

Messiah Lutheran Church ELCA- Congregational Council Meeting  
*Sunday, December 15, 2024 at 3:00 pm | Home of Carolyn Lawhorn*

**LEADERSHIP TEAM**

Reporting Group	Leader	Council Liaison	Action	Notes
<b>MINISTRY TEAMS</b>				
Care	Illy Wood	Susan Hamilton		
Disciple	Mary Williamson	Michele Wilson		
Invite	Kate Spears	Davin Henrik		
Serve	Connie Cole	Jack Wilder		
Worship	Jane Mason	Jon Driskill		
<b>SUPPORT TEAMS</b>				
Badenhop	Mary Ellen Whitson	Becky Breeden		
Connect	Michele Wilson	Susan Hamilton		
Finance	Steve Hess	Michele Wilson		
Personnel	Michele Wilson	Davin Henrik		
Property	Jon Driskill	Michele Wilson		
<b>SPECIAL GROUPS</b>				
BAM (Disciple)	No Leader	Carolyn Lawhorn		
DJC (Serve)	L. Wilder, M. Driskill	Jack Wilder		
Fellowship (Invite)	C. Lawhorn, J. Mennel	Cristall Mount		
Policy (Support)	Mike Driskill	Angela Kronau		
Stewardship (Finance)	Michele Wilson	Becky Breeden		
WELCA (Disciple)	Anne Tinker	Cristall Mount		
<b>STAFF</b>				
Parish Nurse	Mary Sophia Hawks	n/a		
Interim Senior Pastor	Pastor Mark Cerniglia	n/a		
Director of Music	Mary Phillips	n/a		

**AGENDA:**

1. Call to Order: Angela | Opening Devotion by Angela Kronau
2. Approval of November Minutes
3. Finance Update - Steve Hess
4. Correspondence, updates, building use requests, etc.
5. Monthly Reports
6. Extension of Pastor Mark contract (*Jon Driskill & Michele Wilson depart*)
  - a. Contract renewal
  - b. Recommendation that departing Council members be allowed to sit in the interview.
7. Election of 2025 Officers
8. 2025 Meeting Dates
9. Devotion and Lunch Sign-ups
10. Council Installation Date – *Sunday, January 12, 2025 during Worship Service*
11. Other Business
12. Adjourn with prayer

**NEXT COUNCIL MEETING:** *Sunday, January 19 at 12 noon?, Devotion \_\_\_\_\_ & Meal: \_\_\_\_\_*

**UPCOMING DATES:**

**Council Reports Due:** *Wednesday, January 8, 2025*

**Executive Committee Meeting:** *Tuesday, January 14 at 6:30 pm via Zoom*

**Messiah Lutheran Church ELCA Council Meeting  
Sunday, November 17, 2024 at 12:00 am | Fellowship Hall**

Council members present: Michele Wilson, Carolyn Lawhorn, Jon Driskill, Cristall Mount, Susan Hamilton, Becky Breeden, Pastor Mark, Davin Henrik, Jack Wilder, Steve Hess

Council members absent: Angela Kronau

**LEADERSHIP TEAM**

Reporting Group	Leader	Council Liaison	Action	Notes
<b>MINISTRY TEAMS</b>				
Care	Illy Wood	Susan Hamilton		
Disciple	Mary Williamson	Michele Wilson		Ministry Fair / Parents Night Out / Theology Pub
Invite	Kate Spears	Davin Henrik		
Serve	Connie Cole	Jack Wilder		
Worship	Jane Mason	Jon Driskill		
<b>SUPPORT TEAMS</b>				
Badenhop	Mary Ellen Whitson	Becky Breeden		
Connect	Michele Wilson	Susan Hamilton		
Finance	Steve Hess	Michele Wilson		
Personnel	Michele Wilson	Davin Henrik		
Property	Jon Driskill	Michele Wilson		Women's Restroom
<b>SPECIAL GROUPS</b>				
BAM (Disciple)	Don Lawhorn	Carolyn Lawhorn		
DJC (Serve)	L. Wilder, M. Driskill	Jack Wilder		
Fellowship (Invite)	C. Lawhorn, J. Mennel	Cristall Mount		
Policy (Support)	Mike Driskill	Angela Kronau		
Stewardship (Finance)	Michele Wilson	Becky Breeden		
WELCA (Disciple)	Anne Tinker	Cristall Mount		
<b>STAFF</b>				
Parish Nurse	Mary Sophia Hawks	n/a		
Interim Senior Pastor	Pastor Mark Cerniglia	n/a		
Director of Music	Mary Phillips	n/a		

**AGENDA:**

**1. Call to Order: Michele Wilson | Lunch by Cristall Mount & Opening Devotion by Michele Wilson**

Michele called the meeting to order at 12:15. She then led us in the opening devotion which centered on a discussion of trust and leadership, based on Romans \_\_\_\_\_. Council members each offered their thoughts about their own leadership skills as they have served in leadership roles at Messiah.

## **2. Approval of October Minutes**

The October Council Minutes were presented for approval and discussion. Carolyn Lawhorn made a motion that the Minutes be approved, Jon Driskill seconded the motion, and the October Council Minutes were approved unanimously. Cristall Mount was thanked by the Council for recording minutes at the October meeting in Carolyn Lawhorn's absence.

## **3. Call Committee Update**

Pastor Mark provided updates on the progress of the Call Committee, as of this past week. The Committee has received several names of possible candidates from the Synod and has had the opportunity to interview these candidates. They are pleased with the candidates offered, so far, and hope to have a name to present to the Council in December via Zoom. After the interview with the Council, the compensation package for the candidate will be presented by the Council at that time. The next step will be for Council to give the Congregation a required two-week notice at which time the candidate will be introduced to the Congregation. Once the Congregation approves the candidate, the timeframe for the actual Installation of the new pastor will, at the earliest, be around the beginning of March. Pastor Mark has agreed to extend his contract with Messiah until that process is completed.

## **4. Finance Update - Steve Hess**

Steve Hess provided updates and comments on several budget items this month

- October's General Fund Income is 2.5% below plan YTD, but General Fund Expenses were \$13,271 below plan YTD. So even though General Fund Unrestricted Cash reserves are not \$30,986, this results in a 4.5 weeks' worth of cash reserves, which is in the comfortable level of unrestricted case for the remainder of the year.
- The 2025 Budget was reviewed.  
On the Income side:
  - Pledges are down a bit - Fewer pledges (43 from 47 in the plan) and some pledgers have not replied yet (7)
  - Non pledged giving units are down (33 now from 42 in the 2024 plan)
  - Our Giving projections are from 300K to \$308K - we are going to recommend the \$308K estimate optimistic
  - We also ask that the recent \$10K gift be placed into Deferred giving for 2025 - This will allow us to maintain the 2024 \$318K level for 2025

- If not, we will revise down to \$308K and several important line items will be reduced by a total of \$10K

On the Spending side:

- Our Administrative Assistant will complete full retirement upon the arrival of the new Pastor, which will free up ~\$30,398 to be used elsewhere in the 2025 budget
  - We have developed a new Sr Pastor compensation recommendation in line with guidelines for that position which looks very favorable - may not be needed in full depending on the candidate
  - Building Maintenance repairs line increased based on spending needs and open projects needing attention - Based on the \$10K gift
  - Synod giving increased - based on the \$10K gift
  - Landscaping increased for Tree and Ditch projects needing to be addressed - based on the \$10K gift
  - This budget also contains \$4,700 in one time - Call committee expenses.
- Messiah has received a memorial gift of \$10,000 this past month and it was given with no restrictions placed on its use. Michele Wilson made the motion that the money be placed in the unrestricted Cash reserves for 2025. Becki Breeden seconded the motion, and it was approved unanimously.
  - Discussion of Kristin's retirement plans for 2025 will be presented to the congregation at the Congregational meeting #1 next Sunday. The particulars of her retirement plans and how her responsibilities will be handled (specifically with a team of volunteers instead of hiring a new administrative assistant part-time) will be explained as part of the presentation.

## 5. Approval of Proposed 2025 Spending Plan

After discussion of the proposed Badenhop Fund 2025 budget and the Badenhop Committee's proposal to increase the salary of Messiah's Parish nurse position (see discussion in #6 below), a proposal was made that Mary Phillips position was not receiving any additional funding for 2025. The Council agreed that a 3% COLA increase was justified, though after more discussion, Cristall Mount made a motion to increase Mary Phillips salary by 4%, Jon D. seconded that motion, and it was approved unanimously by Council. The additional funding for that raise will come from the 2025 Building Maintenance budget. Thus, a motion was then made to

approve the 2025 Budget, with the adjustments outlined, by Michele W., Jon D. seconded the motion, and the Council approved the 2025 budget unanimously.

#### **6. Approval of Badenhop Fund 2025 Budget**

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 in the Knoxville area. 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. Discussion ensued as to any performance reviews and/or additional duties that might be expected for this increase and Council was assured that such expectations were certainly valid and should be incorporated with this increase. Members of Council expressed that it is appropriate for the Parish Nurse job description be reviewed and that potential additional responsibilities be added to that position. It was agreed that the Badenhop steering committee will complete annual reviews of the Parish Nurse. Council also clearly resolved during the discussion of the Badenhop budget that those funds could be used to support the Pastor's compensation package, if necessary.

Council also 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).

Michele W. made a motion to approve the 2025 Badenhop budget, Jon D. seconded the motion and Council approved the motion unanimously.

#### **7. Correspondence , Updates, Building Use requests, etc.**

#### **8. Monthly Reports**

Jon D. noted that everything recommended in the Risk Assessment report submitted by Technical Insurance Services will not all be completely at this time.

#### **9. Approval of Advent mid-week offerings to Love Kitchen**

The Serve Committee has requested that Advent mid-week offerings be donated to the Love Kitchen this year. Cristall M. moved that Council approve the use of those offerings for this donation, Jon D. seconded the motion, and Council approved unanimously.

**10. Reminder of upcoming events**

November 24: Annual Congregational Meeting, Part 1 at 11:00

December 8: Messiah Lutheran Church 70<sup>th</sup> Anniversary Celebration at 11:00

**11. Adjourn**

Michele W. adjourned the meeting at 3:10.

**Minutes submitted by:** Carolyn C. Lawhorn

**Date:** November 19, 2024

***NEXT COUNCIL MEETING: Sunday, December 15 at 3 pm at the home of Don & Carolyn Lawhorn***

***Devotion: Angela Kronau***

***UPCOMING DATES:***

***Reports Due: Thursday, December 5***

***Executive Committee Meeting: Tuesday, December 10 at 6:30 pm via Zoom***

**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 70<sup>th</sup> Anniversary Celebration Sunday, scheduled for Sunday, December 8<sup>th</sup>. She requested that everyone who plans to attend, to please RSVP to her by December 4<sup>th</sup>.

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*



## November 2024 and YTD Financials

- **2024** Income and Spending plan **\$29,878** per month
- **November** General Fund **Income** was **\$154 below** plan.
  - General Fund income is **\$7,592 below** plan YTD. 2.3% off (giving is 3.4% off)
  - General Fund Income is **\$11,610 below** last year at this same time.
- **November** General Fund **Expenses** were **\$357 below** Plan.
  - General Fund Expenses are **\$12,514 below** plan YTD.
  - General Fund Expenses are **\$27,104 below** last year at this same time.
- **November** General Fund **Unrestricted Cash** reserves have decrease to **\$30,476**
  - This is **4.4 weeks'** worth of cash.
  - At this **Comfortable** level of unrestricted cash, I recommend General Fund spending at plan.
- Other **November** items to note:
  - In 11 months, Pastor Mark has spent **295%** of our Sr. Pastor Auto allowance.
  - In 11 months, Supply Clergy expense is at **174%** of annual plan.
  - In 11 months, cleaning supplies have been **194%** of plan
  - We have 7K in Tree & Ditch work to plan
  - We have Mold Remediation & Moisture issues to address in the Lower Level Ed Wing
  - We Have Exterior Painting to complete
  - We have Kitchen repairs to complete
  - Looks like we are moving forward with the sound system upgrade from Designated funds

Please let me know if you have any questions regarding **November** and **YTD** financials.

Please make sure Purchase orders are being completed and approved **before** making purchases.

Kindest Regards,

Steve

**MESSIAH LUTHERAN CHURCH**  
**Monthly Summary for the Month of November 2024**  
**Percent of Budget Year = 91.7%**

<b>Messiah Mission</b>	<b>Monthly Activity</b>	<b>YTD Activity</b>	<b>YTD 2023 Activity</b>	<b>2024 Full Year</b>	
				<b>Budget</b>	<b>% of Budget</b>
Mission Contributions	\$ 29,724.45	\$ 321,065.76	\$ 332,675.60	\$ 358,531.00	89.6%
Mission Expenses					
Wider Church Mission Support	\$ 1,000.00	\$ 10,000.00	\$ 18,200.00	\$ 12,000.00	83.3%
Staff Expenses	\$ 10,628.69	\$ 128,815.77	\$ 158,620.99	\$ 153,302.00	84.0%
Leadership Support	\$ -	\$ 1,362.74	\$ 1,426.16	\$ 600.00	227.1%
Supplies and Other	\$ 1,836.09	\$ 14,919.57	\$ 18,512.53	\$ 16,049.00	93.0%
Facility Expenses	\$ 15,972.62	\$ 156,218.60	\$ 142,378.32	\$ 172,185.00	90.7%
Ministry Support	\$ 797.48	\$ 4,427.52	\$ 3,709.51	\$ 4,395.00	100.7%
<b>Total Mission Expenses</b>	<b>\$ 30,234.88</b>	<b>\$ 315,744.20</b>	<b>\$ 342,847.51</b>	<b>\$ 358,531.00</b>	<b>88.1%</b>
Balanced Budget Adjustment	\$ -	\$ (12,000.00)	\$ (12,000.00)	\$ (12,000.00)	
<b>Impact on Available Unrestricted Cash</b>	<b>\$ (510.43)</b>	<b>\$ (6,678.44)</b>	<b>\$ (22,171.91)</b>	<b>\$ (12,000.00)</b>	

<b>OWLs Program</b>	<b>Monthly Activity</b>	<b>YTD Activity</b>	<b>YTD 2023 Activity</b>	<b>2024 Full Year</b>	
				<b>Budget</b>	<b>% of Budget</b>
Contributions	\$ -	\$ 124,090.69	\$ 115,312.26	\$ 115,000.00	107.9%
Expenses	\$ 8,088.37	\$ 105,317.45	\$ 104,161.79	\$ 115,000.00	91.6%
<b>Impact on Owls Program Fund</b>	<b>\$ (8,088.37)</b>	<b>\$ 18,773.24</b>	<b>\$ 11,150.47</b>	<b>\$ -</b>	

	<b>Month Ending</b>
<b>Available Unrestricted Cash</b>	<b>Total</b>
<b>Cash</b>	
Operating Checking Account	\$ 126,817.59
Savings Account	\$ 40,272.34
Columbarium Savings Account	\$ 17,994.03
<b>Total Cash</b>	<b>\$ 185,083.96</b>
<b>Designated Funds</b>	
Badenhop Fund	\$ 67,408.88
Building Maintenance Fund	\$ 10,517.08
Memorial Gifts Balance	\$ 7,682.10
Columbarium Fund	\$ 17,994.03
Sharon Olson Fund	\$ 7,728.27
Other Designated Funds	\$ 28,536.08
<b>Total Designated Funds (Incl. OWLS)</b>	<b>\$ 139,866.44</b>
Liabilities, Prepaids, and Equity	\$ 14,741.98
<b>Available Unrestricted Cash</b>	<b>\$ 30,475.54</b>
Memo: Mena Eckerd Fund Balance	\$ 2,987.94

**Messiah Evangelical Lutheran Church - Knoxville TN**  
**Treasurer's Report as of November 2024**

Thursday, December 5, 2024

Page 1 of 5

Account #	Account Name	Period Activity	Monthly Budget	YTD Balance	Annual Budget	% of Annual Budget
<b>Income</b>						
<b>General Mission &amp; Operating Contributions</b>						
4.100.100	Unrestricted Offering	26,093.33	26,555.00	282,082.99	318,660.00	89
4.102.100	Badenhop Building Use	1,600.00	1,600.00	17,600.00	19,200.00	92
4.103.100	Loose Offering	476.80	292.00	3,652.23*	3,500.00	104
4.110.100	Interest and Dividends	0.32	0.00	3.69*	4.00	92
4.115.100	Coffee Hour Proceeds	48.00	38.00	593.85*	459.00	129
4.125.100	Building Usage Fee/Donation	465.00	349.00	5,405.00*	4,193.00	129
4.130.100	Miscellaneous	0.00	0.00	0.00	1.00	0
4.135.100	Thrivent Choice dollars	41.00	43.00	728.00*	514.00	142
4.140.100	Balance Budget	1,000.00	1,000.00	11,000.00	12,000.00	92
	<b>Subtotal General Mission &amp; Operating Contributions</b>	<b>\$29,724.45</b>	<b>\$29,877.00</b>	<b>\$321,065.76</b>	<b>\$358,531.00</b>	<b>90</b>
<b>OWLs Program Contributions</b>						
4.200.100	Badenhop Fund Earnings	0.00	9,583.00	124,090.69*	115,000.00	108
4.210.100	OWLs Offerings	0.00	0.00	0.00	0.00	0
	<b>Subtotal OWLs Contributions</b>	<b>\$0.00</b>	<b>\$9,583.00</b>	<b>\$124,090.69*</b>	<b>\$115,000.00</b>	<b>108</b>
<b>Designated Funds Contributions</b>						
4.300.100	Sharon Olson Fund Income	0.00		5,800.00		
4.510.100	Altar Flowers Income	90.00		1,696.00		
4.513.200	Building Maintenance Fund Income	200.00		11,078.53		
4.514.100	BAM Income	0.00		86.00		
4.517.100	Children and Youth Faith Formation Income	0.00		3,400.00		
4.518.100	Come to the Water Inc	0.00		100.00		
4.519.100	Columbarium Inc	0.14		401.60		
4.521.100	CareCuts Income	0.00		797.00		
4.540.100	Creekmore Music Endowment Income	0.00		3,405.91		
4.550.100	ELCA Domestic Disaster Relief Income	0.00		2,753.75		
4.576.100	Hot Water Heater Fund Income	0.00		22,055.00		
4.591.100	Guatemalan Mission Income	0.00		278.00		
4.655.100	Lutheridge Camp Income	0.00		1,881.50		
4.670.100	Memorial/Honorarium Gifts Income	10,057.75		10,942.13		
4.680.100	Mena Eckerd Endowment Fund Income	0.00		2,998.81		
4.812.100	VBS Registration Income	0.00		2,310.79		
4.837.100	WELCA Eggs for CareCuts Income	10.28		509.08		
4.840.100	World Hunger Income	0.00		199.99		
	<b>Subtotal Designated Funds Contributions</b>	<b>\$10,358.17</b>		<b>\$70,694.09</b>		

Messiah Evangelical Lutheran Church - Knoxville TN  
Treasurer's Report as of November 2024

Thursday, December 5, 2024

Page 2 of 5

Account #	Account Name	Period Activity	Monthly Budget	YTD Balance	Annual Budget	% of Annual Budget	
		<b>Total Income</b>	<b>\$40,082.62</b>	<b>\$39,460.00</b>	<b>\$515,850.54</b>	<b>\$473,531.00</b>	<b>94</b>
<b>Expenses</b>							
<b>General Mission &amp; Operating Expenses</b>							
5.100.100	Synod Mission Support	1,000.00	1,000.00	11,000.00	12,000.00	92	
5.100.110	UT Campus Ministry	0.00	0.00	0.00	0.00	0	
5.100.120	ELCA World Hunger	0.00	0.00	0.00	0.00	0	
5.100.130	Seminarian Support	0.00	0.00	(1,000.00)	0.00	0	
		<b>Subtotal Wider Church Mission Support</b>	<b>\$1,000.00</b>	<b>\$1,000.00</b>	<b>\$10,000.00</b>	<b>\$12,000.00</b>	<b>83</b>
5.105.100	Sr. Pastor's Salary	4,000.00	4,000.00	42,000.00	48,000.00	88	
5.105.200	Sr. Pastor's Housing	1,099.26	1,400.00	12,251.08	16,800.00	73	
5.105.300	Sr. Pastor's Social Security	248.00	248.00	2,604.00	2,976.00	88	
5.105.400	Sr. Pastor's Moving Expenses	0.00	0.00	934.89	0.00	0	
		<b>Subtotal Sr. Pastor's Compensation</b>	<b>\$5,347.26</b>	<b>\$5,648.00</b>	<b>\$57,789.97</b>	<b>\$67,776.00</b>	<b>84</b>
5.110.100	Sr. Pastor's Pension	0.00	0.00	0.00	0.00	0	
5.110.200	Sr. Pastor's LH&D Benefits	326.00	326.00	3,423.00	3,912.00	88	
		<b>Subtotal Sr. Pastor's Benefits</b>	<b>\$326.00</b>	<b>\$326.00</b>	<b>\$3,423.00</b>	<b>\$3,912.00</b>	<b>88</b>
5.115.100	Sr. Pastor's Auto Expense	203.01	40.00	1,413.70*	480.00	295	
5.115.200	Sr. Pastor's Book Allowance	0.00	42.00	0.00	500.00	0	
5.115.300	Sr. Pastor's Continuing Education	0.00	83.00	1,000.00*	1,000.00	100	
		<b>Subtotal Sr. Pastor's Expenses</b>	<b>\$203.01</b>	<b>\$165.00</b>	<b>\$2,413.70*</b>	<b>\$1,980.00</b>	<b>122</b>
5.140.100	Administrative Assistant Salary	1,571.26	3,132.00	26,710.70	37,582.00	71	
5.140.200	Administrative Assistant Soc. Sec.	119.68	246.00	2,072.56	2,954.00	70	
		<b>Subtotal Administrative Assistant Compensation</b>	<b>\$1,690.94</b>	<b>\$3,378.00</b>	<b>\$28,783.26</b>	<b>\$40,536.00</b>	<b>71</b>
5.140.240	Administrative Assistant Pension	94.28	189.00	1,602.69	2,263.00	71	
5.140.250	Administrative Assistant Health Ins.	352.72	382.00	4,288.35*	4,587.00	93	
		<b>Subtotal Administrative Assistant Benefits</b>	<b>\$447.00</b>	<b>\$571.00</b>	<b>\$5,891.04</b>	<b>\$6,850.00</b>	<b>86</b>
5.135.100	Director of Music Salary	2,428.68	2,429.00	26,715.48	29,144.00	92	
5.135.200	Director of Music Soc. Sec.	185.80	186.00	2,078.69*	2,229.00	93	
5.135.300	Director of Music Cont. Ed.	0.00	0.00	0.00	0.00	0	
		<b>Subtotal Director of Music</b>	<b>\$2,614.48</b>	<b>\$2,615.00</b>	<b>\$28,794.17*</b>	<b>\$31,373.00</b>	<b>92</b>
5.150.100	Nursery Attendant Salary	0.00	0.00	0.00	0.00	0	
5.150.200	Nursery Attendant Soc. Sec.	0.00	0.00	0.00	0.00	0	
		<b>Subtotal Nursery Attendant</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>0</b>
5.155.100	Supply Clergy (Honorarium)	0.00	73.00	1,520.63*	875.00	174	
5.155.200	Supply Organist (Honorarium)	0.00	0.00	200.00*	0.00	0	

**Messiah Evangelical Lutheran Church - Knoxville TN**  
**Treasurer's Report as of November 2024**

Thursday, December 5, 2024

Page 3 of 5

Account #	Account Name	Period Activity	Monthly Budget	YTD Balance	Annual Budget	% of Annual Budget
	<b>Subtotal Supply</b>	<b>\$0.00</b>	<b>\$73.00</b>	<b>\$1,720.63*</b>	<b>\$875.00</b>	<b>197</b>
	<b>Subtotal Staff</b>	<b>\$10,628.69</b>	<b>\$12,776.00</b>	<b>\$128,815.77</b>	<b>\$153,302.00</b>	<b>83</b>
5.160.100	Synod Assembly	0.00	50.00	1,122.74*	600.00	187
5.160.200	Leadership Programs	0.00		240.00		
	<b>Subtotal Leadership Support</b>	<b>\$0.00</b>	<b>\$50.00</b>	<b>\$1,362.74*</b>	<b>\$600.00</b>	<b>187</b>
5.170.100	Office Equipment	596.41	517.00	6,449.69*	6,200.00	104
5.170.200	Computer Maintenance	50.00	129.00	706.25	1,552.00	46
5.170.250	Computer Hardware & Software	409.80	134.00	1,712.15*	1,610.00	106
5.170.300	Office Supplies	186.63	150.00	1,100.05	1,800.00	61
5.170.400	Postage	0.00	25.00	68.00	300.00	23
5.170.600	Bank Charges/Service Fees	452.15	255.00	3,997.69*	3,065.00	130
5.170.650	Background Check Fees	0.00	21.00	0.00	250.00	0
5.170.700	Kitchen/Coffee Supplies	123.45	20.00	355.72*	240.00	148
5.170.800	Publications	0.00	0.00	0.00	0.00	0
5.170.900	Electronic Communications	17.65	86.00	530.02	1,032.00	51
	<b>Subtotal Supplies and Other</b>	<b>\$1,836.09</b>	<b>\$1,337.00</b>	<b>\$14,919.57*</b>	<b>\$16,049.00</b>	<b>93</b>
5.175.100	Utilities	2,139.00	2,881.00	31,447.00	34,573.00	91
5.175.200	Telephone	357.95	274.00	3,937.45*	3,293.00	120
5.175.300	Property - Repairs	3,670.00	1,342.00	15,858.06*	16,100.00	98
5.175.400	Property/Liability Insurance	1,052.67	733.00	10,186.78*	8,793.00	116
5.175.500	Worker's Compensation Insurance	53.00	73.00	782.00	878.00	89
5.175.600	Building Maintenance - Contracts	366.39	890.00	3,970.39	10,674.00	37
5.175.610	Building Custodial	1,250.00	1,292.00	13,750.00	15,500.00	89
5.175.620	Mowing, Trimming & Landscaping	400.00	263.00	2,200.00	3,150.00	70
5.175.630	Trash Service	344.61	225.00	3,497.00*	2,700.00	130
5.175.650	Cleaning/Bathroom Supplies	0.00	37.00	860.92*	444.00	194
5.175.700	Mortgage Principal	5,025.33	4,818.00	54,423.57*	57,816.00	94
5.175.800	Mortgage Interest	1,313.67	1,522.00	15,305.43	18,264.00	84
	<b>Subtotal Facility Expenses</b>	<b>\$15,972.62</b>	<b>\$14,350.00</b>	<b>\$156,218.60</b>	<b>\$172,185.00</b>	<b>91</b>
	<b>Subtotal Office and Facility</b>	<b>\$17,808.71</b>	<b>\$15,687.00</b>	<b>\$171,138.17</b>	<b>\$188,234.00</b>	<b>91</b>
5.180.100	Disciple - Adult Faith Formation	0.00	13.00	13.91	150.00	9
5.180.150	Disciple - Children & Youth Faith Formation	562.24	19.00	1,015.03*	225.00	451
5.180.200	Care - Congregation Care	0.00	0.00	127.73*	0.00	0
5.180.300	Care - Fellowship	0.00	0.00	23.15*	0.00	0
5.180.390	Connect	0.00	0.00	0.00	0.00	0

**Messiah Evangelical Lutheran Church - Knoxville TN**  
**Treasurer's Report as of November 2024**

Thursday, December 5, 2024

Account #	Account Name	Period Activity	Monthly Budget	YTD Balance	Annual Budget	% of Annual Budget
5.180.400	Invite - Publicity	0.00	33.00	0.00	400.00	0
5.180.450	Support - Stewardship	0.00	18.00	458.27*	220.00	208
5.180.500	Worship - Worship & Music	72.00	225.00	2,080.16	2,700.00	77
5.180.550	Worship - Worship & Music - Altar Supplies	163.24	58.00	709.27*	700.00	101
	<b>Subtotal Ministry Support</b>	<b>\$797.48</b>	<b>\$366.00</b>	<b>\$4,427.52*</b>	<b>\$4,395.00</b>	<b>101</b>
5.190.100	Balance Budget Adjustment	0.00	0.00	12,000.00	12,000.00	100
	<b>Subtotal General Mission &amp; Operating Expenses</b>	<b>\$30,234.88</b>	<b>\$29,879.00</b>	<b>\$327,744.20</b>	<b>\$370,531.00</b>	<b>88</b>
<b>OWLS Ministry</b>						
5.225.100	Parish Nurse Salary	3,708.34	3,708.00	40,791.74*	44,500.00	92
5.225.200	Parish Nurse Social Security	260.06	263.00	2,895.54*	3,159.00	92
	<b>Parish Nurse Compensation</b>	<b>\$3,968.40</b>	<b>\$3,971.00</b>	<b>\$43,687.28*</b>	<b>\$47,659.00</b>	<b>92</b>
5.227.100	Parish Nurse Pension	222.50	223.00	2,447.50	2,670.00	92
5.227.200	Parish Nurse LH&D Insurance	774.08	770.00	8,514.88*	9,241.00	92
	<b>Parish Nurse Benefits</b>	<b>\$996.58</b>	<b>\$993.00</b>	<b>\$10,962.38*</b>	<b>\$11,911.00</b>	<b>92</b>
5.230.100	Parish Nurse Auto Expense	383.91	317.00	2,131.94	3,800.00	56
5.230.300	Parish Nurse Continuing Education	0.00	163.00	2,007.77*	1,950.00	103
	<b>Parish Nurse Expenses</b>	<b>\$383.91</b>	<b>\$480.00</b>	<b>\$4,139.71</b>	<b>\$5,750.00</b>	<b>72</b>
	<b>Subtotal Staff - OM</b>	<b>\$5,348.89</b>	<b>\$5,444.00</b>	<b>\$58,789.37</b>	<b>\$65,320.00</b>	<b>90</b>
5.280.100	Fellowship Events - OM	882.50	567.00	5,926.52	6,800.00	87
5.280.200	Office Supplies - OM	0.00	20.00	68.58	240.00	29
5.280.300	Postage - OM	0.00	50.00	106.38	600.00	18
5.280.400	Medical Devises, Storage & Upkeep - OM	168.98	70.00	395.52	840.00	47
5.280.475	Middle School Program Support - OM	0.00	617.00	5,194.96	7,400.00	70
5.280.480	Building Use - OM	1,600.00	1,600.00	17,600.00	19,200.00	92
5.280.500	Publications - OM	0.00	10.00	33.65	120.00	28
5.280.600	Transportation - OM	0.00	25.00	188.00	300.00	63
5.280.700	Care Assistance	88.00	1,182.00	17,014.47*	14,180.00	120
	<b>Subtotal OWLs Ministry Support</b>	<b>\$2,739.48</b>	<b>\$4,141.00</b>	<b>\$46,528.08*</b>	<b>\$49,680.00</b>	<b>94</b>
	<b>Owls Ministry</b>	<b>\$8,088.37</b>	<b>\$9,585.00</b>	<b>\$105,317.45</b>	<b>\$115,000.00</b>	<b>92</b>
<b>Designated Funds Expense</b>						
5.300.100	Sharon Olson Fund Expense	99.24		5,768.50		
5.305.100	Balance Budget Expense	1,000.00		(1,000.00)		
5.510.100	Altar Flowers Expense	135.00		1,766.77		
5.513.200	Building Maintenance Fund Expense	0.00		3,270.00		
5.514.100	BAM Expense	0.00		114.69		

**Messiah Evangelical Lutheran Church - Knoxville TN**  
**Treasurer's Report as of November 2024**

Thursday, December 5, 2024

Page 5 of 5

Account #	Account Name	Period Activity	Monthly Budget	YTD Balance	Annual Budget	% of Annual Budget
5.517.100	Children and Youth Faith Formation Expense	0.00		2,800.02		
5.519.100	Columbarium Exp	0.00		84.85		
5.521.100	CareCuts Expense	0.00		797.00		
5.540.100	Creekmore Music Endowment Expense	247.50		3,312.45		
5.550.100	ELCA Domestic Disaster Relief Expense	2,552.75		2,753.75		
5.576.100	Hot Water Heater Fund Expense	0.00		22,055.00		
5.591.100	Guatemalan Mission Expense	0.00		278.00		
5.655.100	Lutheridge Camp Expense	0.00		1,881.50		
5.670.100	Memorial/Honorarium Gifts Expense	9,955.00		11,636.33		
5.680.100	Mena Eckerd Endowment Fund Expense	0.00		3,600.00		
5.780.100	Staff Gifts Expense	0.00		3,022.71		
5.812.100	VBS Registration Expense	0.00		2,578.26		
5.837.100	WELCA Eggs for CareCuts Expense	59.80		503.89		
5.840.100	World Hunger Expense	0.00		199.99		
	<b>Subtotal Designated Funds Expense</b>	<b>\$14,049.29</b>		<b>\$65,423.71</b>		
	<b>Total Expenses</b>	<b>\$52,372.54</b>	<b>\$39,464.00</b>	<b>\$498,485.36</b>	<b>\$485,531.00</b>	<b>89</b>
	<b>Difference</b>	<b>(\$12,289.92)</b>	<b>(\$4.00)</b>	<b>\$17,365.18</b>	<b>(\$12,000.00)</b>	

\* = Income/Expense exceeds amount budgeted to date

**Messiah Evangelical Lutheran Church - Knoxville TN**  
**Balance Sheet as of November 30, 2024**

Thursday, December 5, 2024

Page 1 of 1

Account #	Account Name	Beginning Balance	Previous Period Balance	Period Activity	YTD Balance
<b>Assets</b>					
1.100.100	Operating Checking Account	114,161.58	131,821.06	(5,003.47)	126,817.59
1.200.100	Designated Funds Savings Account	40,383.10	40,272.02	0.32	40,272.34
1.250.100	Columbarium Savings Account	17,677.28	17,993.89	0.14	17,994.03
1.400.100	Thrivent Limited Maturity Bond Account	4,589.13	2,987.94	0.00	2,987.94
1.500.100	Land	16,300.00	16,300.00	0.00	16,300.00
1.500.200	Building	2,613,778.56	2,613,778.56	0.00	2,613,778.56
1.500.300	Pews, Organ & Furnishings	187,748.66	187,748.66	0.00	187,748.66
1.600.100	Pre-Paid Expense	7,579.81	4,628.55	63.84	4,692.39
	<b>Total Assets</b>	<b>\$3,002,218.12</b>	<b>\$3,015,530.68</b>	<b>(\$4,939.17)</b>	<b>\$3,010,591.51</b>
<b>Liabilities</b>					
2.000.100	Accrued Liabilities	0.00	166.66	(83.33)	83.33
2.100.100	Mortgage Payable	484,297.67	434,899.43	(5,025.33)	429,874.10
2.600.100	Deferred Income	30,251.00	13,741.80	7,434.08	21,175.88
	<b>Total Liabilities</b>	<b>\$514,548.67</b>	<b>\$448,807.89</b>	<b>\$2,325.42</b>	<b>\$451,133.31</b>
<b>Fund Balances</b>					
3.100.100	Unrestricted Operating Fund Balance	37,153.98	30,985.97	(510.43)	30,475.54
3.200.100	Badenhop Fund Balance	48,635.64	75,497.25	(8,088.37)	67,408.88
3.300.100	Sharon Olson Fund Balance	7,696.77	7,827.51	(99.24)	7,728.27
3.305.100	Balanced Budget Fund Balance	0.00	2,000.00	(1,000.00)	1,000.00
3.509.100	AV Equipment Fund Balance	599.99	599.99	0.00	599.99
3.510.100	Altar Flowers Balance	81.97	56.20	(45.00)	11.20
3.513.200	Building Maintenance Fund Balance	2,708.55	10,317.08	200.00	10,517.08
3.514.100	Brothers at Messiah Balance	557.58	528.89	0.00	528.89
3.517.100	Children and Youth Faith Formation Balance	6,898.37	7,498.35	0.00	7,498.35
3.518.100	Come to the Water Balance	202.75	302.75	0.00	302.75
3.519.100	Columbarium Fund Balance	17,677.28	17,993.89	0.14	17,994.03
3.540.100	Creekmore Music Endowment Balance	9,483.32	9,824.28	(247.50)	9,576.78
3.550.100	ELCA Disaster Relief Balance	0.00	2,552.75	(2,552.75)	0.00
3.590.100	Feeding Ministries	604.14	604.14	0.00	604.14
3.620.100	Landscaping Balance	662.21	662.21	0.00	662.21
3.630.100	Library Balance	637.52	637.52	0.00	637.52
3.670.100	Memorial/Honorarium Gifts Balance	8,376.30	7,579.35	102.75	7,682.10
3.680.100	Mena Eckerd Endowment Fund Balance	3,589.13	2,987.94	0.00	2,987.94
3.710.100	Music Program Balance	316.75	316.75	0.00	316.75
3.715.100	One Year To Live Balance	1,621.00	1,621.00	0.00	1,621.00
3.716.100	Open Doors Balance	458.82	458.82	0.00	458.82
3.757.100	Serve Strategies Balance	1,656.80	1,656.80	0.00	1,656.80
3.780.100	Staff Gifts Balance	3,022.71	0.00	0.00	0.00
3.793.100	Summer Art Program Balance	1.65	1.65	0.00	1.65
3.812.100	VBS Registration Balance	267.47	0.00	0.00	0.00
3.837.100	WELCA Eggs for Carecuts Balance	677.58	732.29	(49.52)	682.77
3.855.100	Youth Room Renovations Balance	426.46	426.46	0.00	426.46
3.857.100	Youth Scholarships Balance	1,950.00	1,950.00	0.00	1,950.00
3.999.999	Equity & Fixed Assets Balance	2,331,704.71	2,381,102.95	5,025.33	2,386,128.28
	<b>Total Fund Balances</b>	<b>\$2,487,669.45</b>	<b>\$2,566,722.79</b>	<b>(\$7,264.59)</b>	<b>\$2,559,458.20</b>
	<b>Total Liabilities and Fund Balances</b>	<b>\$3,002,218.12</b>	<b>\$3,015,530.68</b>	<b>(\$4,939.17)</b>	<b>\$3,010,591.51</b>



## APPENDIX F: Building Use Agreement

This form is to be completed by the responsible person of any non-worship or non-ministry event that takes place in the MLC building and must be on file at least one week prior to the start date of the event. Check area/room availability with the Administrative Assistant/Building Use Coordinator prior to completing this form. The signed original will be kept on file in the church office; a copy will be provided to the responsible person upon request as confirmation of building reservation.

Your date is not firm until deposit and agreement are on file.

### Building User Information

Name of Event: Hart-Strings Violin Studio  
Sponsoring Organization: \_\_\_\_\_  
Purpose of Gathering: Group Rehearsal  
Date(s) of Use: Jan 26, March 2, March 30 Anticipated number in attendance: 60  
Time of Event (beginning & end times): 2:00-5:30 Anticipated time of set up: 1:30 pm  
Area/Room(s) to be used: Fellowship Hall  
Name & Position of Responsible Person: Kathy Hart  
Address: 8125 Hayden Drive  
Primary Phone Contact: 865-680-8125 Secondary Phone Contact: Samu  
Email: Hartstringsstudio@gmail.com

### Agreement

- I/we have read the Building Use Policy and Building Use Expectations and agree to abide by all rules and expectations set forth therein.
- I/we agree to pay Messiah Lutheran Church the amount of 7,500 per session for the use of the church facilities as detailed above.
- I/we agree that all fees and deposits will reach Messiah Lutheran Church at 6900 Kingston Pike, Knoxville, TN 37919, one week in advance of the use start date. If donations are not paid and cleared before the use start date, permission for the use of Messiah Lutheran Church facilities may be revoked.
- I/we agree to abide by the expectations spelled out in this document and to complete the Departure Check List(s) and Church Key Agreement (if applicable). Messiah Lutheran Church agrees to provide the church facilities as they are. (MLC does not provide set up or cleaning.) Fees will defray costs for air conditioning/heating, water, bathroom facilities, janitorial service, and electricity.
- I/we agree to return used space to the configuration and condition in which we found it.
- I/we agree to hold Messiah Lutheran Church, congregational members, Congregation Council, and church employees harmless and free of any claims of liability which may result from any injury or loss of property.
- I/we agree to accept full responsibility for any such claims from persons in attendance of this event. I/we agree to be liable for any damages or incident which may occur in connection with this event.

Signed: Kathy Hart Date: 12-5-24

Approved: \_\_\_\_\_ Date: \_\_\_\_\_

*Kathy Hart, Director*

# Hart Strings



**SUZUKI HART-STRINGS** is an ensemble of approximately 50 violin students directed and taught by Kathy Hart. Formed in the fall of 2000, this group of young musicians ages 4 through 18 years, perform several times throughout the year at various events and public venues. Performances include Dogwood Arts Festival, Rossini Festival, Carry the Torch Knoxville, and many Christmas and seasonal performances at area retirement centers and hospitals, including The Fantasy of Trees Children's Hospital fund-raiser. Slade Trammell is the piano accompanists and coach for Hart-Strings.

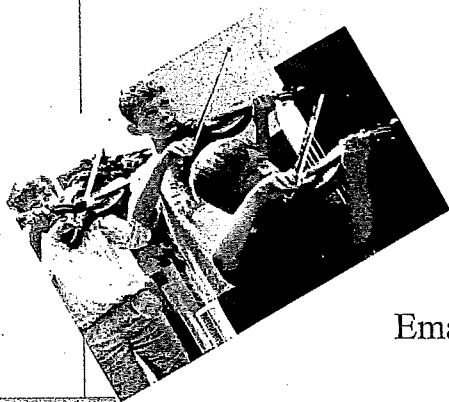
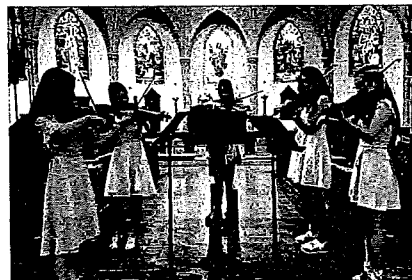
The Advanced Performing Class has been a featured solo ensemble with the Knoxville Symphony Family Concerts and Young People's Concerts.

Hart-Strings is proud to support string music throughout the local community. Aside from the music offered, these students develop skills in concentration, self-confidence, teamwork and responsibility, shining these values for whom they perform.

Each member receives individual weekly instruction and the entire group rehearses together once a month. Twenty-six Hart-Strings students also perform in one of the six 2024-25 Knoxville Symphony Youth Orchestras and many play in their school orchestra program.

126 violinists have graduated from Hart-Strings. All entered college or an independent study program. Forty-four entered undergraduate school with music scholarships and a majority were accepted into one of their top two college choices. Hart-Strings Alumni are active medical doctors, engineers, scientists and teachers. Forty-eight are married, and there are forty-nine Hart-Strings "Grandchildren". Three are engaged and more than half of the Hart-Strings Alumni, continue to play their violin!

# Suzuki Hart-Strings



8125 Hayden  
Drive  
Knoxville, TN  
37919

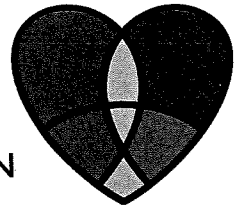


Email: [hartstringsstudio@gmail.com](mailto:hartstringsstudio@gmail.com)  
Phone: 865-680-8125



# ReconcilingWorks

LUTHERANS FOR FULL PARTICIPATION



Dear Messiah Lutheran Church,

I write this letter to you with deep gratitude for your partnership with ReconcilingWorks through the Reconciling in Christ program. In this season where many feel unsure of what the next chapter of their lives will bring here is what I know for sure.

1. **ReconcilingWorks' 50 years of ministry** is only possible because of you! And I know you will make all that is next possible as well.
2. The need for **people of faith to be bold and courageous** in living out our values of love, welcome, inclusion, and advocacy are more important than ever.
3. There is a **tremendous amount of outreach and education** to do across the country and in our Lutheran communities to deepen and expand care for people of all sexual orientations, gender identities, and gender expressions.

I know these things to be true because ministries like yours near and far are making a difference in your people and communities.

*"I am so happy to have found a church where my children can grow and learn knowing our family is safe and loved here!"*

*"I am touched by your service and TODAY y'all shared a reel celebrating ACE and that spoke to my heart. To me! :)"*

*"The fact of St. Mark's RIC status offered me a safe space to reclaim and reshape my faith. The welcome and encouragement I found led to my membership in the church and taking on a Lutheran identity"*

The impact of ReconcilingWorks is life changing for so many. Now is the time to make a difference and double your impact! **The ReconcilingWorks Board of Directors has created a \$5,000 match!** Messiah Lutheran Church, the gift you make today will have a lasting impression in countless lives.

ReconcilingWorks is deeply committed to making the church and world a better place for all God has named and claimed as Beloved. With my whole heart, thank you for being a partner in this ministry!

God's Peace,

Aubrey Thonvold, Executive Director

Make a Gift



**PS. Go to our website to get your free copy of the 2025 RIC Sunday materials!**



MEMBER OF  
**FEEDING  
AMERICA**

November 20, 2024

Messiah Evangelical Lutheran  
Church  
6900 Kingston Pike  
Knoxville, TN 37919-5702



Dear Messiah Evangelical Lutheran Church,  
*Thank you for being a partner!*

We take the stewardship of your donation seriously and are proud to work with, and for our neighbors to make this community the special place it is.

The demand for food continues to grow and your partnership is a gift to those that are at risk and working for a better tomorrow. Thank you again for your willingness to help your neighbors!

The enclosed envelope is for your convenience, should you feel inclined to donate to us again in the future.

Warm regards,

Elaine Streno  
Executive Director

**Information about your donation, for your records:**

Donation received: 10/24/2024

Check date: 10/18/2024

Donation amount: 1000

Check number: 0

Donation method: Personal

Check

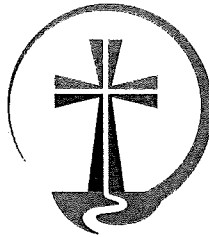
Notes: Senior Outreach

*If you are looking for another way to continue to support our fight against hunger, without spending anything today, you can include a legacy gift to Second Harvest Food Bank of East Tennessee in your will. **Begin your legacy today by visiting** [www.SecondHarvestETN.org/plannedgiving](http://www.SecondHarvestETN.org/plannedgiving)*

Please note: No goods or services were received in exchange for your donation. Second Harvest Food Bank of East Tennessee is a 501(c)(3) non-profit organization, EIN 58-1450139. For questions regarding your donation, please contact the development department at (865) 521-0000, or [info@secondharvestetn.org](mailto:info@secondharvestetn.org).

gty UNS 43501

136 Harvest Lane • Maryville, Tennessee 37801  
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**SOUTHEASTERN SYNOD**  
EVANGELICAL LUTHERAN CHURCH IN AMERICA

**“No one is useless in this world who lightens the burden of another.” – Charles Dickens**

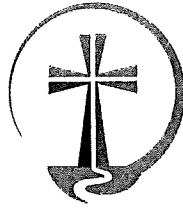
Dear Pastor and Congregation Leaders,

Wow, what an amazing year of mission and ministry we have had as a Synod! Your gifts and support to the Synod are invaluable. Because of you, we have been able to support our new mission congregations, redevelop ministries, support youth and young adults, meet the needs of people struggling with the devastation of weather-related disasters and continue our relationship with our global companions. Your response to Hurricane Helene has been phenomenal. We have been able to provide supplies, water, food, social and emotional care to some of our most vulnerable members and neighbors in our Synod. We have supported Lutheridge and working in areas that have been devastated by floods and hurricanes. We are an active, faithful, and present Synod in times of trouble and times of joy. For all of this, we give thanks to God and thanks to you!

As we are full throttle into the holiday season, our letter today is two-fold: one to thank you, and the other to remind you to direct your year-end giving. It is not too late to give a gift that will continue to impact and sustain our work together. We have a few weeks left to make our total 100% intent and giving mission support goals for 2024. We believe we do this when we work together. There is no gift too small or too big to lighten the burden of another. All gifts become much in the hands of Jesus. Our encouragement is that you will send in your gift by December 31, 2024, online at [www.elca-ses.org](http://www.elca-ses.org) or mail your gift to the Synod office. Our bishop and synodical staff are ready to serve your congregation in any way to help make this happen. Please accompany us on the journey together.

Joy and Peace,

Pr. Jonathan P. Hemphill, Assistant to the Bishop for Congregational Life



**SOUTHEASTERN SYNOD**  
EVANGELICAL LUTHERAN CHURCH IN AMERICA

November 12, 2024

Dear Friends in Christ,

As people of faith, we are called to care for one another, to be a source of hope and healing in times of need. In that spirit, I am sending you a window cling with the National Suicide Prevention Lifeline information. This resource is a simple yet vital tool in our collective effort to support those who may be struggling with feelings of hopelessness or despair.

Mental health challenges affect people across every community, including our own congregations. By displaying this window cling in a visible place - on a door, in a common area, or near your entrance - you are providing a message of hope and safety. You are helping to ensure that those who may be suffering in silence know that they are not alone and that there is a lifeline available to them 24/7.

The church is a place where all people are welcomed, loved, and cared for, especially in their most vulnerable moments. Displaying this resource is one small but important way we can be a beacon of light to those in need of support. It shows that as the body of Christ, we are here to listen, walk alongside, and point people toward the help they need.

Thank you for considering this action of care and compassion in your congregation. Together, we can continue to share Christ's love and hope with all who need it.

In peace,

Allison Lizdas  
Assistant to the Bishop, Director of Advocacy



## **Official Notice of Meeting**

### **2025 Southeastern Synod Assembly**

**May 29 - 31, 2025**

**The Columbus Georgia Convention & Trade Center**

**801 Front Ave**

**Columbus, GA 31901**

Pursuant to the bylaws of the Southeastern Synod (S7.11.01.),

You are hereby given notice that the

2025 Southeastern Synod Assembly will be held

May 29 -31, 2025 at the Columbus Georgia Convention & Trade  
Center.

*~ The Rev. Randy T. Jones, Synod Secretary*



The Assembly will be focused on the theme:

**“Shall We Gather at the River: Called, Gathered, Sent”**  
*living out our baptismal calling in our world*

Please contact Pastor Jill Henning at 404-589-1977 ext. 222  
should you have questions.

Registration will open in February but you can secure your housing  
now  
with either of the two options below.

## Hotel Options

### Columbus Marriott



**Start Date: Wednesday, May 28, 2025**

**End Date: Saturday, May 31, 2025**

**Last Day to Book: Monday, April 28, 2025**

**Hotel(s) offering your special group rate:**

- Columbus Marriott for \$179 per night
  - Breakfast Included
  - Complimentary Onsite Parking
- *DISCLAIMER: Due to limited availability within the hotel, the concierge rooms available to the group do not come with MClub access included in the rate. MClub is limited to Marriott Bonvoy members that are ranked Platinum or above or to purchasing guests. You may add MClub access to your stay for \$40.00 per night if desired.*

Book your Group Rate for Marriott [HERE](#) →

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## **Hotel Indigo Columbus at Riverfront Place**



**Start Date: Wednesday, May 28, 2025**

**End Date: Saturday, May 31, 2025**

***Last Day to Book: Monday, April 28, 2025***

**Hotel(s) offering your special group rate:**

- Hotel Indigo for \$179 per night
- NO BREAKFAST INCLUDED
- Free parking across the street/Valet parking at a cost
- Located 0.9 miles from the Columbus Convention & Trade Center but there is free parking at the Convention Center

Book Your Group Rate for Hotel Indigo [HERE](#) →

## **Synod Bishop Election information**

During the 2025 Southeastern Synod Assembly, we will be electing a Synod Bishop and Synod Secretary.

The Synod Assembly shall elect the Synod Bishop for a six-year term. Bishop Kevin L. Strickland informed the Southeastern Synod Council at their September meeting that he is willing to be considered for re-election.

For more information about the election process of a bishop, please read more on the Bishop Election page of the website which can be found here:

**<https://www.elca-ses.org/2025bishop>**

## **Synod Secretary & General Elections Information**

The Synod Assembly shall elect the Synod Secretary for a four-year term. The Synod Secretary may be re-elected, but may not serve more than eight years, whether consecutive or not. The Synod Secretary shall be either a layperson or a rostered minister.

In addition to the Synod Secretary position, the Assembly will elect Synod Council members and Discipline and Consultation Committee members. Nominations for all these positions will begin in early 2025.

To learn more about those positions please read more on the Secretary and General Election page of the Synod's website found here:

**<https://www.elca-ses.org/2025sec-gen>**

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**ELCA-Southeastern Synod**

**Physical Address and address for UPS and FedEx**

c/o St. John's Lutheran Church  
1410 Ponce de Leon Avenue NE  
Atlanta, GA, 30307

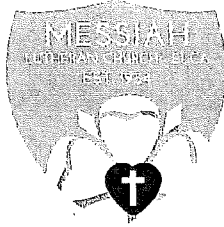
**Mailing Address**

P.O. Box 400  
Decatur, GA 30031

Phone: 404-589-1977

Fax: 404-521-1980

Email: [synod.office@elca-ses.org](mailto:synod.office@elca-ses.org)



## DISCIPLE COMMITTEE MINUTES

Tuesday, November 19, 2024

**Committee Members Present:** Mary Williamson, Mary Phillips, Laura Henrik, Angela Kronau, Michele Wilson, Pastor Mark Cerniglia

**Committee Members Absent:** David Achodo (new member – [dachodo@vols.utk.edu](mailto:dachodo@vols.utk.edu)) – *Please add to the committee email distribution list.*

**Meeting held:**  In Person  via Zoom

### Music Camp

Mary Phillips attended the meeting to start planning for a 1 week music camp called "CAMP Magic". It will run M-F from 9 am to 12 noon at a week at the beginning of summer (dates TBD).

- Ages: Completed Kindergarten through Completed 6<sup>th</sup> Grade
- This will be in place of VBS
- We will need : Volunteers / Budget Materials
- Musical Sessions + Performance
- Fee: Dozen Cookies & a T-Shirt
- Art – Anne Driskill
- Instruments - TBD
- Music – Mary Phillips
- Puppets – Dave Bradford

We will work with local churches to get the word out.

CAPACITY: 30 kids

We will need to establish a different drop off area than the one that the TEACH group uses.

Thrivent projects can help with some of the expenses. Michele Wilson will apply for a \$250 Thrivent grant.

### Children's Sunday School

- The committee approved the purchase of 2 laptops for Children's Sunday School. Michele made the purchase and they will be delivered this week.

### Confirmation Classes

-The next class will be held on January 5, 2025.

-- Pastor Mark is pleased with the way it is going. From parent's perspective, there is a good mix of activities and study.

- Set up in a way so that when the new pastor begins, he can plug in and keep going.

Philosophy – When parents share their faith, it is impactful to the young person.

### Adult Learning Hour

- Beth Ford will be setting up speakers, etc. for Spring 2025.
- Mary Williamson will connect with Beth to have her update the shared document/drive.

### Youth Group

- There were 18 youth at the Peace Lutheran Gathering
- St. John's is hosting "A Place at the Manger" again on Sunday, December 15<sup>th</sup>.

### **Theology Pub / Parent's Night Out**

- The next Theology Pub and Parent's night out will be held on November 22.
- Don & Carolyn Lawhorn and Angela Kronau will provide child-care to young parents so they could go out and enjoy a beer, Christian friendships, etc.
- We've had great attendance at the September and October Theology Pub and 12 RSVPs for the November session.
- We will take December off and pick up again in January 2025.

### **Other**

-Birthday Party for Jesus (Serve Committee) will be held on Sunday, December 15 during the Sunday School hour. Here are the needs:

- o Donation bin for donations
- o Donation bin for wrapping paper
- o Tape / Scissors
- o Mary – will bring cookies
- o Label "Messiah Lutheran Church cares about you!" w/ logo
- o Michele will bring labels to Mary.

Michele will promote.

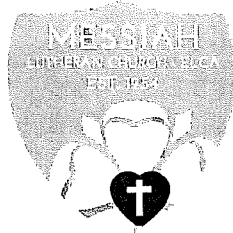
-Children are needed for the Christmas Pageant at Messiah on Christmas Eve. Mary and Rachel will be the facilitators since Jenny will be out of town.

### **ACTION ITEMS FOR COUNCIL**

N/A

**Next Meeting:** *Tuesday, January 21, 2025, 6:00 pm via Zoom*

**Minutes submitted by:** Michele Wilson



## Nov      Property      COMMITTEE MINUTES

*Day/Date of Meeting*

Committee members present: N/A

Committee members absent: N/A

Guests present: N/A

Meeting held:  In Person       via Zoom

### **OLD BUSINESS**

1. Need to install parts to repair bad Gas stove pilots
2. Evaluating other options to complete the exterior metal surface repainting work at a lower cost – Likely with volunteers. Front Steel Posts prepped and painted during God's Work Our Hands Day. Will review over time. Saturday October 26<sup>th</sup>. Work Day did not happen – No UT Student Volunteers. Will try again in Spring of 2025.
3. Converting existing Fluorescent Lighting to LED. LED Lamps have been ordered – Lamps have arrived and are currently stored at Messiah. Need to develop a team and plan to execute install of lamps.
5. Mary Philips has suggested adding a microphone or two in the Sanctuary so that the Hand Bells can be heard better when streaming the Service – Met With AVCO, Local AV Company – Quoted \$3600 to Relocate two Existing Hanging Microphones, add better monitors in the choir loft and tweak the programming on the Sanctuary digital Sound Board. Funding sources identified – Working on getting contract signed.
6. Removal of Shed Tree & some adjoining undergrowth removed by Chavez Tree Service (\$2,400). Storm damage cleanup and Fourth Creek Ditch clearing to be postponed until next financial year.

### **ACTION ITEMS FOR COUNCIL**

**Next Meeting:** *TBD*

**Minutes submitted by:** Jonathan Driskill, Committee Chair





## **Pastor Mark's Report to the Council**

*December 15, 2024*

The 70<sup>th</sup> Anniversary celebration was a grand occasion on December 8. Pastor Stephen Misenheimer did a great job as our guest speaker. Thanks to Michele Wilson and all the other volunteers who organized it. In addition, I also participated with the Sons of Norway/Vikings of the Smokies annual Christmas event later that day, saying a prayer of blessing in Swedish that my grandmother had taught me.

The Advent season seems to be going smoothly. In addition to the usual Holden Evening Prayer services we have been having on Wednesday evenings in December, I added a brief spoken service at noon for the benefit of those members who do not like to come at night. On Saturday, December 21, we have the funeral for John Brock at 11:00am and then our Blue Christmas service at 3:00pm that same day. The children of the congregation will be involved in the Christmas Eve service.

The Call Committee has narrowed down the number of candidates to two, and will have a second round of online interviews before Christmas. When they identify a primary candidate, they hope to bring that person for an in-person interview. I do not foresee that happening before January. When they have decided on a candidate, that person will then be presented to the council for an interview and agreement on the compensation package. Michele made a request that the departing members of the Council be allowed to participate in that interview. If you decide to allow for their participation, they would have voice but not vote. If Council wants to proceed with the candidate, they will then recommend that person to the congregation. A specially called congregational meeting would then vote on issuing a Call and on the compensation package. I don't envision all of that being accomplished before the beginning of Lent (March 5).

Therefore, if the Council would like for me to continue beyond my one-year contract, it needs to vote to extend the contract. My recommendation is that, at this time, we extend the contract to the end of February. This would also mean extending the apartment lease to the end of February. It can go on a month to month basis with a 30-day notice of termination. However, the monthly rent is increasing to \$998 per month.

A reminder that I will be on vacation December 26-January 3. Pastor Jack Wilder will fill in for me on Sunday, December 29.

Respectfully submitted,  
~Pastor Mark Cerniglia