

**Minutes of Congregation Council Meeting**  
**Tuesday, 10/15/24**  
**7:00pm**

- I. Call to Order 7:00pm
  - A. Attendance: Mike Berkheimer, Katie Bashus, Dean Black, Bob Bolen, Faye Casciano, Kristin Ervin, Sue Mathieu, Bob Mueller, John Osenbach, Rob Sandoval, Pastor Shari Duminy, Pastor Cindy Camp
  - B. Excused: Mike Epperly, Hannah S., Pastor Tami Reichley
  - C. Devotions – Katie Bashus
  
- II. Adoption of previous month's Meeting Minutes. **Motion:** To approve minutes from the September 2024 monthly council meeting by Bob Mueller with a second by Faye Casciano. **APPROVED.**
  
- III. Clergy Reports
  - A. Pr. Cindy made a motion to approve the following eight young people for Affirmation of Baptism: Angelina B., Logan K., Payton K., Jonah N., Emma N., Ryan P., Hannah S., and Anna S.. Affirmation of Baptism will take place on Reformation Sunday, October 27<sup>th</sup> at the 10:30 worship service. Seconded by Sue Mathieu. **APPROVED.**
  - B. The High School Connect class is meeting and active. They asked about mission teams at LCHS and how they can best learn about each mission team, preferably having representatives come into the class to share what their teams do.
  - C. Pr. Shari brought up issues with technology and the staff frustration with the technology. This has been at least two months of ongoing frustration with programs freezing and documents needing to be rewritten.
  
- IV. Old Business
  - A. The Director of Music Search Committee interviewed a candidate on Sunday, October 13. The committee members are very encouraged and would like to move forward. As a rostered leader of the ELCA, called as a Deacon to serve within the church, the candidate has requested that we value and call as a Deacon for this position. Synod Assistant to the Bishop has been contacted for guidance and we await a response. Pr. Shari confirmed with the candidate that they are willing to continue the process with us.
  - B. Worship Survey: Pr. Shari shared some of the results of the Worship Survey, which the staff members are reflecting upon and discussing.
  - C. Reconciling In Christ (RIC) Document: the team will be meeting at the end of the month.
  - D. Artwork: This is still a work in progress.

## V. Mission Team Reports

- A. Stewardship: Fall Stewardship Campaign (Stepping Up 2025): From 10/10/24 Holy Happenings: As of October 7, a total of 73 giving units (33% of giving units that provided Estimates of Giving for 2024) have provided their intention to Step Up their giving by \$75,750 (50% of our goal of \$151,000) in 2025 compared to 2024. As of 10/15/24, that number is closer to \$85,000.
- B. Finance: Report from Mike Epperly: September 2024 ----- Operating Income was \$ 79,040 being \$ 26.4 K higher than its September \$ 52,621 Budget, with operating pledged income being \$ 21.6 K higher than its September Budget, with operating unpledged income being \$ 3.9 K higher than its September Budget, while combined loose plate and non - member contributions were \$ 0. 5 K higher than combined September Budget. ----- Operating Income YTD stands at \$ 682,087 which is \$ 45.0 K higher than YTD \$637,128 Budget. Variance YTD of \$ 45.0 K reflects combined impact of operating pledged income YTD being \$ 12.2 K higher, operating unpledged income YTD being \$ 33.4 K higher, combined loose plate and non - member contributions YTD being \$ 0.7 K lower, Specials YTD being \$ 2.6 K higher, Thrivent Income YTD being \$ 2.7 K lower, and Interest YTD being \$ 0.2 K higher. ----- Operating Expenses in September were \$ 64,796 being \$ 0.7 K lower than September \$ 65,510 Budget. ---- Operating Expenses YTD stand at \$ 656,878 which is \$ 18.0 K lower than YTD Budget of \$ 674,839. Most Mission areas in September were close or under September Budget. ---- In September Total People \$ 1.2 K higher than September Budget, Resources for Ministry \$ 3.2 K lower than September Budget, and Worship \$ 3.8 K higher than September Budget. ----- YTD Resources for Ministry \$ 0.2 K lower than YTD Budget reflecting higher Building Maintenance (\$ 1.3 K ) and higher Service Contracts ( \$ 8.0 K ) offset by lower Paper (\$ 1.5 K ), Insurance (\$ 1.7 K ), Technology ( \$ 3.8 K ) and Electric ( \$ 1.9 K ).----- YTD Total People \$ 28.2 K lower than YTD Budget mainly due to continued open Director of Music position after 04 / 14 /24 retirement. -----YTD Worship \$ 15.1 K higher than YTD Budget mainly due to Supply Organist coverage for open Director of Music position. -----No Accruals in September.----- Net Income in September was \$ 14,243 which is \$ 27.1 K higher than expected September Net Income deficit of \$ 12,889 bringing YTD Net Income to \$ 25,209 which is \$ 62.9 K higher than YTD Net Income Budget deficit of \$ 37,711. ----OPERATING CASH BALANCE increased from \$ 125,428 on 08 / 31 / 24 to \$ 139,671 on 09 / 30 / 24. SPIRIT LED/SPIRIT ALIVE CAPITAL CAMPAIGN ----- Account cash balance is \$ 3,108 . (September donations \$372 ) No September 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 Project loan at end of September is \$ 370,872.34. BUILDING FUND ----- September month end balance was \$ 15,512 . ( Donations \$ 635 ) September expense was \$ 129.98 payment to Old Guy Welding for fabrication of bumpers mounted between each Choir riser platform row.
- C. Global Mission Team: They are planning for the Advent campaign. They are still in the planning stages. They will still have a tree with requests on it, going to Empowering Girls – Masai Girls Secondary School and ERIPOTO for Girls and Women.

- D. Congregation Council Nominating Committee: Dean Black and Sue Mathieu will to serve on the committee. We need to fill two three-year terms and one two-year term.
- E. Strategic Planning Team: the team has met twice and has been doing additional work behind the scenes. They have spoken with LEAD, who offer strategic planning to churches. Trinity in Lansdale is working with LEAD right now and have given good feedback on them. Also, the team is reading *Growing Young* as a helpful tool for connecting with young adults (ages 15-29).
- F. Reminder to Mission Teams: 2025 Budget information to is due to Nadine by 10/25/24.
- G. Property: next week, the steps from the parking lot near the office will be replaced with concrete, the parking lot storm drain and cracks will be repaired. All of the work will be paid from the building fund.
- H. Trunk or Treat will be held Saturday afternoon. The weather looks to be great!

#### VI. New Business

- A. Membership Roster/Actions: Pr. Shari brought to Council a list of names the staff is considering to move from active status to inactive status. People on the list have not been in contact with the church since mid-2022. She asked Council to take a look at the list.
- B. Installation Date – December 15, 2024 to install both Pr. Shari and Pr. Cindy as pastors of LCHS
- C. Annual Meeting Date — February 2, 2025
- D. Council Retreat Date — February 8, 2025
- E. Sue Mathieu brought to council's attention Gather Lehigh Valley, which is a young adult ages 18-35 ministry that is partnered with the ELCA that her daughter Paige is becoming active in. Is this something that Paige Mathieu can advertise in Holy Happenings? Mike recommended that Paige draft something to send to Pr. Shari and Nikki as well as make a slide that the technology team can post on Sundays.

#### VII. Next Meeting

- A. Tuesday November 19, 2024
- B. Assignment of devotions to Pr. Cindy

VIII. Adjourned at 8:35 with prayer by Pr. Shari.