

Minutes of Congregation Council Meeting
December 16, 2023
7:00pm

- I. Call to Order 7:00pm
 - A. Attendance: Mike Berkheimer, Dean Black, Faye Casciano, Mike Epperly, Kristin Ervin, Hayden Fermier, Amy Grubb, Sue Mathieu, John Osenbach, Pastor Mark Wimmer, Pastor Cindy Camp, Pastor Tami Reichley
 - B. Excused: Nina McNally, Bob Bolen
 - C. Devotions: Mike Berkheimer led us in a remembrance of our friend and fellow Council member Denise Rohrbach

- II. Adoption of previous month's Meeting Minutes. **Motion:** To approve minutes from the November 2023 monthly council meeting by Amy Grubb with a **second** by Faye Casciano. **APPROVED.**

- III. Staff Reports: no action items

- IV. Old Business
 - A. Call Process: Amy Grubb: no new information to report
 - B. Director of Music Search: Mike Berkheimer: The search team has completed the position description and is ready to post it to various job search platforms.
 - C. Staff Support: Nina McNally has taken on the Staff Support Church Council liaison role. Staff Support held a holiday lunch for the staff at House and Barn, and gave each staff member an Amazon gift card. The team has been holding check-in meetings with staff and also are working to update position descriptions. Staff Support will hold a recognition of Chris Carter and Bob Mueller for their service. Sharon MacCabe's last day is April 14, 2024. Celebration planning will begin in the new year. Staff Support has made the following recommendation: to update staff holidays to align more closely with Synod holidays, the motion is to update to the Employee Handbook in the following way: to add two holidays (Martin Luther King, Jr Day and President's Day) and to remove one holiday ("holiday of choice"). **Motion** by John Osenbach; **second** by Sue Mathieu. **Approved**
 - D. Nominating Committee: Mike Berkheimer:
 1. For Synod Assembly Representatives: Rick Doty and Ricki Stringfellow are willing to serve as congregational representatives at the Synod Assembly in 2024. **Motion** by Mike Epperly; **second** by John Osenbach. **Approved.**
 2. For Church Council: Rob Sandoval 3-year term; (name withheld in accordance with our Protection of Minors) 1-year term as the youth representative. Bob Mueller has

agreed to finish out Denise Rorhbach's one year remaining in her term. There are two 3-year positions yet to fill.

- E. Artwork: Mike Berkheimer: Mark Stanziola has sent out an updated art placement proposal. Some items are not on the list, and Mike Berkheimer will be reaching out to Mark about this.
- F. Monthly Breakfast: January 21: Youth; February 18: Church Growth; March 17: Council; there are two openings left, which are April 21 and May 19. The proceeds will be donated to the Youth in order to be used for the National Youth Gathering.

V. Mission Team Reports

A. Finance: Mike Epperly

1. November 2023 Report

- a. Operating Income in November was \$54,199 being \$10.0 K lower than its November \$64,179 Budget with operating pledged income being \$6.0 K lower than its November Budget, with operating unpledged income being \$7.6 K lower than its November Budget, while combined loose plate and non - member contributions were \$0.8 K higher than combined November Budget.
- b. Operating Income YTD stands at \$787,333 which is \$39.8 K higher than YTD Budget \$747,521. Variance of \$39.8 K reflects combined impact of operating pledged income YTD being \$1.6 K higher, operating unpledged income YTD being \$12.6 K higher, combined loose plate and non - member contributions YTD being \$7.6 K higher, All Specials YTD being \$4.2 K higher, Thrivent Income YTD being \$0.4 K higher, and Interest YTD being \$3.5 K higher.
- c. Operating Expenses in November were \$55,296 being \$17.8 K lower than November \$73,076 Budget.
- d. Operating Expenses YTD in November were \$742,842 being \$39.3 K lower than November \$782,110 YTD Budget. Most Mission areas in November were close to or under November Budget. In November Resources for Ministry lower than November Budget \$13.5 K mainly due to Building Maintenance, Insurance, and Service Contracts (no snow). In November Resources for Ministry YTD \$19.5 K lower than YTD Budget thru November mainly due to lower Technology, Professional Services, Building Maintenance, and Service Contracts offset by higher Paper expense. No Accruals in November.
- e. Net Income in November was deficit of \$1,097 which is \$7.8 K lower than expected November Budget Net Income deficit of \$8,897 bringing YTD Net Income to \$44,491 which is \$79.1 K higher than YTD Net Income Budget deficit of \$34,589.
- f. Operating Cash Balance decreased from \$116,166 on 10/31/23 to \$115,070 on 11/30/23.
- g. SPIRIT LED/SPIRIT ALIVE CAPITAL CAMPAIGN --- Account cash balance is \$8,247. (November donations \$682) November expense was mortgage payment on Mission Investment Fund Building Project loan (\$2,188). NOTE:

November was the fourth of last five months of 2023 where monthly mortgage payment disbursed from Spirit Led/Spirit Alive account as per Congregational Council resolution.

- h. BUILDING PROJECT LOAN ----- Balance on Mission Investment Fund Building Project loan at end of November is \$400,324.
 - i. BUILDING FUND ----- November month end balance was \$11,509. (Donations \$1,005) No expenses in November.
2. 2024 revenue/expense budget updates: neither is complete at this time. Pr. Tami stated her request that 2.5 pastors be factored into the budget conversations.
- B. Property Committee: Mike Epperly:
- 1. Quote for the siding project came in at \$3470. Property Committee authorized moving ahead, with money coming from building maintenance
 - 2. There is a plan to add two outdoor security cameras to the existing system, at a cost of \$6988 for the cameras, installation, and integration with our current system. One outdoor camera will be at the Lower Level entrance door; the second will at the Nursery School playground. The funds will come from \$2225.90 in Cash Exchange fund and \$4762.10 from the Building Fund.

VI. New Business: Strategic Planning: Staffing, Worship, Technology. To be discussed at the Council Retreat.

VII. Next Meeting – January 16, 2024

- A. Annual Meeting - Sunday, February 4, 2024
- B. Council Retreat - Saturday, February 10, 2024 (9am-4pm)
- C. Assignment of Devotions for January (Nina McNally)

VIII. Meeting adjourned at 9:21 with prayer by Pr. Wimmer.