

**Minutes of Congregation Council Meeting**  
**November 19, 2024**  
**7:00PM**

- I. Call to Order 7:00pm
  - A. Attendance: Katie Bashus, Mike Berkheimer, Dean Black, Bob Bolen, Faye Casciano, Mike Epperly, Kristin Ervin, Sue Mathieu, Bob Mueller, John Osenbach, Rob Sandoval, Pastor Shari Duminy, Pastor Cindy Camp, Pastor Tami Reichley
  - B. Excused: Hannah S.
  - C. Devotions – Sue Mathieu
  
- II.
  - A. Endowment Team Overview — Mark Casciano provided Council with an overview of the six endowment funds that are under the care of the Endowment Committee.
  - B. Adoption of previous month’s Meeting Minutes. **Motion:** To approve minutes from the October 15, 2024 monthly Council meeting by Mike Epperly with a second by Sue Mathieu. **APPROVED.**
  - C. Adoption of the Minutes of the November 4, 2024 Special Council Meeting. **Motion:** to approve the minutes from the November 4, 2024 Special Council meeting by John Osenbach with a second by Faye Casciano. **APPROVED.**
  
- III. Staff Reports
  - A. Pr. Tami’s Report: there was a conversation about the slow-down of new visitors. Staff and Church Growth are contemplating ideas for church growth. Pr. Tami tracks how visitors/new members are finding LCHS. She emphasizes that we need to keep our online presence up to date. Also: Mike Epperly asked about the four “hope chests” that were once an on-going collection site for various agencies/missions. Pr. Tami explained that the church will still collect for these agencies. We will not collect all year, but rather at designated times. The Outreach Newsletter and Holy Happenings announce what is being collected each month and for which agency.
  - B. Pr. Cindy: Mike Epperly asked about the office technology needs. The office technology issues are ongoing. Also: **Motion** to allow the Nursery School to carry out a car wash gift card fundraiser in December. This involves the selling of gift cards (\$30 and \$50 denominations) to Car Wash on (Hamilton, W. Main, Broadway). The nursery school gets to purchase the gift cards at 50% of the face value and would make a 50% profit on sales. They would take pre-orders and then purchase the gift cards accordingly. Second by John Osenbach. **APPROVED.**
  - C. Pr. Shari: her items are under Old Business
  
- IV. Old Business
  - A. Worship Survey: completion of assessment by the staff is scheduled for the middle of December. Staff will explore the Liturgy and Music portion of the survey. They have

started reaching out to see what is possible with the recommendation that they have already considered. The move of the Gospel/Sermon replay into the All-Saints Room is a possibility and the production team said it would not take much more work to make it happen. Social Activities – were brought to the Adult Faith Formation with the feeling that this was not something they could take on. This leads to the question is this something that we need to let go of or continue to find others that might be gifted in planning opportunities for the congregation?

- B. RIC Team: is being convened by Sue Mathieu. The team is meeting in order to get to know each other and to understand what they need to do as the RIC Task Force.
- C. Membership Roster/Actions: Pr. Shari provided a list of members to be moved from active to inactive status, which stops communication from LCHS. **Motion** by Pr. Shari: through great effort and thought, to move the members on the list to inactive status. Second by Bob Bolen. There was discussion about notifying people about the inactive status. This status can easily be reversed if the inactive members come back to LCHS. In the annual report, inactive status will not put these members on the “removed” list, because they are not being removed. **APPROVED.**
- D. Artwork: the committee has wrapped up. Mike Berkheimer will provide Council with a summary for the December Council Meeting.

#### V. Mission Team Reports

- A. Nominating Committee: the committee will bring names to the December Council Meeting. John Osenbach requested that the committee provide a position description and Constitution to prospective Council members so that they are aware of what the position entails.
- B. Strategic Planning Team: The team continues to meet and to reflect on how to do the strategic planning well. The team is contemplating if now is the time to do a strategic plan – with outside consultants - or if it should be put on hold in order to enter the process with a little bit of stability. If it’s put off, Council can still vision plan at the Council retreat.
- C. Mike Berkheimer gave a snapshot of our current finances. We will be sending out a Christmas Tithe appeal in December.
- D. Finance: Mike Epperly: October 2024 ----- Operating Income was \$ 69,725 being \$15.4K higher than its October \$ 54,329 Budget, with operating pledged income being \$ 13.9 K higher than its October Budget, with operating unpledged income being \$ 0.7 K higher than its October Budget, while combined loose plate and non - member contributions were \$ 0.1 K higher than combined October Budget. ----- Operating Income YTD stands at \$751,811 which is \$ 60.4 K higher than YTD \$ 691,458 Budget. Variance YTD of \$ 60.4 K reflects combined impact of operating pledged income YTD being \$ 26.2 K higher, (Variance reflects impact of some LCHS members giving in 2024 in response to Stepping Up 2025 stewardship campaign), operating unpledged income YTD being \$34.1 K higher, combined loose plate and non - member contributions YTD being \$ 0.6 K lower, Specials YTD being \$ 2.7 K higher, Thrivent Income YTD being \$ 2.2 K lower (an appeal will be made ahead of the 3/31/25 end of Choice Dollars distribution), and Interest YTD being \$ 0.2 K

higher. ----- Operating Expenses in October were \$ 72,564 being \$ 1.0 K higher than October \$71,550 Budget. ----- Operating Expenses YTD stand at \$729,442 which is \$16.9 K lower than YTD Budget of \$746,389. Most Mission areas in October were close or under October Budget. – In October Total People \$ 1.8 K lower than October Budget, Resources for Ministry \$1.4 K higher than October, Budget and Worship \$2.2 K higher than October Budget. ---- YTD Resources for Ministry \$1.2 K higher than YTD Budget reflecting higher Service Contracts (\$7.8 K), offset by lower Paper (\$1.3 K), Insurance (\$2.5 K), Technology (\$1.6 K), and Electric (\$2.1 K). ---- YTD Total People \$ 30.0 K lower than YTD Budget mainly due to continued open Director of Music position after 04 / 14 / 24 retirement. ----- YTD Worship \$17.3 K higher than YTD Budget due to Supply Organist coverage for open Director of Music position. --- No accruals in October. ----- Net Income in October was \$2,840 deficit which was \$14.4 K lower than expected October Net Income deficit of \$17,220 bringing YTD Net Income to \$22,369 which is \$77.3 K higher than YTD Net Income Budget deficit of \$54,931. ----- OPERATING CASH BALANCE decreased from \$139,671 on 09 / 30 / 24 to \$136,831 on 10 / 31 / 24.

SPIRIT LED / SPIRIT ALIVE CAPITAL CAMPAIGN -----Account cash balance is \$3,423. (October donations \$315) No October expenses. NOTE: During 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 Project loan at end of October 2024 is \$369,865.34.

BUILDING FUND ----- October month end balance was \$12,890. (Donations \$1,700) October expense was \$4,322 payment to W M Kunsman & Son as deposit on four projects. Four projects are: --- Sealing parking lot cracks \$4,880 --- Asphalt patch/repair around two storm drains in Lower Level parking lot \$1,895--- Replacement of brick walkway with new concrete walkway between upper parking lot and driveway \$3,895 --- Asphalt patches on three areas in Lower Level parking lot \$2,295 ----TOTAL FOUR PROJECTS = \$12,965.---- NOTE: In November will pay \$8,643 balance due to W M Kunsman & Son and \$550 payment to Painting By Lozada, LLC for painting refinish services on existing metal railing along new concrete walkway.

- E. Stepping Up 2025: very favorable response to date
- F. 2025 Budget Update/Timeline: Finance met 11/18/24 to begin preliminary work on the 2025 budget, which will be brought to Council for approval at the January 2025 Council meeting.

VI. New Business: Please note the following new dates:

- A. Annual Meeting Date —**Feb 9, 2025 (Superbowl Sunday)**
- B. Council Retreat Date — **Saturday Feb 15, 2025 9am – 3pm**

VII. Upcoming Events

- A. Opportunities for the congregation to ask questions of the Search Team and Congregation Council regarding the call of Deacon Reylene Starego to the Director of

Music position: Sunday, December 1st (in-person only) from 9:00 to 10:15 AM in the Fellowship Center; and Thursday, December 5th from 7:00 to 8:00 PM via ZOOM only (use ZOOM worship link)

- B. Meet and Greet event on Tuesday, December 3rd from 4:00 to 6:00 PM in the Fellowship Center to introduce Deacon Reylene Starego and her husband (Ray) and son (Anthony) to our Holy Spirit family.
- C. Sunday, December 8th Special Congregation Meeting (call Deacon Reylene Starego)
- D. Sunday, December 15th @ 3:00 PM Installation Service for Pastor Shari and Pastor Cindy
- E. Tuesday, December 17th Council Meeting @ 7:00 PM
- F. Assignment of Devotions for Next Meeting: Pr. Cindy

VIII. Adjourned at 8:55pm with prayer by Pr. Shari.