

Minutes of LCHS Congregation Council Meeting

March 17, 2026

In attendance: Kyle David, Adam Fermier, Tom Bradley, Mike Berkheimer, Mike Epperly, Bob Mueller, Pastor Tami Reichley, Hannah Schmoyer, Courtney Keiser, Pastor Cindy Camp, Brenda Truhe, and Rob Sandoval.

Excused: Pastor Shari Duminy, John Osenbach, Katie Bashus, and Mark Binkley

President Kyle David called the meeting to order at 7 p.m. Tom Bradley led devotions which focused on trusting God when challenges arise in a church. Mike Berkheimer agreed to lead devotions at the April 21 meeting.

A significant portion of the meeting was devoted to discussion about the pending resignations of Pastor Cindy Camp and Deacon Melanie Worley. President Kyle began by thanking Pastor Cindy for her dedication over the past four years.

He outlined several important tasks the Executive Committee and Staff Support Mission Team will begin implementing immediately. First, a letter will be sent to the congregation on March 18 to inform everyone of the staff changes. Bob Mueller will briefly talk to all staff members within a day or so to let them know “listening sessions” will be scheduled with them individually over the next several weeks to identify concerns, ways of working through the short-term challenges and long-term solutions. President Kyle will speak to the congregation at the beginning of each worship service on March 22, and times will be identified on Palm Sunday weekend when members with questions and concerns can be addressed by Pastor Shari and the Executive Committee.

The search for a full-time person to head Faith Formation of our youth will be delayed during this time of transition so the duties/job description of the position can be analyzed and possibly enhanced.

There was a brief discussion about possibly using Higher International Human Resources, a Lehigh Valley firm which has worked successfully in ministry settings, to assess current staff duties and suggest ways role alignment and adjustments can make the church more efficient. A separate meeting to further analyze the proposal and explore ways it could be funded will be organized over Zoom in a few weeks.

The minutes of the meeting of February 21 were APPROVED as was a motion by Bob Mueller, seconded by Mike Berkheimer, to APPROVE a Finance Mission Team request to deposit the Glenn Fretz estate gift (\$38,208) into our Mission Investment Fund. Due to recent stock market volatility, depositing this gift into our General ELCA Pooled Trust would carry more risk.

Tom Bradley reported that ten LCHS members have registered to attend the Lutheran Day at the Capital in Harrisburg on April 20. Adam Fermier asked if any youth might have an interest in going along for the experience.

Bradley highlighted the recent increase in the church mortgage payment that was detailed on the February financial summary. By using several special donations from members as well as some Memorial Fund money, the principal on the loan was paid down to \$320,000 on February 28, 2026 before our interest rate was adjusted. Despite the interest rate increase that will be in effect for the next five years, the \$2495.57 monthly payment, which begins on May 1, is well under the \$2,850 that is budgeted for 2026.

There was a brief discussion about several items mentioned in staff reports submitted for this meeting including the work of the Preparedness/Safety Mission Team.

The meeting was adjourned at 8:17 p.m. Council's next scheduled regular meeting will be on Tuesday, April 21, at 7 p.m.

Financial Summary - February, 2026

FEBRUARY OPERATING INCOME

\$149,262 - This was \$4,135 (2.8%) ABOVE budget.

- Operating pledged income (\$118,014) was \$12,445 (9.5%) UNDER budget.
- Operating unpledged income (\$8,007) was \$3,906 (95%) ABOVE budget.
- Received \$769 interest from Mission Investment Fund.

FEBRUARY NET INCOME

\$63,798 - The budgeted cash balance for February was projected to be \$54,729.

FEBRUARY OPERATING EXPENSES

\$85,464 - Expenses were \$4,934 (5.5%) UNDER budget.

- Worship and Faith Formation for Children were under budget due to timing of expenses.

FEBRUARY OPERATING CASH BALANCE

\$ 282,188

- This is an INCREASE of \$63,798 over the previous month of January.

BUILDING FUND

\$6,734.94 – Balance as of February, 2026

- Deposits -\$655
- There were no expenditures in February.

MORTGAGE UPDATE

\$320,000 – Balance as of February 28, 2026.

A \$23,252.85 principal paydown was applied in February in advance of the interest rate increase that will affect our monthly payment over the next five years.

The new interest rate is 7.375% for the next five years. (The rate had been 3.875%) Our monthly payment INCREASED from \$2,188 to \$2,495.57. The church has budgeted \$2,850 per month. The adjusted payment amount begins on May 1.

ENDOWMENT/MEMORIAL FUND UPDATE

LCCHS received an undesignated gift of \$38,208 from the Glenn Fretz estate.