

Christ Evangelical Lutheran Church

Annual Report

July 2024-June 2025

"As followers of Jesus Christ, we at Christ Lutheran Church seek to share God's Word, to show God's love, and to serve God's world, proclaiming the Good News of Jesus Christ to all people."



STAFF

Pastor: Chad Huebner

Ministry Support: Peter Schmidt

Music Director: George Weckman

Sexton: Nic Swain

CHURCH COUNCIL

Council President – Jane Unger

Vice President – Jo Anne L'Heureux

Treasurer - Lucy Juedes

The Bridge – Jack Haseley

Outreach – Nick Claussen

Social Ministry – Ellen Peterson

Lifelong Formation - Chris Snoddy

Stewardship - Melinda Ford, Linda Batey

Finance – John Molinaro

Financial Secretary - Wanda Weinberg

Secretary - Sam Hanson

Personnel – Jo Anne L'Heureux

Property – Jane Unger

Worship and Arts – Steve Chikosky

Life Together - Dan Snoddy

LLC – Jim Sillery

Impact Giving - Chris Snoddy

At Large – Chad Kopenski

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From the Pastor

Dear Partners in Mission and Ministry,

As I sit down to reflect on the past year and envision the exciting journey ahead, I am filled with immense gratitude and anticipation. This coming year marks a milestone in our congregation's history—our 70th anniversary. It is a significant occasion, offering us a moment to pause and celebrate the journey we've been on together, while eagerly imagining the future we are building.

Remembering Our Past: Over seventy years ago, our founders planted the seeds of faith, creating a community rooted in love, worship, and service. Their dedication and vision laid the groundwork for a vibrant, inclusive congregation that welcomes all with open arms. As we look back, we honor their legacy, recalling the countless prayers, acts of kindness, and moments of fellowship that have shaped our shared story. This rich history reminds us of who we are and inspires us to continue their mission with renewed passion.

Imagining Our Future: With a solid foundation beneath us, we stand at the threshold of new beginnings. Our theme, "Imagining Our Future," invites us to dream boldly about the possibilities that lie ahead. We are committed to expanding our outreach, deepening our spiritual growth, and fostering an environment where every voice is heard and valued. Together, we are crafting a future where our faith and actions resonate beyond our walls, touching lives and transforming our world.

Throughout this celebratory year, we will engage in a series of dynamic events and initiatives designed to honor our past and encourage forward-thinking. From special worship services and learning opportunities to community service projects and fellowship gatherings, each moment will serve as a reminder of our unity and our shared mission.

I am incredibly grateful for each of you—for your dedication, your enthusiasm, and your unwavering faith that propels our congregation forward. As we embark on this celebratory journey, let us remember that our collective strength lies in our diversity, our love for one another, and our commitment to living out our faith in meaningful ways.

Thank you for being an essential part of this remarkable community. Let us embrace our anniversary year with joy, wonder, and a profound sense of purpose, as we remember our past and ardently imagine our future.

In Gratitude and Hope,
Pastor Chad

From the Council Chair

The first, and most important thing I want to say is thank you. To the paid staff, and to all the volunteers. If I named you all, I would use up my allotted space just listing your names (and would surely miss someone). This year as council president has been amazing and fun and scary sometimes, and exhausting sometimes too, but all of you have been here to help, and for that I am grateful.

I came to Athens in 1995 and from the first time I attended a service at Christ Lutheran, I felt right at home. A few years later, Esther Kuhre asked me if I didn't think I ought to join, having been here for a while, and so in 1999 I became a member.

When I headed off to seminary in 2001 (my first day of classes was 9/11/2001), I knew that I was there to learn everything I could to help back here in Athens. I wasn't going to be ordained, but that was all right. I've helped where I could since then, as a Sunday School teacher, VBS volunteer, worship volunteer and anywhere I could, all leading up to this past year. So again, thank you all for your help and support and I look forward to us all working together to make this 70th anniversary year our best year yet.

Respectfully Submitted,
Jane Unger

Stewardship

Committee members: Mindy Ford (chair), Linda Batey, Susan Urano,

Mission: To help God's people grow spiritually using the time, talent, and finances that God entrusted to them.

Strategic Plan/Primary Focus: Develop a comprehensive stewardship program that encompasses all aspects of the congregation's life

Annual Campaign: From April to May 2025, we carried out the 2025 Annual Stewardship Campaign. We developed the 2025 Stewardship Times newsletter and mailed it to members along with estimated giving cards, and Time and Talent sheets. We elicited help from members of the congregation to present skits during the campaign. A Budget hearing was held this year after Sunday service in May and had good discussion. We worked with the Financial Secretary to ensure that members who did not turn in a pledge card were identified. Follow up contact was made with them to try to have all pledges turned in for the budget to be complete for the congregational meeting in June. After all of the pledges and the time and talent responses are in, the committee members will send personalized thank you cards to everyone.

Respectfully submitted,
Melinda Ford and Linda Batey

Lifelong Formation

Vision: To view all people as continuous learners and provide opportunities to grow in faith and knowledge of the Gospel and its impact on our lives.

Members: Karen Beverly, Kay and Mike Cleland, Barb Cline, Pastor Chad Huebner, Jana Hovland, Cathi Schwalbauch, Tammy Thompson, Chris Snoddy (chairperson)

- **Children's Church** was held for children ages 2-10 during the Sunday worship services between Labor Day and Memorial Day, except for some holiday breaks. The children went to the fellowship hall after the Time with Children and returned at communion time. Barb Cline, Gail and Greg Dreitzler, Cheryl Huebner, Chris Snoddy, and Tammy Thompson volunteered as lead teachers, and Melody Christiansen, Eliza Kopenski, Madeline Murphy, Rachel Prange, and Dessa Thompson-Kelleher helped as assistants. Even though Chris Snoddy planned the lessons and gathered the materials for each Sunday, she could not have accomplished a successful year without all these wonderful volunteers. Thank you!!
- **Youth Group** was held for those in high school on Sunday evenings between Labor Day and Memorial Day. Pastor Chad worked with Pastor Lucy Crawford to lead the youth from both CLC and First United Methodist Church. Twice a month, they held Bible study meetings and once per month, they joined the youth from Central Methodist in fun fellowship activities. The youth also participated once a month in the communion services with the residents at the Lindley Inn.
- **The Children's Christmas Program, The Manger SEEN**, and was an adaptation of the same play performed at CLC in 2003. Sean Murphy as Dad, Barb Cline as Mom, and Madeline Murphy as Child explained the Christmas story (Mary, angel, Joseph, Baby Jesus, shepherds, etc.) as they assembled their manger **scene** on a table and as the live characters appeared on stage. So, the story was narrated and **seen** in costumed children. The children performed one song, *Away in a Manger*.
- **Vacation Bible School (VBS)**- was held from June 23-27, 2024, using a curriculum purchased years ago for Sunday School called "Wonder Stories: Miracles" that focused on Jesus' miracles of turning wine into water, calming the storm, feeding the 5,000, and raising Jairus' daughter from the dead. A Family Night including songs, story reviews, games, and a pizza dinner was held on the last evening. Twelve children participated (three could only attend the last evening since they had been at camp), seven youth assisted, and seven adult volunteers led the stations. Again, without these wonderful volunteers, nothing could have been accomplished!
- **Bible Milestones Program**- Three infants, Levi Davis Haseley, Charlotte June Farley, and Magnolia Rae Haseley received Walter Wangerin's Water Come Down at their Baptisms in June 2024, February 2025, and May 2025. Two children, Esther and Levin Murphy received the Spark Story Bible in May 2025. Two children, Ivy Schmidt and Madeline Murphy received the Spark Bible NRSV with study guide notes in October 2024 and May 2025.

Respectfully submitted,
Chris Snoddy

Outreach

Members: Co-Chair Linda Sauer, Co-Chair Nick Claussen, Karen Beverly, Pastor Chad Huebner and John Laughlin

Vision Statement: The calling of Christ Lutheran's Outreach Committee is to offer our faith family a safe, loving, and caring home for all. While this is a calling of our whole faith family, the specific job of the committee is to do the structural work to make this more possible and, in fact, more likely.

Our work typically involves:

Welcoming more people into our faith family

- We introduce ourselves to visitors to Christ Lutheran Church, whenever possible.
- When visitors volunteer mailing information, follow-up notes are sent to thank them for visiting and to invite them to join us at worship in the future.
- We encourage our members and friends of CLC to wear their name tags found in the narthex. We feel this allows visitors and potential new members to feel more comfortable and less overwhelmed. Visitors may request a name tag to be printed as well. We adjusted the name tags this year to make them easier to wear and to store at church.

Creating a welcoming culture for all visitors:

- We organize Hospitality snacks after church for people to enjoy snacks, talk with one another and get to know each other better. We are grateful that so many people have volunteered to provide snacks.

Reaching out to our larger community, sharing our message of God's love:

- Media platforms are used to invite families and OHIO students to worship with us.
- We will continue to advertise CLC events as they occur.

Respectfully submitted,
Nick Claussen, Co-Chair

Social Ministry

The Social Ministry committee helps lead the congregation to plan, execute, publicize, and participate in Lutheran and ecumenical programs serving vulnerable people and groups in our community, region, nation, and world. Our focus has included Hunger, Shelter and Clothing, Advocacy, and support for Global Ministries.

Members: Jeanne and Luther Haseley, Pastor Chad Huebner, Sue Righi, Anne Sparks, Doug Debrick, Adele Hanson, Barbara Cline, Ellen Peterson, Chair

This past year, the Social Ministry Committee along with the Equity & Justice committee, donated \$1,000 to The Gathering Place to pay for hotel/motel cost for housing homeless during the January frigid temperatures and housed some of those needing shelter from the frigid temperatures at Christ Lutheran Church one night.

The Social Ministry Committee also paid for supplies and with the church youth, put together Snow Day Snack Packs for distribution by the Athens County Public Libraries; we also volunteered staffing and supplied free produce to add to the LSS Mobile Food Pantries.

The Equity & Justice committee provided a presentation on Christian Nationalism by Dr. Myrna Perez. Sue Righi led a discussion on the book *Calling In*.

The Earth Justice committee made plans to establish and put in a Pollinator/Native Plant Garden in the church backyard.

Sincerely,
Ellen Peterson, Chair

The Bridge Campus Ministry

The Bridge had another solid year of ministry and growth. The students enjoyed worship, fellowship, service, and study opportunities during the school year. Regular programming included weekly gatherings called “Thursday. Together.” 5:30 to 7PM. Along with sharing a meal, activities included Bible and topical study and discussion, worship, service, crafts, games, check-ins, guest speakers, PowerPoint nights, and whatever else the student’s requested. In addition to weekly gatherings, the student’s enjoyed a monthly brunch after worship on the first Sunday of each month. Up to 14 students participated with an average of 8 for the year.

Several of The Bridge students participated in leading worship for the congregation one Sunday in the Spring Semester. Pastor Chad regularly meets with students one on one and in small groups. With OU closing the Office of Diversity and Inclusion we tried to provide a safe landing place for those directly affected.

The Bridge students participated in the information gathering phase of talking about what is next for the student house. They are very excited at the prospect of once again having some dedicated space at the church.

Kiersten Davis served as our student peer. We are hoping to hire two student peers next school year.

Pastor Chad is working the Bobcat Student Orientation table throughout the summer to raise awareness and invite incoming students to participate. The Bridge is registered and will participate in the student activity fair during welcome week on campus.

Respectfully Submitted,
Pastor Chad

Life Together

Current members: Dan Snoddy – Chair, Heather Hare, Luther Haseley, Jeanne Haseley, Patricia Cambridge, Susan Roth, Jane Unger, and Susan Urano.

Mission statement: Life Together is called to welcome strangers, friends, and family and to provide opportunities for Christian fellowship, support, and service at Christ Lutheran Church.

Throughout the year, Life Together planned several events for the congregation.

- Organized a congregational picnic/potluck after the outdoor worship on July 28th, 2024. As part of the picnic, we celebrated Pastor Chad's 25th anniversary of his ordination. The committee provided both vegan and meat hotdogs and buns and condiments.
- Organized a congregational outing on Thursday, September 5th, 2024, at the Pleasant Hill Winery on the terrace. The committee arranged for some light hors d'oeuvres from the winery's menu. Members and guests in attendance paid for their own alcoholic drinks. The winery provided iced tea and lemonade for those who did not wish to drink alcoholic beverages. We sent postcard invitations to the congregation with an emphasis on contacting people we have not seen for a while and encouraged people to bring along a friend.
- Organized the Giving Thanks potluck on Sunday November 24th immediately following the service. We invited the members of Saint Ephraims Orthodox Church to join us. The committee provided a main meat dish of roast turkey breast and roast pork along with apple cider, coffee and water. The festivities concluded with people writing down what they are thankful for with Dan reading them aloud.
- Organized a pie day event On March 2nd. The theme for the event was "Celebrate PI Day Early on Fat Tuesday Sunday. It is the irrational thing to do!" Members of the committee and the congregation brought sweet and savory pies to share with one another as we shared each other's company.
- In April the committee presented a new baby welcome basket to Jack and Sierra Hasley shortly after magnolia's birth.
- Joined with the Stewardship Committee to plan the Covenant Sunday Potluck Brunch on May 18th, 2025. The committees provided drinks and a selection of party trays from Kroger's. The congregation provided various side dishes and desserts.
- The committee is always looking for new members and ways to enhance our service to the congregation. If you have any suggestions, please contact Dan Snoddy.
- The community decided to take the month of November in 2025 as our month to plan an event for the 70th anniversary

Respectfully submitted,
Dan Snoddy

Worship and Arts

The Worship and Arts Committee along with Pastor Chad arrange for the worship services and special services for the Liturgical Year. Thanks to Marilyn Shealy, Jane Unger, George Weckman, Chris Yoder and Donnalee Yoder for their input in planning our worship services.

A big addition to our Worship Services this year was the new Sound and Lighting System. It has enhanced the streaming of our Worship Services on YouTube and has improved the sound production in our live services.

Our Summer Outdoor Service followed by a Potluck Picnic is always a favorite for summer worship. A popular tradition for Pentecost and All Saint's Sunday is inviting the Michael Tobar Jazz group to provide the Musical Selections and Hymn Accompaniments for those services. For All Saints Sunday

this year we had a memorial candle lighting service and worshipers brought in pictures of their faithfully departed loved ones. A popular Liturgy of the congregation is “Of the Lands and Seasons” which we used for the Advent Midweek Services. The Children’s Christmas Service was a big hit this year, thanks to all the efforts of those who organized, and directed this year’s addition to our Christmas worship. The Christmas Eve Candlelight Service was special this year with addition of the new colored lights.

A Drive-through Ash Wednesday Service at noon and Evening Service were offered for the imposition of ashes. Foot washing was offered for Maundy Thursday and a Tenebrae Service for Good Friday. For Palm Sunday, after the Palm Procession, Bob Cochran and Chad Kopenski presented a moving dialogue and musical selection from the Garden of Gethsemane scene from Jesus Christ Super Star. The Easter Service was celebrated with a large congregation requiring extra chairs in the back of the church.

The Choir under the direction of Chris Yoder, is a welcome addition to the worship services. We appreciate the dedicated volunteers who serve as choir musicians, pianists, lectors, tray servers, greeters, acolytes, altar guild, and those who provide the children’s messages. George Weckman continues to offer his talents as Organist with his dedication for over 50 years. We are looking forward to the upcoming year with a focus on the observance of our 70th Anniversary and sharing God’s word, showing God’s Love, and serving God’s world.

Respectfully submitted,
Stephen Chikosky

Property

Committee: Merl Almquist, Nick Claussen, Jack Haseley, Sue Ellen Miller, Tim Prange, Mary Kay Runser, Rod Sauer, Peter Schmidt, Tammy Thompson, Nic Swain, Jane Unger, Marilyn Shealy – Chair.

Purpose: To continue to provide the congregation and community a safe, inviting and comfortable church facility, both inside and out, to spiritually gather and grow in God’s work. This is accomplished by:

- Assuring maintenance of all church property on a week-by-week and year-by-year basis.
- Considering improvements and upgrades to all the church’s property and take action as deemed appropriate.

Activities and Accomplishments:

- Yearly Maintenance and Inspections: Elevators, Check Valves, Back Flow, Sump Pumps, Grease Trap, Fire Extinguishers and Suppression system, Heating/Cooling systems.
- Monitor facility use by outside groups: St. Ephraim’s, O.U. School of Music Woodwinds, Overeaters Anonymous, Alcoholics Anonymous, Mt. Zion Church (Student Center office.)
- Power washed all walks and concrete as well as the Memorial Garden area.
- Memorial Garden: Property Member Mary Kay Runser is the contact for the Memorial Garden. Rules were revised and approved by Council April 16, 2024.
- Created a Memorial Garden Map hanging beside the “coffee” door.

- Property mulched the garden; Merl and Mim Almquest and Connie Davidson are replacing plantings. Dick Bracken donated 200 daffodils which Mim and Merl planted this spring.
- The Memorial Garden wall had to be replaced in June 2024 because it was collapsing toward the Fellowship Hall windows.
- Set up and cleared fellowship hall after funerals, numerous meetings and congregational meals. Set up for summer outside service. Set up and tore down and stored Christmas decorations.
- Coordinated plants for Easter and Christmas celebrations.
- Set up votives for All Saints Celebration.

Repairs and Installations:

- Repaired A/C Heating system for sanctuary. Replaced two computer boards and 2 switches.
- Installed two solar and motion sensor lights for the front walk to the H/C parking area.
- Removed the diseased dogwood tree from the back yard.
- Committee members rebuilt the front block wall around the front garden damaged by water.
- Replaced expansion valve and pull vacuum on furnace in Pastor's office which services his office as well as the church office, work room and narthex.
- Replaced blower motor in the large A/C system for the sanctuary.
- Replaced timer motor on kitchen commercial dish washer.
- Sue Ellen constructed and installed a new lanyard holder in the narthex.
- Installation of the new lighting, sound and live stream systems in the sanctuary by Central Ohio Sound – January 2025.
- Nic Swain continues to monitor the building lighting and maintenance and fixes minor damage and replaces bulbs when needed.

Respectfully submitted,

Marilyn Shealy

CELCP, LLC

Jim Sillery is the LLC/Council liaison and sits on the LLC board and council. The remaining board members are Alan Geiger, Sue Ellen Miller, Susan Roth, Jeff Doose, and Dan Snoddy. The apartments are managed by E-Merge, a realty company here in Athens; Tony Servedio is the rental manager of the apartments. We pay them 10% of the monthly rental income for their services. Tony handles everything, but runs all decisions through me (Rod Sauer), and if needed then I submit it on to the LLC board for input.

Clean-up and move out this May was smooth. We had 15 renters move out and 15 new moved in. All the repairs totaled \$1,949 and cleaning was around \$1,075. Deposits were returned after deducting money for majority of repairs (deducted half of the painting charges) and deducted for all the cleaning. Cleaning charges were just \$100 more than last year and taking out the paint in the repair costs were about the same.

Repair and maintenance items were down this year since we have newer dryers and are doing monthly inspections. We power washed the stairs and stained all the treated wood. It was last done a bit over 5 years ago. We also power washed the siding.

We installed two security cameras mid-year. The install went well, the operation had a very bumpy start, but we worked it out. Cameras run 24 x 7 and can be viewed on computer or phone. The one camera does have a view of the back of the church if we ever needed footage.

We are fully rented for the 2025-26 school year and are getting applications for the 26-27 school year. Tony increased the rent \$25 per bed for the 3 bedrooms and two of the 4 bedrooms which will increase the income by \$5,000 a year

Our CDs are still on terms that ladder; meaning we have three \$30,000 CDs at different terms of maturity. One is 180 days, one is 90 days, and one is 60 days. At any time, we can pull funds at a 30-day rotation. In addition, moving from savings account to CDs generated close to \$2,500 in additional interest.

The LLC gives monthly YTD profit and loss statements plus a YTD balance sheet reports to the church council each month plus any updates that are relevant. That is part of the LLC/Council agreement between the LLC and council. Upon request, those reports are available to any member of the congregation.

Each year, the LLC projects how much money will be given to the Impact Giving/Mission Committee and again we project \$50,000. As part of the LLC Agreement, the semi-annual funds of net income above the reserves are transferred to the Impact Giving/Mission Committee. If the \$50,000 projection is correct for 2025, that will be over \$350,000 to Impact Giving/Mission funding since opening the apartments.

In the last two years I have spoken about the income increase due to fully rented, less in maintenance, plus Tony's increase in rent, and what to do with that increase of income--either increase the money to the benevolence fund or pay the loan off as written in the loan. During covid, with a drop in rental income and a renewal of the loan (at a higher interest rate), we kept the monthly payments the same. This increased the loan maturity beyond the original maturity of 2035. The LLC board met this year and after discussion, decided to make a monthly principal reduction and at the loan renewal, adjust the term to restore the loan maturity. Both will set the loan to mature in 2035, as originally agreed. The LLC's goal remains to continue to transfer the projected \$50,000 to the benevolence fund each year. This decision was presented to Council, and no further action was taken.

Respectfully Summited, June 2025

Rod Sauer, Director CELCP, LLC

Impact Giving

Members: John Laughlin, John Molinaro, Ellen Peterson, Sue Righi, Mark Sunderman, Susan Urano, and Chris Snoddy (Chairperson)

Mission Statement: The goal of the CELC-LLC Impact Fund is to extend the mission of Christ Lutheran Church into the world.

Vision: We recognize the inequality and suffering in our community and beyond, and we established the Impact Fund to transform nonprofit programs and services to impact those in need. The Impact Fund's goal is to raise people out of poverty or crisis in Athens County and SE Ohio and to provide a tithe to support relief and development efforts through the ELCA.

Purpose- To make recommendations to the CELC Council concerning the use of the net income from the rental properties to be used for benevolence and mission.

- **July and August 2024-** The committee recommended five grants totaling \$63,000 which were approved by CLC's Council, five Grant Agreements were signed, and checks were sent for:
 - Alexander Inclusive Playground Project - \$10,000
 - Community Foods Initiative's Discovery Kitchen Community Expansion- \$15,000
 - Habitat for Humanity of SE Ohio's The Next Step! Project- \$20,000
 - Tomcat Bridgebuilder's Tomcat Pride Packs- Weekend Food Bag Program- \$13,000
 - United Campus Ministry's Athens Weekend Free Community Meal: Sat. Lunch- \$5,000
 - A tithe grant of \$6,300 was sent to the Evangelical Lutheran Church of America's Global Missions, making the grand total of grants = \$69,300.
- **August, September, and October 2024-** The official name of "Impact Fund" was recommended by this committee and approved by the church council for the grant funds. A page on the church's website was created, and articles appeared in the Chi Rho announcing the Impact Fund name, describing all five grant projects, and detailing the tithe to the ELCA. A press release was sent to the Athens Messenger and published.
- **March 2025-** A call for proposals was sent to over 100 nonprofit and public-school organizations in the Athens Foundation's and the Foundation for Appalachian Ohio's databases.
- **April 2025-** Eleven Letters of Intent were received totaling \$116,000 in requests. John Molinaro recused himself from the committee since he is a Board member on one of the organizations that sent a proposal. The other Impact Giving Committee members met at the end of April and chose four organizations to move forward and complete full grant applications.
- **June and July 2025-** Four grant applications were received in June. The committee will meet on July 9, 2025, to review and discuss the applications and make grant decisions. The grant applications should meet three criteria:
 - (1) Is it a new program/project that expands the organization's mission?
 - (2) Will it impact people in the community and meet their current critical needs?
 - (3) Is there a plan to sustain the program/project in the future after the Impact Fund grant has ended?
- **July 2025-** The Impact Giving Committee's award recommendations will be sent to the CELC Council for final approval, and the Social Ministry Committee will decide which global project the ELCA tithe will fund.

Respectfully submitted,
Chris Snoddy

CELC Finance and Endowment

The CELC Finance and Endowment Committees continue to meet jointly as they are considering similar investment issues for CELC's endowment and its reserve funds. This arrangement provides more eyes on our accounts and reduces duplication of effort in researching and managing CELC's assets.

During the year the committees completed the transition of CELC long term investments of reserve funds out of oil company stock into a total market index fund and two bond funds in a 70/30 growth-oriented mix of stocks and bonds. This mirrors the approach used for CELC's endowment funds and substantially broadens the diversification and reduces risks and volatility along with being more consistent with the congregation's environmental values.

The fees associated with the funds selected are minimal, and all funds utilized are highly rated for funds of their type. Our funds' performance closely mirrors overall stock and bond market performance for a 70/30 mix of stocks and bonds and funds of the types utilized. Short-term reserves were moved into laddered Certificates of Deposit and a money market account through Fidelity. This added more than 2% to the interest rate received compared to our former practice of investing through Thrivent. All CDs purchased are FDIC insured.

The combined committee schedules two regular meetings per year – in December and June, and in addition, any member of either committee can call for a meeting at any time that they believe market changes or other considerations warrant reconsideration of our investments. Since members monitor their own investments and retirement accounts, most members pay close attention to the markets – some monitoring them on a daily basis.

Reports on investment performance are supplied to committee members and council on a monthly basis.

Respectfully submitted,

John Molinaro, committee chairperson and council representative

Nominating Committee

The members of the Nominating committee this year are Jim Sillery, Jane Unger, Steve Chikosky, and Chad Kopenski.

Jim Sillery, Jane Unger, and Steve Chikosky, having completed a first term, have agreed to be elected to a second three-year term. Thank you to Chad Kopenski for completing the one year remaining on John Deno's term.

Melina Ford has agreed to be elected to a three-year term.

Sam Hanson (as secretary) and Lucy Juedes (as treasurer) have agreed to be re-elected to their respective positions for another term.

The nominating committee for 2026 will be those whose current terms are ending in 2026 (Chris Snoddy, Dan Snoddy (2nd terms), Ellen Peterson, John Molinaro (1st terms).

Respectfully Submitted,

Jane Unger

Christ Lutheran Church

Annual Congregational Meeting Minutes

June 30, 2024

Annual Congregational Meeting documents had been posted to a link on the church's website for several weeks prior to this meeting. A limited number of hard copies were also provided at the meeting.

Documents included in the posting were: the 2024 Congregational Meeting Agenda; Annual Congregational Meeting Minutes of June 25, 2023; CLC Annual Reports for 2023-2024; Statement of Financial Position as of June 25, 2024; CLC Proposed 2024-2025 Budget for Congregational Consideration; and the Cottage Meetings' Responses Summary.

The documents provided at the meeting as hard copies were the 2024 Congregational Meeting Agenda, Statement of Financial Position as of June 25, 2024; CLC Proposed 2024-25 Budget for Congregational Consideration, and a few printed copies of the CLC Annual Reports for 2024-2025.

1. **Call to Order:** The meeting was called to order by Mike Cleland, Council President at 11:20 a.m. There was a quorum of members in attendance.
2. **Recording Secretary:** Mike Cleland appointed Sue Ellen Miller to record minutes because Sam Hanson was out of town. Helpers were Melody Christiansen who handed out copies of the budget and Marilyn Shealy who was the microphone "runner" when congregants had questions/comments.
3. **Prayer:** Pastor Chad Huebner opened the meeting with a prayer.
4. **Agenda:** No items were added to the agenda. John Molinaro moved, and Bob Cochran seconded to accept the agenda. Motion passed.
5. **Congregational Meeting Minutes:** The Minutes of the Annual Congregational Meeting of June 25, 2023, were available online, as were the Minutes of the Special Congregational Meeting of April 7, 2024. There were no corrections or additions to either of these meeting minutes. Bob Cochran moved to accept them both, and Luther Haseley seconded. Motion passed.
6. **Treasurer's Report:** Lucy Juedes discussed the Statement of Financial Position as of June 25, 2024, and reported that there was a surplus in the staffing area due to not having one of the full-time staff for a few months. This surplus was being used to pay for the rebuilt stone wall that can be seen through the windows in the fellowship hall or from the Memorial Garden. Lucy reported that the church's assets are healthy and there are very few liabilities. Lucy also used the "Actual 2023-24" column on the proposed budget to review the current income and expenditures. Chris Yoder moved to approve the treasurer's report, and Bob Cochran seconded. Motion passed.
7. **Staff, Ministry, and Committee Annual Reports:** Bob Cochran moved to accept the reports, and Wanda Weinberg seconded. Motion passed.
8. **Council Positions:**
 - A. Mike thanked out-going council members Mindy Ford, Karen Beverly, Pam Cochran, and himself. Wanda pointed out that Mike had been on Council for 6 years and Chair for 3 years.

She dubbed him the “parking lot guy” because he conducted several congregational meetings in the parking lot during COVID with the back of Bruce Kuhre’s truck as the stage and using a sound system.

B. Mike announced that the nominees for three-year terms on council from July 1, 2024, through June 30, 2027, were Linda Batey, Nic Claussen, Jack Haseley, and Jo Anne L’Heureux; Chad Kopenski agreed to fill a one-year unexpired term; and another 3-year term for Wanda Weinberg as Financial Secretary needed to be approved. Also, he announced that the 2024-25 nominating committee will be Jim Sillery, Jane Unger, Steve Chikosky, and Chad Kopenski. Mike asked if there were nominations from the floor, and there were none. Dan Snoddy moved to close the nominations, and Mim Almquist seconded the motion. Motion passed. On behalf of the church council, Mike moved to approve the slate of council members, the Financial Secretary, and the Nominating Committee. No second was needed since the motion came from council. The motion carried.

9. **Approval of 2024-25 Budget:** Lucy Juedes reviewed the proposed budget. All staff were given a 3% raise. George Weckman anticipated an accomplished organist performing at CLC in the coming year. George wanted to know if there was enough money for this person. Lucy responded in the affirmative. Council recommended approval of the budget as Lucy presented it. John Molinaro moved to accept the budget and Dan Snoddy seconded. Motion passed. Dan Snoddy pointed out that this year was a lot better financially than last year and he thanked the congregation for its generosity.

10. **Unfinished Business:**

A. Pastor Chad announced that on Pentecost of 2026, CLC will be celebrating the 70th year since its beginning. We have two years to prepare and will need a Task Force to plan the celebration.

B. Pastor Chad also pointed out that (a) we need to peruse/study the notes from “Cottage Meetings” because we need to plan what will happen with the ‘student/brown house’ and (b) how we can best serve our community.

Sue Righi and Linda Sauer suggested that one of the goals should be to plan for helping refugees, perhaps with the future “student/brown house” plans.

11. **New Business:**

A. Various congregants expressed that our church needs to do a better job of letting the community know who we are and what we do. Examples – what is the Bridge? What are the ways we serve the community? Who receives the grants from the apartments’ profits? Do these grants need an “official name?” These grants need to have their history written.

Donnalee Yoder made a motion for three things to be done, and Solveig Spjeldnes seconded.

1. Council will officially name or brand the funds from the apartments used for grants.
2. There will be a Chi Rho newsletter article announcing the name and giving a short history of the funds.
3. Every time a grant is made, a paragraph describing the grant will be published in the newsletter. Also, a press release should be sent to the media. The motion carried.

B. Rod Sauer reported on the LLC. He wanted full transparency, so he had budget sheets and profit/loss statements available for anyone wanting to view them. The apartments opened in 2016 and to date they had about \$1.2 million in assets and \$564,000 in liabilities. There was

about \$150,000 in the LLC's checking account and in CDs. Susan Roth has encouraged using a ladder CD system to increase income from interest. This year the LLC was able to twice give \$25,000 to the benevolence/grant fund in July of 2023 and January of 2024. Since 2016 a little over \$300,000 had been used for grants. In October 2025, the LLC will be re-negotiating the mortgage rate with Hocking Valley Bank. The LLC hires a manager for the apartments, Tony Acevedo. He receives 10% of the rental income, is paid quarterly, and the fee is VERY well spent. Inspections are done on a regular basis. Several Ohio University baseball team members pass on their apartments to successive classes. The stairs and siding will soon be power washed and security cameras will be installed.

Rod thanked the members of the LLC Board: Alan Geiger, Jeff Doose, Sue Ellen Miller, Susan Roth, Jim Sillery, Dan Snoddy, and Rod Sauer.

Bob Cochran moved to adjourn the 2024 Annual Congregational Meeting of Christ Lutheran Church. Merl Almquist seconded the motion. The meeting adjourned at 12:10 p.m. Pastor Chad led the group in the Lord's Prayer.

Christ Lutheran Church Special Congregational Meeting Minutes November 10, 2024

Members in Attendance: *Just prior to the call to order, this writer made a count of 36+ known members in attendance.*

The meeting was called to order at 11:20 a.m. by Council President, Jane Unger. Jane noted that this congregational meeting was called by the Church Council at their October 15, 2024, meeting for the purpose of seeking congregational consideration and approval of the Property Committee proposal to upgrade the sound, lighting and streaming service in the Sanctuary according to the quote from Alex Thompson of Central Ohio Sound.

A single page handout was provided to the congregational meeting participants, which included details about the equipment upgrades and costs of the video, audio and lighting upgrades (*see attachment to these minutes*). This is the same information that went out in the newsletter and "What's Happening" a couple of weeks ago.

Jane asked a couple of the Property Committee members (Marilyn Shealy and Rod Sauer) to provide some details about the problems with our current systems and the proposed remedy. Marilyn spoke briefly about the need for the upgrades. She mentioned that several members of our congregation can no longer attend our worship services but regularly attempt to watch the livestreams (either live or recorded). She named Dick Brackin, Lynne Woods and Betty Blackford as a few. Marilyn noted that while the streaming quality has improved since Peter (our office manager) spoke with our internet service provider (Spectrum), the sound and lighting quality of the video is often reported to

be pretty terrible.

Rod Sauer then spoke for several minutes about the details of the improvements that are being proposed. Some of the points that he made include:

- * Lighting improvements will eliminate the need for the tripod lights at the altar;
- * New lights will be mounted on the center beam and provide uniform lighting across the altar area;
- * New lights will be able to change color;
- * He pointed out two microphones currently hanging down from the ceiling...they don't work any more;
- * There will be more lapel microphones with the new system;
- * There will be two high definition cameras mounted in the back of the church, controlled by one person and an iPad;
- * iPad will also be able to control the lights;
- * Cameras will be able to zoom and pan;
- * Portable cameras will still be able to be used;
- * No cameras will have to be on tripods which are in the way and moved around.

There were questions from congregation members asking for clarification about some aspects of the upgrades: The cameras we're using now are not high-def; The cameras will be permanently mounted and all "zooming and panning" will be done on the iPad; the total cost of the proposed upgrades is \$19,600 which is good until January 2025; at this time we don't know how long the installation will take or when it might start; the cameras will be hard-wired;

Wanda Weinberg (Financial Secretary) informed the congregation that we did receive an unexpected, undesigned gift recently of \$15,000. Church Council still can't spend that money because it exceeds the

percentage of our budget that we're allowed to spend without congregational approval. This means that we won't have to dig deep into our reserves to pay for this proposed upgrade. Lucy Juedes (Treasurer) added her opinion that "we can afford it".

In response to a question about service and maintenance of the system once installed, Rod said that the gentleman who gave the quote, is also the person (Alex Thompson) who installed the equipment in the back of the church. We've had him in since then to make some additions (bigger speakers). Marilyn spoke highly of the installer, saying that he understands the needs of churches because that's where he started out. In response to another question, Rod admitted that he has not been able to obtain a second quote, but it has not been for lack of trying. Jane said that she emailed many churches in the Synod who livestream their services, asking for information about who provided their system, and no one got back to her.

Marilyn and Wanda combined to point out that many people watch our live-streamed services who we don't know. It's easy for those of us who are able to come most every Sunday to feel like this is our congregation. But the truth of the matter is that our congregation extends far and wide. There

are several people who pledge every year who don't even live in the state. There are people who give generously who are not able to physically attend worship services. Now there are people who have set up recurring giving programs who Wanda has never met. To her knowledge, they have never been in this space. We need to think of our congregation as much broader than the folks that we see in this building on Sundays.

***It Was Moved** by Chris Yoder and seconded by Lucy Juedes to accept the quote from Alex Thompson of Central Ohio Sound to upgrade our current Audio/Video equipment.

There was no further discussion and the question was called.

****The Motion Carried** unanimously.

Pastor Chad had one more item of information. He asked us to recall the recent cottage meetings. The Strategic Task Force went through all the comments and five main concerns and recommendations were considered.

Those have been shared with the congregation. One of them was to address the A.V. equipment, so we're well on the way to dealing with that. Another was the need for a new membership directory, and Peter Schmidt is on top of that. The number one issue, though, was what do we do with the Student House? What spaces do we need for our future? A task force specifically for that is being set up, so if you'd like to be on it please let Pastor Chad or John Molinaro know. The membership currently consists of Pastor Chad, John Molinaro, Jim Sillery, Rod Sauer and Jack Haseley. The goal is to be able to announce what to expect for our next 70 years of ministry, at our 70th anniversary celebration on Pentecost 2026. The committee has a timeline and work to do. Let the committee know if you would like to join the committee. There being no further business, the meeting adjourned at 11:40a.m.

Respectfully,
Sam Hanson, Council Secretary

Meeting handout: Video/Audio/Lighting quote from Central Ohio Sound

After discussion and research the Property Committee and Council are unanimous in their recommendation to accept this quote from Alex Thompson of Central Ohio Sound (www.iovaudiovisual.com) to upgrade our current audio and video equipment.

Video - \$8700

Blackmagic Design ATEM 1ME Television Studio

4k 2 x PTZ Optics Move 4K 12x camera

1 x Laptop computer setup for

streaming 1 x 16 port PoE+ network

switch

Network cables Coaxial cables

Audio - \$5500

1 x Shure MX202 hanging organ mic

1 x Allen & Heath CQ18T digital mixing console

2 x Shure QLXD wireless system with WL185 lapel mic

Move/ extend audio cables to new mixer

Lighting- \$5400

4 x ETC COlorSource PAR

light 4 x ETC Diffusion gel

1 x Springtree 8 preset DMX control

Total: \$19,600