾ time) – Pastor of Christian Education & Spiritual Formation not valued as highly as other positions.
- Cost of hiring a third pastor.
- ~~The~~ Title ‘Director of Communications and **Operations**’ not reflective of the duties in the position.
- 25 hours per week/hourly pay recommendation not enough for the duties assigned to the Director of Communications and Operations

Commented [SLL7]: Double quotation marks

On behalf of the Board of Administration, Chair Flory moved approval of the ministerial leadership team and administrative staffing model presentation by the Transition Team. In addition, ~~the Board recommends that~~ the transition from the existing Administrative Assistant position to the new Director of Communications and Operations can occur any time before January 1, 2022.

Several comments were made regarding the motion.

An amendment was made to ~~specifically~~ **make the Pastor of Christian Education and Spiritual Formation a full-time position.** The amendment passed.

The amended main motion then passed: ~~The Board of Administration recommends to Council~~ Approval of the ministerial leadership team and administrative staffing model presented by the Transition Team with the Pastor of Christian Education and Spiritual Formation a full-time position, ~~going from ¾ time to full time.~~ In addition, ~~the Board recommends that~~ the transition from the existing Administration Assistant position to the new Director of Communications and Operations can occur any time before January 1, 2022.

~~The recommendation passed.~~

Chair Flory announced the members of the Search Committee. They are Steve Watson, chair; Anita Beckman, Julia Coronado, Mike Fike, Mike Hostetter, Tim Kreps, Gladys Remnant, Claire Wayman, Jon Wilson, and Ron Wyrick.

The Search Committee is made up of the following members. Steve Watson, *chair*; Anita Beckman, Julia Coronado, Mike Fike, Mike Hostetter, Tim Kreps, Gladys Remnant, Claire Wayman, Jon Wilson, and Ron Wyrick.

Gifts Discernment Committee Report

Chair Sharon Kiracofe moved to ~~accept~~ **affirm** the list of persons presented by the Gift Discernment Committee to serve the Church beginning in 2021.

Chair Sharon Kiracofe reported the Gifts Discernment Committee brings the following names to Council for approval ~~affirmation~~.

- Kathy Zimmerman, filling an unexpired one-year term **on the Board of Administration**.
- Andie Neher, filling an unexpired two-year term **on the Board of Administration**.
- Heather Barkey, Peggy Lineweaver, and Bill Miracle as Annual Conference Delegates.

Members of the Gifts Discernment Committee are Doris Harsh, Elaine Huffman, Sharon Kiracofe, Rod Miller, Brad Neher, and Joyce Wampler. ~~Chair Sharon Kiracofe moved to accept the list of persons presented to serve the Church beginning in 2021.~~

The motion passed.

Re-Opening Committee

Chair Chris Zepp reported the Committee did not meet during the winter. A survey for the congregation to complete will be included in the March 15th E-Connections. Any recommendation will be made after Easter.

Foundation Report

Chair Jim Replogle reported the Committee met in February **and reviewed the year-end reports and allocation strategies**. ~~All members from last year remain on this year's Committee. At the February meeting, the year end reports were reviewed. Foundation assets increased by 10.14%, which includes the annual distribution of the Foundation to the congregation. A gain of 10.14% was made which includes the distribution the Foundation gave to the congregation. Allocation strategies were reviewed. All members from last year remain on this year's Committee.~~

Two of the funds that are shown in the Treasurer's Report—the Huffman Fund and the Deacon Fund-- are funds from the congregation that are managed by the Foundation on behalf of the congregation. The Huffman Fund and the Deacon Fund.

Early Learning Center Report

Kaity Remnant reported the Early Learning Center will be established as a 501c3 organization. It is important to continue a strong relationship and connection to the BWCOB. Relationships within the community are being built as well as a survey to local businesses asking what they need as far as childcare. There are about 50 people working on this initiative with a large majority coming from the congregation. The Committee requests the congregation to develop a name for the Early Learning Center. Suggestions can be emailed to Pastor Zepp.

Comments from Interim Pastor

Pastor Christy Dowdy continues to be amazed at the BWCOB congregation, including the challenges that the Church has taken on regarding future ministry and the challenges to be good stewards. Pastor Dowdy asks for prayers for the Search Committee as well as those persons who will be in leadership.

In closing, Pastor Dowdy read a portion of the lyrics from the song, "Find Us Faithful," by Steve Green.

We're pilgrims on a journey of the narrow road. And those who've gone before us line the way. Cheering on the faithful, encouraging the weary, their lives a stirring testament to God's sustaining grace. May all who come behind us find us faithful. May the fire of our devotion light their way. May the footprints that we leave, lead them to believe, and the lives we live inspire them to obey. Oh may all who come behind us find us faithful.

Commented [SLL8]: Indent

With no further business, the meeting adjourned at 2:22 p.m.

Respectfully submitted,

Sally Jane Conner
Church Clerk