

**Epiphany Lutheran Church
2022 Annual Congregational Meeting
December 11, 2022**

Call to Order and Confirmation of a Quorum: Dave Zimmer called the meeting to order and welcomed everyone. By Epiphany Lutheran Church Constitution – C10.041, a quorum for the conduct of business at congregational meetings shall consist of those members present and voting. There were 59 members in attendance.

Opening Prayer: Pastor Brad led the congregation in prayer.

Approval of Minutes from the 2021 Congregational Meetings: There being no corrections or changes, Council dispensed with the reading of the December 12, 2021 minutes and after motion made by Mike Myers and second by Will Lytle, the Minutes were unanimously approved as written.

Presentation of 2023 Budget for Approval: Dave Zimmer thanked Josh Thornton and Epiphany’s Staff for their hard work in putting together this Budget. Josh then presented a summary of the proposed Budget for 2023 as follows:

Total Proposed Budget: \$724,372

- Budget decrease of 6.5% (2022 Budget was \$774,431)
- Benevolence will remain at 10.00% of undesignated receipts
- There are no cuts to current staff or any of our current programming and ministries
- Average General Fund Offering required each week to support budget is \$13,930

Summary of Budget Decisions:

Benevolence remains at 10% of the budget for 2023

- Since the overall budget decreased by 6.5%, the amount allocated to each of the causes has been decreased proportionally.
- Our benevolence-supported causes remain the same and include: *ELCA (Southern Ohio Synod), First English, Jacob’s Porch, LSS Pantry, Outdoor Ministries (LOMO), Food Pantry, Lutheran Social Services, Care Portal, Joseph’s Coat, and Epiphany Preschool.*
- This benevolence does not include the many special offerings and projects that we support throughout the year, which are quite significant!

Social Services budget will be reduced by \$ 3,000

- This reflects what was actually needed from the budget for 2022. The remainder of support needed comes from direct donations to the individual ministries. Those direct donations include food, personal care items, clothing, etc.
- An appeal for donation of specific needs will be made for ministries throughout the year.

Evangelism budget will remain the same for 2023

- The evangelism team did a very thorough review of their needs (thank you to Peg Wuerth & Team). This item supports Worship Guest Gift Bag materials, Worship Name Tags, and musicians for the July 4th Backyard Party (Community Outreach).

Worship & Music budget will be reduced by \$ 4,000

- This item supports worship supplies, music ministries, and worship experience (technology or special music). Thank you to Terry for being creative and finding ways to reduce spending.

Congregational Life budget will be reduced by \$ 2,325

- This item supports several special events/ministries throughout the year. Similar to Social Services, a lot of these ministries are supported by direct donations of food and kitchen supplies or by fees (Pause meal donations, tickets to events, etc.).
- An appeal for donation of specific needs will be made for events throughout the year.

Youth budget will be reduced by \$ 9,700

- This item supports all youth ministry programming and events.
- Many small reductions were made to specific line items but two of the bigger changes were:
 - Elimination of budget for Bus Transportation – If transportation is needed to events it will be provided by parents or larger events will have fundraising to cover these costs.
 - Bellaire partner VBS budget was removed (partner congregation closed in 2022) – a small portion of that budget was moved to “mission & service” to support similar ministries in future.
- Thank you to Ali and Youth Vision team for being creative and finding ways to reduce spending.

Education budget will be reduced by \$ 1,000

- This item provides subscriptions and resources for educational ministries including Sunday School, Adult Classes, Confirmation, First Communion, Publications, and Library.
- This budget is already tight, and would involve reduction of program offerings to reduce any further.
- The only area reduced was the library budget from \$ 1,500 to \$ 500 for 2023.

Ministers budget will be increased by \$ 383

- Salaries & Benefit levels will remain the same for 2023.
- Benefits, Healthcare, and Healthcare reimbursement costs increased by \$ 5,762.
- Mileage Reimbursements and Performance Grant were removed for 2023 (*applies to all staff*).

Administration budget will be reduced by \$ 22,261

- Hourly rates to remain the same for 2023.
- Change in administrative staff from two to one (less total hours worked).
- Reduction in budgeted bookkeeper hours to better reflect actual hours.

Worship Support budget will be reduced by \$ 1,601

- Pay rates to remain the same for 2023.
- Reduction due to nursery only needed for one service and sub-organist only needed for one service.

Administrative Costs budget will be reduced by \$ 2,500

- Banking and Electronic giving fees are less than previously budgeted.
- Office supplies and postage to be reduced; will continue to utilize electronic communication.
- Thank you to Dori for being creative and finding ways to reduce spending.

Building Operation budget will be reduced by \$ 4,400

- Insurance rates to remain the same.
- Plans for larger projects/maintenance reduced in 2023. Any large items that come up are to be funded from Building Facility and Maintenance Fund or another source.

Building Utilities budget will be increased by \$ 5,350

- Electric, water, and internet budgets will remain the same.
- Natural Gas has increased substantially. Roger McLoney is working with a supplier to secure a lower rate.

Q&A / Discussion:

Q From a building operation perspective, do we have any known issues that may be coming up?

A Roger McLoney advised that the last big project was the parking lot which is complete. It's hard to say what could happen in the future with other large items like HVAC.

Q How does our budget and our giving compare to other churches within the Synod?

A We do well! What we have in the budget is strong. With our giving, some of it is baked into the budget (10%) but much of our giving is not part of the budget such as Bellaire, the gift catalog, our partnership with Haiti, etc. A lot of our extra giving goes through Social Services. Much of our community outreach is done not just with money but with our talents and time.

Q How do you make up the budget without using pledge cards?

A It was decided not to hand out pledge cards this year because only about 40% of the budget is covered by those who chose to pledge a specific giving amount. We are fortunate, though, that people are generous with their giving without pledging.

Presentation of Revised Constitution for Approval: Cindy Ganem presented the Revised Constitution, which was approved by Council on August 10, 2021. She thanked the prior Constitution Committee—Darlene Bell, Lynn Chrisman, Larry Landon and Polly Renner—for their hard work in bringing our Constitution in compliance with the required language of the Synod’s model. There was mostly discussion about the addition of Continuing Resolutions which is language required by Synod; it was asked if we can change the 2/3 vote by Council to something else. Question was also asked if Epiphany can use electronic voting for future congregational meetings. A comment was made that the language in the Constitution is vague and hard to read; can that be changed? These questions will be put to the 2023 Constitution Committee to look into.

Nomination of 2023-2024 Council Members

A. Introduction of nominees:

Dave Zimmer recognized outgoing Council member Sarah Smart, recognizing her years of service and contributions to Council.

Sarah Smart then introduced the nominees for the 2023-2024 open positions:

President:	Dave Zimmer
Vice President:	Fay Barry
Congregational Life:	Carl Langwell
Evangelism:	Mark Low
Property:	Dell Moller
Social Services:	Jill Schellhase
Youth & Preschool Board:	Lynn Rigelman

Continuing in Service on Church Council are:

Secretary:	Cindy Ganem
Treasurer:	Josh Thornton
Pastor:	Brad Gee

The following positions will remain open as Council explores a different model for the future makeup of its positions:

Christian Education
Financial Secretary
Stewardship
Worship & Music

B. Solicitation of floor nominees:

Sarah asked for any nominees from the floor. None were presented.

C. Closed nominations:

As there were no nominations from the floor, Sarah declared the nominations closed.

Nomination of 2023 Nominating Committee:

A. Introduction of nominees:

Sarah introduced the nominees for the 2023 Nominating Committee, thanking them for agreeing to serve in this position: William Lytle, Mike Myer, and Brenna Gardner.

B. Solicitation of floor nominees:

Sarah asked for any nominees from the floor. None were presented.

C. Close nominations:

As there were no nominations from the floor, Sarah declared the nominations closed.

Votes on the Budget, Revised Constitution, 2023-2024 Council Members, and 2023 Nominating Committee:

Per our Constitution (C8.02.b.5c), a “voting member” is a confirmed member. Such confirmed members, during the current or preceding calendar year, shall have communed in this congregation and shall have made a contribution of record to this congregation. Ballots were collected and counted.

Voting Results and Closing Remarks

59 votes were counted and the following motions were passed:

2023 Budget was approved (Yes = 59)

Revised Constitution was approved (Yes = 52; No = 6; Abstained = 1)

The nominees for the 2023-2024 Council passed as follows (Yes = 58; Abstained = 1):

President:	Dave Zimmer
Vice President:	Fay Barry
Congregational Life:	Carl Langwell
Evangelism:	Mark Low
Property:	Dell Moller
Social Services:	Jill Schellhase
Youth & Preschool Board:	Lynn Rigelman

The nominees for the 2023 Nominating Committee passed as follows (Yes = 59):

William Lytle, Mike Myer, Brenna Gardner

(Note: Per our Constitution, the Nominating Committee is to consist of four individuals: two outgoing Council members as appointed by Council and two members elected by the congregation at the annual meeting. As explained during the meeting, since we only have one outgoing Council member this year, we asked that members vote for three candidates.)

A remark was made that it is hard to digest all of these items that are presented at the Annual Meeting. It was asked if next year, the congregation could be given all these papers a week or two before the meeting so people can take them home to review. It was pointed out that all of this information had been in the electronic newsletter for several weeks. Council will look at this request for next year.

This concluded all business for the Annual Congregational Meeting. Dave Zimmer led the congregation in the Lord's Prayer and the meeting was adjourned.

Respectfully submitted,

Cindy Ganem

Cindy Ganem, Secretary