

Minutes of Congregation Council Meeting
December 17, 2024
7:00 pm

- I. Call to Order 7:00pm
 - A. Attendance: Katie Bashus, Mike Berkheimer, Dean Black, Faye Casciano, Mike Epperly, Kristin Ervin, Bob Mueller, John Osenbach, Hannah S., Pastor Shari Duminy, Pastor Cindy Camp, Pastor Tami Reichley
 - B. Excused: Bob Bolen, Sue Mathieu, Rob Sandoval
 - C. Devotions: Pastor Cindy

- II. Adoption of previous month's Meeting Minutes. **Motion** by Bob Mueller: To approve minutes from the November 2024 monthly council meeting, with a second by John Osenbach. **APPROVED.**

- III. Staff Reports
 - A. Pr. Cindy: there was a good turnout at the latest youth event; John Letts was in today setting up the tech for Deacon Reylene
 - B. Pr. Tami: there is a lot of pastoral care occurring; there are ongoing issues with technology in the fellowship center, which is challenging for users
 - C. Karin Kahler: the nursery school is exploring student management platforms
 - D. Pr. Shari: there is a mindfulness of how to cover positions with staff absences; Stewardship is thinking of ways to reflect on congregational generosity with Stepping Up 2025 stewardship campaign; Strategic Planning opted not to go with LEAD; the technology audit is at a standstill: LEAD was going to do it, but now we are not going with them.

- IV. Old Business
 - A. Worship Survey: The team continues to meet monthly; Pr. Shari gave an update on preliminary staff recommendations that have come from the survey results. **Motion** by John Osenbach for the staff to change the worship times to 8:30; family service to 9:45 (from 9:30); late service to 10:45 (from 10:30) and to move the Gospel/Sermon replay into the All-Saints Room from the sanctuary in order to allow to prepare the sanctuary for the next service with a targeted start date of February 2, 2025, with a second by Bob Mueller. **Motion APPROVED.**
 - B. RIC Team: held a second meeting with convener Sue Mathieu; they are continuing to work on a statement of inclusivity
 - C. Artwork: the team will meet after the new year; they will go through all of the items and will bring any concerns to Council.

- V. Mission Team Reports
 - A. Nominating Committee: the nominating committee is working on names for Council

B. Property: Mike Epperly gave an update on the dove sculpture

C. Finance: Mike Epperly: November 2024

1. Operating Income was \$76,328 being \$12.4 K higher than November \$ 63,907 Budget, with operating pledged income being \$8.6 K higher than its November Budget, with operating unpledged income being \$4.2 K higher than its November Budget, while combined loose plate and non - member contributions were \$0.1 K lower than combined November Budget. December 2024 is already up, and it is a five-Sunday month.
2. Operating Income YTD stands at \$828,139 which is \$72.8 K higher than YTD \$755,364 Budget. Variance YTD of \$72.8 K reflects combined impact of operating pledged income YTD being \$34.8 K higher, operating unpledged income YTD being \$38.3 K higher, (Higher operating pledged and operating unpledged amounts reflects impact of some LCHS members increased giving in 2024 in response to Stepping Up 2025 stewardship campaign), both combined loose plate and non - member contributions YTD being \$0.7 K lower, Specials YTD being \$2.5 K higher, Thrivent Income YTD being \$2.2 K lower, and Interest YTD being \$0.3 K higher.
3. Operating Expenses in November were \$65,647 being \$3.4 K higher than November \$62,287 Budget.
4. Operating Expenses YTD stand at \$795,089 which is \$13.6 K lower than YTD Budget of \$ 808,676. ---- Most Mission areas in November were close or under November Budget. --- In November Total People \$2.1 K lower than November Budget, Resources for Ministry \$2.8 K higher than November Budget, Worship \$2.4 K higher than November Budget. ----- YTD Resources for Ministry \$4.0 K higher than YTD Budget reflecting higher Service Contracts (\$10.9 K), offset by lower Paper (\$ 1.7 K), Technology (\$1.8 K), Insurance (\$ 2.5 K), and Electric (\$2.3 K). ----- YTD Total People \$32.1 K lower than YTD Budget mainly due to continued open Director of Music position after 04/14/24 retirement. ----- YTD Worship \$19.7 K higher than YTD Budget due to Supply Organist coverage for open Director of Music position. --- No Accruals in November.
5. Net Income in November was \$10,681 which was \$9.1 K higher than expected. November Net Income of \$1,619 bringing YTD Net Income to \$33,050 which is \$86.4 K higher than YTD Net Income Budget deficit of \$53,311.
6. OPERATING CASH BALANCE increased from \$ 136,831 on 10/31/24 to \$147,512 on 11/30/24.
7. SPIRIT LED / SPIRIT ALIVE CAPITAL CAMPAIGN ----- Account cash balance is \$3,718. (November donations \$295) No November 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.

8. BUILDING PROJECT LOAN ----- Balance on Mission Investment Fund Project loan at end of November is \$367,881.51.
9. BUILDING FUND ---- November month end balance was \$4,627. (Donations \$930) November expenses were 1) \$8,643 payment to W M Kunsman & Son as balance on four projects. Four projects were: --- 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. and 2) \$ 550 payment to Painting By Lozada, LLC for painting refinish services on existing metal railing along new concrete walkway.--- TOTAL 1 + 2 = \$ 9,193.
10. RESOLUTION FROM ENDOWMENT COMMITTEE --- Endowment Committee unanimously recommends Congregational Council approval of disbursement from General ELCA Pooled Trust of \$5,000 to fund other Transition Expenses associated with the Call of Deacon Reylene Starego as full -time Director of Music at LCHS beginning January 1, 2025. Payment will be disbursed in January 2025 to Deacon Reylene Starego.

Request Congregational Council approval of this disbursement to fund above described other Transition Expenses. **Motion** by Mike Epperly; Second by John Osenbach. **APPROVED.**

RESOLUTION FROM FINANCE COMMITTEE ---- Finance Committee recommends Congregational Council approval of disbursement of 2024 ADVENT envelope offerings to Domestic Lutheran Disaster Relief fund to assist in NC response efforts following hurricanes Helene and Milton.

Request Congregational Council approval of this disbursement of 2024 ADVENT offerings as described above. **Motion** by Mike Epperly; Second by Pr. Tami. **APPROVED.**

D. 2025 Budget Update/Discussion: Mike Berkheimer walked Council through the proposed 2025 budget. Mike requested that Council take a closer look at the proposed budget and also confirm that all mission teams' proposed budgets reflect teams' needs.

VI. Upcoming events

- A. Tuesday, January 21, 2025 Council Meeting @ 7:00 PM, Assignment of devotions to Pr. Shari
- B. Sunday, January 26, 2025 Council Forum in Fellowship Center – Budget Presentation
- C. Sunday, February 9, 2025 Annual Meeting following 10:30 Service
- D. Saturday, February 15, 2025 Council Retreat 9:00am – 2:30pm (with staff 9:00am to 10:30am), in the Speary Cafe

VII. There was an Executive Session following a prayer by Pastor Shari

VIII. Meeting adjourned at 9:12pm