

**CONGREGATIONAL COUNCIL MEETING MINUTES
SEPTEMBER 17, 2024**

Call to Order

Council Attendance: Mike Berkheimer, Michelle Borzok-George, Katie Bashus, Mike Epperly, Hannah S., Pastor Shari Duminy, Pastor Tami Reichley, Pastor Cindy Camp, Bob Mueller, Rob Sandoval, Bob Bolen

Excused: John Osenbach, Kristin Ervin, Faye Casciano, Sue Mathieu, Dean Black,

I. Devotions – Mike Epperly

IIB. Adoption of Council Meeting Minutes

- August 20, 2024 **MOTION** to approve minutes by Bob Mueller.
SECONDED by Pastor Cindy. **APPROVED.**

III. Staff Reports

A. Pastor Tami's Report: Church Growth has recently updated the LCHS brochure and created postcards inviting community members to attend the upcoming Trunk or Treat event. These postcards will be included in gift bags that will be handed out. This is an excellent opportunity for the church to engage with its local community and connect with its 'neighbors'. The church plans to reach out to its mission teams to have more cars participate in the Trunk or Treat event. This will help increase the number of trunks available and provide a greater opportunity for community engagement. Additionally, the church expressed gratitude for the God's Work Our Hands team, as this represents a different way for the church to connect with and serve the local community.

B. Pastor Cindy's Report: Michael Berkheimer asked if there were any challenges for our youth ministry, Pastor Cindy reported about Amber leave

C. Pastor Shari's Report: no discussion points

IV. Old Business Updates

A. Director of Music Search; exhausted all candidates, one performed, but not pursuing; shrink the team to search and repost on the website and synods; one candidate from New Jersey, but only superficial talk; need to revise the posting;

Pastor Tami suggested to post on our own website, another suggestion was on LinkedIn

B. Worship Survey: Pastor Shari said the staff will look and make observations, the group will get together in October

C. RIC Document Update: will meet after October 1st to work on the document

D. Artwork: no update

V. Mission Team Updates/Motions

A. Fall Stewardship Campaign (Stepping Up): Michael Berkheimer shared with council the letter that will go out later in the week in the mail to the congregation about the Step-Up Challenge; Pastor Tami suggested adding a paragraph about members of congregation who do not give to consider giving or reach out to those families separately (fill out the estimate of giving cards gives the finance team a total estimate of 2025 Revenue expected)

B. Youth Mission: Hannah reported about youth group ideas to get together for events; suggested an Instagram account to post items going on in the church; Pastor Shari reported event ideas for youth ministry to reach out to different projects to help; Bob Bolen suggested an idea to a place in York, PA called Servants

C. Property: Mike Epperly reported the benches will be delivered on 9/18; process in getting a quote for the blinds in Room 117/119; Getting paving jobs to work on the paving in the parking lot, looking at getting concrete steps and a railing; Pastor Tami wondering if there is minimal spruce up for the property; preschool benches for downstairs is being considered for purchase

D. Finance reported by Michael Epperly for August 2024

Operating Income was \$70,892 being \$ 10.5 K higher than its August \$60,424 Budget, with operating pledged income being \$ 9.5 K lower than its August Budget , with operating unpledged income being \$ 20.8 K higher than its August Budget, while combined loose plate and non - member contributions were \$ 0.7 K lower than combined August Budget.

Operating Income YTD stands at \$ 603,047 which is \$ 18.5 K higher than YTD \$584,508 Budget. Variance YTD of \$18.5 K reflects combined impact of operating pledged income YTD being \$ 9.3 K lower, operating unpledged income YTD being \$29.5 K higher, combined loose plate and non

- member contributions YTD being \$ 1.2 K lower, Specials YTD being \$ 2.5 K higher, Thrivent Income YTD being \$ 3.0 K lower, and Interest YTD being \$0.2 K higher.

Operating Expenses in August were \$ 82,101 being \$10.4 K lower than August \$ 92,482 Budget.

Operating Expenses YTD stand at \$ 592,082 which is \$ 17.2 K lower than YTD Budget of \$ 609,329. Most Mission areas in August were close or under August Budget.---- In August Total People \$ 4.5 K lower than August Budget , Resources for Ministry \$ 5.1 K lower than August Budget and Worship \$ 1.2 K higher than August Budget. ----- YTD Resources for Ministry \$ 3.0 K higher than YTD Budget reflecting higher Building Maintenance (\$ 3.8 K) and higher Service Contracts (\$ 7.5 K) offset by lower Paper (\$ 1.5 K) , Insurance (\$ 1.2 K) , Electric (\$ 1.9 K) and Technology (\$ 3.5 K) ----- YTD Total People \$ 27.9 K lower than YTD Budget mainly due to continued open Director of Music position after 04 / 14 / 24 retirement. ----- YTD Worship \$ 9.8 K higher than YTD Budget mainly due to Supply Organist coverage for open Director of Music position.

---- No accruals in August. ---- Net Income in August was \$ 11, 209 deficit which is \$ 20.8 K less than expected August Net Income deficit of \$ 32,058 bringing YTD Net Income to \$ 10,965 which is \$ 35.8 K higher than YTD Net Income Budget deficit of \$ 24,822.

OPERATING CASH BALANCE decreased from \$ 136,638 on 07/31/24 to \$ 125,428 on 08/31/24.

SPIRIT LED / SPIRIT ALIVE CAPITAL CAMPAIGN ----

Account cash balance is \$ 2,736. (August donations \$302) No August expenses. NOTE: During the first five months of 2024 the monthly mortgage payment of \$ 2,188 on Mission Investment Fund Building Project loan was disbursed from Spirit Led / Spirit Alive account as per Congregational Council resolution.

BUILDING PROJECT LOAN ---- Balance on Mission Investment Fund Building Project loan at end of August is \$ 370,872.34

BUILDING FUND ----- August month end balance was \$ 15,007.

(Donations \$ 1,420) August expenses: First -- \$ 518 payment to Old Guy Welding for fabrication of two handrails mounted on each end of Choir riser platform and Second --- \$ 12,500 donor gift payment to R. L. Reppert, Inc. towards main hallway upgrade project work which involved ceiling grid / tiles, drywall , LED flat panel lights, new door frame and new tempered laminate glass doors into Narthex.

--- Total project cost was \$ 18,888 with \$ 15,900 payable to R. L. Reppert, Inc. and \$2,988 payable to G. C. Electric Company, Inc. ---- Fund sources for the main hallway upgrade project were : Donor --\$12,500 and portion of Edie Gliem estate -- \$ 6,388.

RESOLUTION FROM FINANCE COMMITTEE --- Approval of Housing Allowance for Pastor Shari Duminy for 2024 of \$ 28,000.

Request Congregational Council approval of above described Resolution of \$28,000 Housing Allowance. **PROPOSED** by Mike Epperly and **SECONDED** by Bob Mueller. **APPROVED.**

RESOLUTION FROM ENDOWMENT COMMITTEE---- Endowment Committee unanimously recommends Congregational Council approval of disbursement from William S. Wotring Endowment Trust of \$800 to fund Confirmation / Catechism class curriculum digital download system available from Faith Inkubators. Digital download system has a wide variety of resources including music, art and comics. Content is engaging for youth in Catechism to learn in meaningful ways to grow their faith lives. Digital download system is from a group of faith educators that meet the challenges with youth of this time. This is a yearly fee to use these resources.

Request Congregational Council approval of this disbursement to fund above described Confirmation / Catechism expense during 2024. **PROPOSED** by Mike Epperly and **SECONDED** by Pastor Tami. **APPROVED.**

Bob Mueller reported that VENMO is up and running.

VI. New Business

A. Membership Roster/Actions; Pastor Shari needs more time to work on this item; more information next month

B. Sunday October 13th Special Congregational Meeting: Pastor Cindy will preside and Pastor Deitz from Synod will be present; vote will happen that day

C. Congregation Focus - Gratitude/Thanksgiving: Pastor Shari reported how this might be a good place to talk about a challenge from a member for me to think about something that everyone in the congregation could do together to reach a goal by the end of the year. After some prayer and conversation with the staff. **Our congregational focus for Oct. 6 (God's Work Our Hands) – Nov. 28 (Thanksgiving) will be the spiritual practice of gratitude.** We are asking that individuals, couples, families take time each day to write down 3 things that are blessings from God. We will supply bible verses, gratitude quotes, devotions for the week. We are encouraged if creative forms of expressions (writings, poems, artwork, etc.) pour out from this time and ones are willing to share, we will compile a book that can be picked up on Thanksgiving Eve or the Sunday following as a celebration of the work God is doing in our lives. I give thanks for this challenge, and I pray that as we all are doing something together beyond worship, conversations will encourage us to more fully walk together with one another. I hope you will join in the encouragement of all joining in this time of focus.

D. Michelle Borzok-George is resigning her position on council.

VII. Next Meeting/Devotions

- A. Tuesday October 15th
- B. Assignment of Devotions for Next Meeting (Katie Bashus)

VIII. Closing Prayer (Pastor Shari)

IX. Adjourn by 8:38