

MESSIAH LUTHERAN CHURCH, ELCA
ANNUAL CONGREGATIONS MEETING | PART 1

Sunday, November 24, 2024

11:00 AM—Messiah Fellowship Hall

1. Welcome: Council President Angela Kronau
2. Opening Prayer: Jane Mason
3. Determination of Voting Quorum: Council Vice President Michele Wilson.
Michele determined that there were 47 voting members present, which was more than enough for a quorum.
4. Approval of Minutes from Congregational Meeting, Part II, February 11, 2024.
A motion was made to approve the minutes by Michele Wilson, Larry Moeller seconded the motion, there was no discussion, and the minutes were approved unanimously.
5. Election of Council Members: three open positions
Michele Wilson introduced the nominees, Rick Christian, Martha McCabe, and Judy Mennel. Michele asked if there were any additional nominees from the floor and there were none. Lori West made a motion to approve the slate of three nominees, Jon Driskill seconded the motion, and the slate of nominees was approved unanimously.
6. Messiah's 2025 Spending Plan: Steve Hess
Steve opened the budget discussion expressing thanks to the Finance team and the Tellers for their work in managing the finances for Messiah Lutheran Church. He then outlined how the Annual Budget Plan is developed each year, beginning in September and utilizing financial plans developed by all major church committees. As a result of this year's Stewardship Committee efforts, 41 pledges have been received for 2025.
Michele Wilson presented the Administrative Assistant Volunteer Plan that will go into effect in 2025 when Kristin retires. There is already a core group of volunteers who have been working in the church office for several months (since April 2024) who have supported Kristin's current duties, including office management, receptionist duties, communication, publications, Sunday Worship and Parish recommendations. The plan now is to continue to increase the number of volunteers who will learn how to perform the above mentioned duties, so that all the office hours that are now being covered will continue to be covered after Kristin leaves her position. Once the new Pastor assumes his/her new duties, this plan will be re-evaluated.

7. Badenhop Budget for 2025: Steve Hess

The 2025 Badenhop budget was presented by Steve Hess. The proposed budget income is expected to be \$124,677 which aligns with yearly income amounts since 2016. The Badenhop Committee is proposing an increase this coming year in Mary Sophia Hawks compensation package, to bring her salary up to the benchmark minimum average of a Parish Nurse. The committee is recommending that her salary be raised to \$53,000 annually, which will increase her total compensation package (Social Security, Pension, LH&D Insurance and Continuing Education) to \$72,652 for FY 2025. Steve also noted that Council had suggested that, starting in 2025, OWLS participants be invited to make a donation to cover the cost of the monthly meals, as a way to offset the increase in the Fellowship Events recommended funding amount for 2025. Part of that funding is used to offset the costs of speakers (typically \$150 per speaker, though not every speaker requires a speaking fee).

There was a question raised about any consideration, on behalf of the Badenhop Committee, for using some of Badenhop budget to establish an adult day-care service as an on-site ministry of the church. Steve said that currently there has been no discussion for that type of project on the part of the Badenhop Committee.

Bob Hempstead made a motion that the Badenhop Budget for 2025 be approved, as presented, Judy Mennel seconded the motion and the motion passed unanimously.

8. Discussion or questions from the congregation

- Mary Williamson described the 2025 Budget with the new pastor's compensation package as a "placeholder"—in other words, this is not going to necessarily be the final budget outlay for our new pastor. We won't have specific dollar amounts to consider until after actual interviews with the pastoral candidate begins early next year.
- Beth Ford requested that anyone interested in presenting Adult Study lessons contact her to schedule.
- Michele Wilson reminded the congregation of the upcoming 70th Anniversary Celebration Sunday, scheduled for Sunday, December 8th. She requested that everyone who plans to attend, to please RSVP to her by December 4th.

9. Closing prayer: Pastor Mark

Penny McMillan made a motion to adjourn the meeting, Cameron Driskill seconded the motion and the congregation voted unanimously to adjourn the meeting. Pastor Mark Cerniglia closed the meeting with prayer.

Minutes submitted by: Carolyn Lawhorn

Date submitted: Nov. 30, 2024