

Christ Evangelical Lutheran Church

Annual Report

July 2025-June 2026

"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: Danielle Huber

Music Director: George Weckman

Youth Director: Eli Nisly

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

*Tammy Thompson and Merl Almquist succeeded Jo Anne and Jack during the year

69 Mill Street | Athens, Ohio 45701
(740) 593-3144 | www.clathens.org

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From the Pastor

Dear Partners in Mission and Ministry,

What a year it has been.

If you had asked me last July what this ministry year would look like, I knew the calendar was pointed toward one milestone—our 70th anniversary. But anticipating a date on the calendar is very different from experiencing the profound weight and joy of it when it arrives.

Over the past year, we took time to reflect on the first 70 years of ministry at Christ Lutheran. This reflection came together a few weeks ago during the joyful and Spirit-filled celebration of Pentecost Sunday. We welcomed Bishop Suzanne Darcy Dillahunt, shared stories over dinner, and gave thanks for a legacy built on grace. We remembered those who started this congregation in Athens and celebrated the results of their faithfulness.

But one of the greatest joys this past year has not just been looking back. It has also been seeing the people in our pews each Sunday.

Things are good. We consistently have new folks coming through our doors, drawn by the radical hospitality that defines this place. This is a congregation that is fiercely focused outward. We aren't just preserving a museum of what Christ Lutheran used to be; we are actively living out what it means to accompany our neighbors and our university students today.

Nowhere is this more evident than in the continued ministry of *The Bridge*, our campus ministry at Ohio University. Between Sunday brunches, Thursday evening dinners, and deep, open conversations, The Bridge continues to be exactly what it sets out to be: a safe, LGBTQIA+ affirming community that connects people to people, people to faith, and faith to life.

Our spiritual life together deepened this year as well. Through our Lenten series, "Unbound," we gathered for Evening Prayer to explore what holds us captive—from internal struggles like jealousy to external, dishonest systems—and we claimed the promise that the God who redeems all of history through the cross is with us, calling us to go forth unbound and free.

Which is to say: The Spirit is clearly moving among us.

That momentum from our anniversary year is carrying us directly into our future. In addition to our stewardship campaign, "*Celebrating 70 Years. Building the Next 70. Rooted in Grace, Growing in Hope,*" we have begun the groundwork for a major building expansion—a project that will ramp up significantly as we move through this summer and into the fall. We are designing a dedicated home for *The Bridge*, ensuring true accessibility for our offices, and creating a light-filled, welcoming fellowship space that reflects the warmth of our people. We are transforming blueprints into sacred ground where no one is excluded, and everyone is seen.

We are building the next 70 years.

In the ELCA, we often say, "God's work. Our hands." Never has that felt more literal. Every hour volunteered, every prayer whispered, and every financial gift is a testament to the grace in which we are rooted.

As you read the reports that follow from our various ministries, committees, and leaders, I hope you see exactly what I see. A church that is very much alive. A community growing in hope. A people deeply rooted in grace.

Thank you for your faithfulness, your prayers, and your partnership in this incredible journey.

With deep gratitude and hope,
Pastor Chad

From the Council Chair

As I finish out my second year as council president, I can truly say that I've thoroughly enjoyed this time. Well, maybe not the budget stuff. That would be way down on my list. What did I enjoy most? It has to be planning the 70th anniversary.

So what else did the council accomplish this past year? We finally figured out how to best find a replacement for George, now that he's decided to retire. Organists, especially affordable but good ones, are not easy to find. We've tried to keep up with and offer suggestions for the replacement of the student house. We created a security committee to oversee our safety. We had the church painted.

It was also our job to keep up with what all of the committees were doing and to support them however we could. And we were there to support Pr. Chad as needed. We got a new piano to replace the old one that went out of tune at least once a week. And last but not least, we finally figured out what was in our safe deposit box – after at least a few decades of not knowing, and it was – nothing!

Respectfully Submitted,
Jane Unger

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: Kay Cleland, Barb Cline, Pastor Chad Huebner, Jana Hovland, Eli Nisly, Cathi Schwalbauch, Tammy Thompson, Chris Snoddy (chairperson)

- **Youth Director-** The highlight this year was the hiring of Eli Nisly as the part-time Youth Director. He began in September and hit the ground running! He immediately started organizing Children's Church and Youth Group. He was a senior at Ohio University, majoring in playwriting, which was very handy because he wrote the Christmas Play last December. He has been a blessing, bringing energy, enthusiasm, laughter, and liveliness to all he meets, to the children and youth, and to this committee! He graduated in May, plans to stay in Athens, and will continue as the Youth Director.
- **Children's Church** was held for children in 6th grade and younger during the Sunday worship services, except for some holiday breaks. The children went to the fellowship hall after the Time with Children and returned at communion time. Barb Cline, Jana Hovland, Cheryl Huebner, Eliza Gilbert, and Tammy Thompson volunteered as lead teachers with Eli. Melody Christiansen, Rachel Prange, and Dessa Thompson-Kelleher were assistants.
- **Youth Group** was led by Eli Nisly. In the Fall of 2025, he co-organized with Lucy Crawford at First United Methodist Church. The two groups joined for Sunday evening dinners, Bible lessons, and activities. In the Spring of 2026, Eli led the youth by himself at Christ Lutheran Church. Lucy Crawford's two oldest children often join the CLC youth. They have enjoyed Bible study, dinners, frisbee, painting, movies, and a Christmas blacklight puppet play.

- **The Children's Christmas Program** was written by Eli Nisly with some help from the children, especially the inclusion of cats as characters! Eli and Jana also performed with the children since a few participants couldn't attend that day.
- **Family Outings-** Eli organized two outings for families and all ages to attend. In October, they visited Libby's Pumpkin Patch where they enjoyed picking pumpkins, a flower field, the corn maze, giant slides, and hayrides. Then, in the Spring they went to Blockhouse Bouldering in The Plains where there are many different climbing walls for children and adults of all skill levels.
- **Vacation Bible School (VBS)-** was held from July 27- 31, 2025, entitled "Old Testament Stories" that included lessons about Noah's Ark, Joseph Pardons His Brothers, Ruth and Naomi, and Daniel in the Lion's Den. A Family Night including songs, story reviews, games, and a taco bar dinner was held on the last evening. Ten children participated, five youths assisted, and six adult volunteers led the stations. Without these wonderful volunteers, nothing could have been accomplished!
- **Bible Milestones Program-** Several new families have been attending church this year, so seven Bibles were gifted on Reformation Sunday in October. Two Beginner Bibles and two Spark Story Bibles were given to early readers, and three Spark NRSV Bibles with Annotations for Youth were awarded to those in third grade or above.

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.

The Outreach Committee was involved in several activities throughout the year. Here are a few of our highlights.

Hospitality after church - The Outreach Committee organizes the hospitality gatherings after church on Sundays. We asked people to volunteer, we volunteered to help, too, and we helped to organize the gatherings. We appreciate so many people helping out, and we have been enjoying the time to talk with new and old friends after church on Sundays.

Nametags - We have been creating new nametags for anyone who asks for one, and we have been reminding people to wear them. The nametags are a good way to get to know one another..

Reaching out to visitors - The committee tries to connect with visitors to help them feel welcome at Christ Lutheran, and we will be doing more with this in the year ahead, too.

Nick Claussen, Co-Chair

Social Ministry

The Social Ministry committee helps lead the congregation in planning, executing, publicizing, and participating in Lutheran and ecumenical programs that serve 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 costs for housing the 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 a Pollinator/Native Plant Garden in the church's backyard.

Sincerely,
Ellen Peterson, Chair

The Bridge Campus Ministry

The Bridge was great this year. We have been building back ever since COVID all but destroyed it. We had 6-8 people most Thursday evenings. We had speakers from Hospice and My Sister's Place. Kim Valentour taught them about self-care, and the Sunday after Easter, they led worship, including a wonderful sermon by Lexi. We did origami and made cards to give to hospice patients, and just hung out and ate. We ate a lot, some of the meals ordered in and some we cooked, but mostly we just hung out together, cheered each other's victories, no matter how small, and consoled each other in the hard times. The final meeting of the year was for dinner at Larry's Dog House, where none of them had ever been. We hope to grow the group in the fall when some of our high school seniors become OU students.

Life Together

Current members: Dan Snoddy – Chair, Luther Haseley, Jeanne Haseley, Patricia Cambridge, Jane Unger, Susan Urano, Debby Sillery, and Tammy Thompson.

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 27th, 2025. The committee provided both vegan and meat hot dogs, buns, and condiments.

- Organized a congregational outing on Thursday, September 4th, 2025, at the Pleasant Hill Winery on the terrace, with 52 people attending. 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 23rd, immediately following the service. We invited the members of Saint Ephraim's 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 1st in conjunction with a visitation from Trinity Lutheran Seminary. Members of the committee and the congregation brought sweet and savory pies along with other dishes to share with one another as we shared each other's company.
- Organized an Easter Pot Luck Breakfast before the Easter Sunday Service.
- Joined with the Stewardship Committee to plan the Covenant Sunday Potluck Brunch on May 17th, 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 for the congregation. If you have any suggestions, please contact Dan Snoddy.

Worship and Arts

Thank you to all the volunteers who helped make this year at Christ Lutheran a spiritual experience and helped culminate 70 years of seeking, serving, and sharing our Lord Jesus Christ.

The committee members, Marilyn Shealy, George Weckman, Jane Unger, Chris Yoder, Donnalee Yoder, Pat Cambridge, and Stephen Chikosky, chair, work to make our Worship Services show our spiritual efforts to show thanks and praise to God and enhance our Spiritual growth.

Our services are enhanced by those who assist as worship assistants, communion assistants, presenters of children's messages, acolytes, ushers, greeters, puppet crew, sound crew, altar guild, and, last but not least, the coffee makers.

Music for our services is provided by George Weckman, organist, the Choir, directed by Chris Yoder and Donnalee Yoder, accompanist, and Pat Cambridge, piano. This year, the Michael Tobar Jazz Ensemble again provided music for All Saints Sunday and Pentecost Sunday, which was also our 70th Anniversary Celebration Service, presided over by our Bishop Suzanne Dillahunt.

A wonderful addition this year was the new Yamaha Baby Grand Piano, which was dedicated on September 14th during the morning Worship Service.

This year, the children presented a memorable Christmas Play on Christmas Sunday, written by our Youth Director, Eli Nisly, and it was very well received. For the Christmas Eve Candlelight Service this year, we added a 30-minute Musical Prelude with an Instrumental Ensemble from Federal Hocking High School, organized by Joe Householder, several Organ Selections by Steve Chikosky, and a Piano Selection by Jane Unger. The new colored lighting really enhanced the ambiance of this special part of the service. All was calm, and all was bright as the candles illuminated the darkened sanctuary while the congregation sang Silent Night.

As we end this Church Year with our 70th Anniversary Celebration, we ask God to bless our next 70 years with His plan to continue our ministry in Christ through Christ Lutheran Church.

In His Name,
Stephen Chikosky, chairman

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, Dan Snoddy - 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 taking action as deemed appropriate.

This has been a year of transition with Marilyn stepping down as chair and Dan Snoddy taking over as the new Chair. Dan is still learning the different aspects of being the property chair.

Activities and Accomplishments:

- Yearly Maintenance and Inspections: Elevators, Check Valves, Back Flow, Sump Pumps, Grease Trap, Fire Extinguishers and Suppression system, Heating/Cooling systems.
- Set up and cleared the fellowship hall after funerals, numerous meetings, and congregational meals. Set up for summer outside service. Set up, tore down, and stored Christmas decorations.
- The property had a spring cleanup day, weeding the flower beds and mulching them.
- Committee members did the snow removal after the large snowstorm in January
- Arranged for the painting of the exterior of the church.
- Rebuilt the back fence. Sue Ellen Miller personally financed the project.
- Decided not to replace the dishwasher when it ceased to function, due to lack of use since we are using compostable plates, flatware, glasses, and coffee cups.

Repairs and Installations:

- Due to Merl's efforts, a leak in one of the air conditioners servicing the sanctuary was located and repaired. If the leak had not been found, we were looking at replacing the outside unit.
- In January, we realized that the humidity in the sanctuary was very low, sometimes as little as 18%. This is a hazard to both the new piano and the organ. Dan contacted the Schantz Organ company in Orrville, and their recommendation is that the humidity be kept between 30% and 70%. This led us to investigate the humidifiers that are attached to the furnaces. Unfortunately, the two humidifiers are worn out and must be replaced. The cost of the replacement will be \$5200, and that work will be delayed till after the new budget is passed. Once the weather warmed up, the humidity was above 30% in the sanctuary and remained there, but we still need to address what happens in the winter and have humidifiers replaced.
- Repaired the leaky sprayer connection by the garbage disposal. Unfortunately, the threads have been stripped in previous repairs. While it is working now, it may eventually have to be replaced.
- Mary Kay Runser continues as the contact for the memorial garden.
- As part of Nic Swain's duties, he continually monitors the building's lighting and maintenance needs and fixes minor damage as it arises.

Respectfully submitted, Daniel Snoddy

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, 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 11 renters move out and 11 new moved in. All the repairs and cleaning totaled \$650. Deposits were returned after deducting money for majority of repairs (deducted half of the painting charges) and deducted for all the cleaning.

Repair and maintenance items were normal for this year. But the dryer venting is still a problem. The vents were installed with two sharp 90 degree turns during construction. This causes the blockages, and the \$475 repair each time. We are working on a permanent fix so we can eliminate the issue and semi-annual cost.

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 \$3,600 in additional interest.

We are fully rented for the 2026-27 school year and are getting applications for the 27-28 school year. Tony hopes to have them fully rented by end of November.

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 2026, that will be over \$400,000 to Impact Giving/Mission funding since opening the apartments. Last year was \$60,000.

The monthly payments plus the additional principle reduction payments are keeping the plan to mature the loan in 2035. The LLC's goal remains to continue to transfer the projected \$50,000 each year for council's distribution to their assigned Benevolences and Mission causes.

Respectfully Summited, June 2026

Rod Sauer, Director CELCP, LLC

Impact Giving

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

Mission Statement: The goal of the CELC 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 2025**- The committee recommended four grants totaling \$51,025 which were approved by CLC's Council. Four Grant Agreements were signed, and checks were sent for:
 - Athens Photographic Project \$10,800
 - Athens Mental Health, Inc., dba The Gathering Place \$ 8,600
 - HAPCAP- Hocking Athens Perry Community Action \$21,625
 - Survivor Advocacy Outreach Program \$10,000

TOTAL \$51,025

 - Tithe of \$5,000 to ELCA's World Hunger **Grand Total of Grants = \$56,025.**
- **September & October 2025**- There is a page on the church's website for the Impact Fund. Articles appeared in the Chi Rho announcing the four grant projects and detailing the tithe to the ELCA. A press release was sent to the Athens Messenger.
- **March 2026**- 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 2026**- Nine Letters of Intent were received totaling \$100,500 in requests. The Impact Giving Committee members met at the end of April and chose five organizations to move forward and complete full grant applications, which were due by June 19, 2026.
- **July 2026**- The committee will meet 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 grant has ended?
- **July 2026**- 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 monitored CELC's long term investments of reserve funds and endowment funds in a total market index fund and two bond funds in a 70/30 growth-oriented mix of stocks and bonds. Mid-year we adjusted our allocation to a 60/40 mix of stocks and bonds to reduce our exposure to market downturns. In late fall, we became concerned that using a total market index fund gave us too high an exposure to the seven volatile tech stocks that make up nearly a third of the overall market valuation. We moved half of our stock allocation into an index fund that is based on the revenues of S&P 500 companies rather than the price of their stock and that also caps any one stock at 5% of the holdings in the fund. This "value oriented" approach has significantly reduced the volatility of our investments as tech stocks jump up and down mainly due to interest rates and perception of potential future value of AI investments.

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 60/40 mix of stocks and bonds and funds of the types utilized.

Short-term reserves are invested in 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

Christ Lutheran Church
Annual Congregational Meeting Minutes
June, 29, 2025

Members in Attendance: *(Just prior to the call to order, this writer counted 35+ voting members in attendance. According to C10.04 of our constitution, twenty-five voting members shall constitute a quorum).*

The meeting was called to order at 11:12 a.m. by council president, Jane Unger who appointed Sam Hanson as the recording secretary for the meeting. Pastor Chad then opened the meeting with a word of prayer of thanks and gratitude, and a request for the Holy Spirit's wisdom and guidance.

Agenda Approval: One of the handouts provided at the meeting was a meeting agenda. Jane asked if there were any questions about the agenda or if anyone had anything that they wanted to add to the agenda. There were no comments. Jane asked for a vote to approve the agenda and it was approved unanimously.

Minutes of the previous annual meeting of June 30, 2024 were included near the end of the Annual Report packet which was provided at the meeting on the CLC website. There were no comments or questions.

***It Was Moved** by Sam Hanson and seconded by Lucy Juedes to approve the minutes of the June 30, 2024 Congregational Meeting.

****The Motion Carried.**

Minutes of the special congregational meeting of November 10, 2024 to consider the upgrade of the sound, lighting and streaming service in the Sanctuary had also been included at the end of the Annual report packet.

***It Was Moved** Lucy Juedes and seconded by JoAnne L'Heureux to approve the minutes of the November 10, 2024 Special Congregational Meeting.

****The Motion Carried.**

Treasurer's Report: Lucy Juedes had previously provided a two page report titled **Statement of Financial Position** as of June 20, 2025, as well as a cover letter which summarized some particular financial highlights. She asked whether there were any comments or questions pertaining to the treasurer's report. There were none.

***It Was Moved** by Wanda Weinberg and seconded by Adele Hanson to approve the Treasurer's report.

****The Motion Carried.**

Annual Report: A nineteen page packet of information including annual reports from all committees, as well as letters from Pastor Chad and Jane Unger plus the minutes from the 2024 Annual Congregational Meeting and the November 10 2024 Special Congregational meeting had been previously distributed and was considered.

***It Was Moved** by Doug Debrick and seconded by Chris Snoddy to approve the Staff, Ministry and Committee Annual Reports document titled, **Christ Evangelical Lutheran Church Annual Report July 2024 - June 2025.**

****The Motion Carried.**

Council Member Election: Jane Unger acknowledged Chad Kopenski who is going off council after having served the last year of John Deno's three-year term. She then informed us that there are currently four individuals standing for election to four, three-year terms: Steve Chikosky Mindy Ford, James Sillery, and Jane Unger. Jane asked if there were any other nominations from the floor. *(15 seconds of silence).*

***It Was Moved** by Dan Snoddy and seconded by JoAnne L'Heureux that nominations be closed.

****The Motion Carried.**

***It Was Moved** by Pastor Chad and seconded by Dan Snoddy to elect Dr. Mindy Ford, James Sillery, Steve Chikosky, and Jane Unger to three-year terms on council beginning July 1, 2025 and ending June 30, 2028.

****The Motion Carried.**

Treasurer Election:

***It Was Moved** Jo Anne L'Heureux and seconded by Wanda Weinberg to nominate and elect Lucy Juedes to another three-year term as Treasurer.

****The Motion Carried.**

Council Recording Secretary Election:

***It Was Moved** by Lucy Juedes and seconded by Cheryl Huebner to nominate and elect Sam Hanson to another three-year term as the Council Recording Secretary.

****The Motion Carried.**

Nominating Committee Election: Jane introduced the names of the four council members whose terms will be ending in 2026.

***It Was Moved** by Dan Snoddy and seconded by Lucy Juedes that the following people are to be elected as the nominating committee for '25/'26: Chris Snoddy, Dan Snoddy, Ellen, Peterson, and John Molinaro.

*****The Motion Carried.**

Approval of the 2025-2026 Annual Budget: A copy of the proposed 2025-2026 annual budget which was recently approved by council for consideration by the congregation had been previously made available on our website and was included in the materials provided for this meeting. Lucy Juedes asked whether there were any comments or questions. She noted that we had a pretty thorough discussion of an initial “aspirational” draft of the budget at an after-worship informational session and based on suggestions made at that meeting several additions were made to some budget lines (worship/music, outreach).

***It Was Moved** by Chris Yoder and seconded by Carol Kuhre to approve the proposed CELC 2025-26 Budget as presented.

****The Motion Carried.**

There being no further business, the meeting adjourned at 11:25 a.m. with the Lord’s Prayer.

Respectfully, Sam Hanson, Recording Secretary

**Christ Lutheran Church
Special Congregational
Meeting August 10, 2025**

This meeting was called to consider a motion to purchase a new piano for the sanctuary. There were more than thirty members present at the start of the meeting.

The meeting was called to order at 11:03 a.m. by Council President Jane Unger who asked that Sam Hanson be appointed the recording secretary for the meeting. That was acceptable to everyone present.

Jane began by reading some background information, concluding with the original motion:

The current piano in the sanctuary is over 100 years old and has lost its ability to keep its tuning. A group of members representing the Worship and Arts committee researched and play-tested both used and new pianos, and they recommend that the congregation purchase a new Yamaha piano from Solich Piano in Columbus for \$18,333. That request was received by the church council as a motion made by Stephen Chikosky and seconded by Jane Unger. After discussion the council voted unanimously to call a congregational meeting for the purpose of approving the expenditure for the piano. As of this moment, we have received in pledges and cash on hand \$16,250 according to our Financial Secretary, Wanda Weinberg.

***It Was Moved** by Jane Unger and seconded by Bob Cochran that the congregation purchase the recommended piano with pledged and donated funds, making up any difference with church funds.

Jane then opened the floor for discussion on the motion. Donnalee Yoder immediately offered a substitute motion:

***It Was Moved** by Donnalee Yoder and seconded by Jo Anne L’Heureux that the congregation purchase a different piano than the one originally recommended which will cost \$24,503, because the committee that tested the pianos believes this piano is superior and will be an investment for the church that will last 100 years like the current piano has.

Jane asked for **discussion on the substitute motion.**

George asked which company made the piano in question. It is made by Yamaha. It was clarified that wording of the original motion which states that any difference between designated monetary gifts and pledges and the final cost will be made up with church funds, still stands. The only change is that a different (better) piano is being recommended. That difference between current pledges and gifts would be \$2,083 for the originally recommended piano, and \$8,253 for the piano recommended in this substitute motion.

Lucy Juedes, speaking as the Treasurer, said that we can afford to make up the difference. In response to a question, Jane confirmed that we are still accepting designated donations and pledges and will continue to do so as long as people choose to donate. Giving can be done on line. Lucy clarified that though we do not have any Memorial Funds designated for music-related expenses, we do have sufficient funds in our savings and checking accounts to cover the current difference between piano cost and pledged or cash donations. Jane added that the price includes delivery, set-up, tuning and removal of the old piano, plus one additional tuning after it's been in the sanctuary for two weeks.

Chad Kopenski asked about the timeline...when will the piano arrive. Jane said "as soon as possible" after we send them a check. Patricia Cambridge said that, because she was a customer of the Solich company, he is giving us a huge discount. The piano that we're considering costs between \$30K - \$32K in the store. The price is good through the end of August. Patricia says that they are eagerly waiting to hear our answer, but they can't wait forever.

Pam Cochran asked whether all members of the piano search committee are in agreement about this particular piano. Jane said yes and Chris Yoder elaborated. He said that he played it and he checked the tuning. When a piano is tuned, one listens to the "overtone series" and this particular piano that is being recommended has a perfect overtone series in the octaves that he tried. Very few pianos have that and is a very unusual quality for a grand piano. George Weckman asked when it was manufactured because they have to "age". Chris recalled that someone told them that it was made in 2019. George seemed to believe that that was acceptable.

The discussion ended.

***It Was Moved** by Chris Yoder and seconded by Lucy Juedes to approve the substitute motion.

****The Motion Carried.**

Now we are back to the discussion on the original motion, which has not changed except for the fact that "the recommended piano" is now the one which was approved with the passage of the substitute motion.

In response to a question from Chad Kopenski, the motion being discussed now is the one which authorizes the purchase of "the recommended piano" with pledged or donated funds, with any difference being made up for with church funds. The "recommended" piano in the original motion became a different "recommended piano" with the passage of the substitute motion. It will cost \$24,503, toward which \$16,250 has already been either received or pledged, for which we still anticipate receiving more designated money or pledges, but for which congregation funds will be used if designated donations are insufficient to cover the total cost. That figure is currently \$8,253, but many individuals believe that it will ultimately be less.

There was no further discussion and Jane called for the vote on the original motion.

****The Motion Carried.**

There being no further business, the meeting adjourned at 11:15 a.m.

Respectfully submitted, Sam Hanson, recording secretary pro tem
June 18, 2026

Proposed Budget

Dear Faith Family,

The following is council's aspirational budget for your consideration at our upcoming congregational meeting. We came to agreement on a budget with a \$18,603 deficit, which includes an ask of the congregation to approve using profits from the LLC to cover local benevolences of \$13,280. Council believes we can cover this deficit by using partial funds from our money-market accounts. Our short-term assets are \$95,000; we need to keep about \$75,000 in rainy-day funds; and the rest of our liquid assets are in stocks or bonds. We also noted that some years members had gifted larger unpledged, undesignated amounts which we put towards any deficit.

Council also realizes carrying a deficit is not sustainable much further. We did a line item look at the budget and eliminated specific, one-time expenses. The rest of the expenses are ongoing, and eliminating any future deficits will require a longer-term focus and commitment. As part of our considerations, council discussed the use of LLC profits. We also talked about a possible future capital campaign to demolish the student house and build an addition. You, our congregation, are the decision-maker regarding these issues.

Some details about this aspirational 2026-27 budget:

- Estimates of pledged, unpledged, and loose giving are \$7,000 less than current budget amounts. Similar decreases have happened several times in the past couple decades.
- We are now recording \$3,000+ of interest from our money-market investments in our revenues; previously these increases were recorded as assets.
- This budget is contingent on congregation approval to use some of the LLC profits to cover our local benevolences of \$13,280. In 2023 our congregation had approved a similar request of \$24,377 to cover local benevolences and the synod allocation.
- We switched from a music director position to an organist position.
- Lastly, there is no inclusion of expenses for a potential church addition. These expenses would be part of a possible capital campaign that you, our congregation, would consider and vote on at a future congregational meeting.

As I have often done, I encourage us to think about wealth in a larger way than solely financial. Each one of us has so many different gifts that we share with each. I was not raised in the church, so the care I experience at services and meetings still feels new and remarkable. Maintaining our financial health is necessary for serving our next generation of students, families, and of creation. On behalf of council, thank you for the time and care you take in our governance decisions.

Warmly,

Lucy Juedes, Treasurer

CELC Aspirational 2026-27 Budget for Congregational Consideration	Actual, 6/30/25	Budget, 2024-25	% of Budget 6/30/25	Actual, 6/18/26	Budget, 2025-26	% of Budget 6/18/26	Proposed Budget, 2026-27	Rationale
REVENUE								
4000 Contributed support								
4010 Pledged Contributions	\$ 229,859	\$ 232,651	99%	\$ 235,913	\$ 235,008	100%	\$ 227,803	2026-27 stewardship.
4020 Unpledged Contributions	\$ 25,312	\$ 15,000	169%	\$ 17,352	\$ 22,000	79%	\$ 21,000	Financial secretary est. Council designated this unbudgeted, undesignated \$25k for a possible capital camp.
4021 Unpledged, unbudgeted giving	\$ 15,000			\$ 25,000				
4030 Loose Offering	\$ 6,039	\$ 3,500	173%	\$ 3,988	\$ 3,000	1033%	\$ 4,000	Financial secretary est.
4420 Campus Min. Support (ELCA/ SOS)	\$ 15,747	\$ 12,460	126%	\$ 10,525	\$ 12,460	84%	\$ 12,460	Same as past yr.
4430 Thrivent	\$ 1,512	\$ 1,712	88%	\$ 1,243	\$ 1,730	72%	\$ 863	Financial secretary est.
Total 4000 Contributed support	\$ 293,468	\$ 265,323	111%	\$ 294,021	\$ 274,198	107%	\$ 266,126	
4500 Designated Contributions	\$ 7,105			\$ 2,100				
4501 Youth Activities	\$ 1,021							
4505 Thrive Campaign SOS	\$ 4,629			\$ 1,572				
4515 Anticipated Impact Giving Funds	\$ 69,300			\$ 56,025				
4517 Benevolence Funds from LLC Profits, pending congregational approval							\$ 13,280	To be decided by congregation at annual mtng.
4520 Other Designated Gifts				\$ 200	\$ -			
4525 Endowment				\$ 630				
4540 Undie Sundays				\$ 300				
4550 Memorial Garden	\$ 1,600			\$ 1,600				
4575 Bridge	\$ 20			\$ 500				
4577 Student House Demo/Reno				\$ 12,000				
4584 Piano Replacement				\$ 19,188				
4587 Facilities Improvement				\$ 4,600				
4590 Lenten & Christmas Offerings	\$ 801			\$ 1,720				
4591 Year-end gift, staff	\$ 1,189			\$ 2,226				
4592 Flowers	\$ 509			\$ 498				
4595 Emergency Assistance	\$ 6,384			\$ 25				
Total 4500 Designated Contributions	\$ 92,558	\$ -		\$ 103,184	\$ -		\$ 13,280	
4580 Transfer from Money Market Acct				\$ 10,000				
5000 Business Income	\$ 500			\$ 100				
5100 Gross rents revenue	\$ 1,860	\$ 600	310%	\$ 1,720	\$ 2,000	86%	\$ 3,000	Increased facilities use & billing.
Total 5000 Business Income	\$ 2,360	\$ 600	393%	\$ 1,820	\$ 2,000	91%	\$ 3,000	
5510 Interest-savings/short-term inv	\$ 76	\$ 100	76%	\$ 63	\$ 100	54%	\$ 3,650	Interest from checking, money market accts.
5520 Miscellaneous revenue	\$ 605							
5590 Temp. Unknown Income	\$ -			\$ 2,200				
TOTAL REVENUE	\$ 389,067	\$ 266,023	146%	\$ 411,288	\$ 276,298	149%	\$ 286,056	
EXPENDITURES								
7100 Personnel								
7110 Pastor								
7112 Base Compensation	\$ 62,401	\$ 62,516	100%	\$ 65,017	\$ 65,017	100%	\$ 66,908	Synod-sug 3% increase based on ntl CPI of +3%. (\$85,473 for sal + house, 27 yrs, 2025 rate) Council approved, through Dec, 2026.
7115 HSA Reimbursement				\$ 550			\$ 600	\$21,129 synod guide + \$11,159 from spouse not on insur, negot. at hire.
7116 Housing Allowance	\$ 28,976	\$ 29,026	100%	\$ 31,522	\$ 31,522	100%	\$ 32,288	

CELIC Aspirational 2026-27 Budget for Congregational Consideration	Actual, 6/30/25	Budget, 2024-25	% of Budget 6/30/25	Actual, 6/18/26	Budget, 2025-26	% of Budget 6/18/26	Proposed Budget, 2026-27	Rationale
7117 Continuing Education (Pastor)	\$ 75	\$ 1,200	6%	\$ 1,016	\$ 1,200	85%	\$ 1,200	Synod sug.
7118 Auto/Mileage	\$ 2,400	\$ 2,400	100%	\$ 2,400	\$ 2,400	100%	\$ 2,400	Synod sug. \$3 - \$4k.
7119 Professional Expenses, Pastor	\$ 74	\$ 400	18%	\$ 161	\$ 400	40%	\$ 400	Synod sug.
7120 Cell Phone Expenses	\$ 1,200	\$ 1,200	100%	\$ 1,200	\$ 1,200	100%	\$ 1,200	Synod sug. (Synod also sug \$1,080/internet; not budgeted.)
7121 SECA Reimbursement	\$ 7,266	\$ 7,278	100%	\$ 7,661	\$ 7,661	100%	\$ 7,864	7.65% of base, housing, auto, cell: all taxable.
Total 7110 Pastor	\$ 102,391	\$ 104,020	98%	\$ 109,527	\$ 109,399	100%	\$ 112,860	Same calc as past.
7140 Youth and Family Coordinator		\$ 5,500	0%	\$ 4,015	\$ 5,500	73%	\$ 5,500	Same as 2025-26; rec of pers comm. \$20/hr x 10 hr/wk x 27.5 wks.
7150 Office Manager	\$ 10,245	\$ 16,320	63%	\$ 9,695	\$ 16,320	58%	\$ 11,250	Rec of pers comm: \$15 hr x 15 hr/wk x 50 wks.
7160 Sexton	\$ 22,871	\$ 24,833	92%	\$ 22,770	\$ 25,330	90%	\$ 25,330	Same hr rate as 2025-26; rec of pers comm: 30 hrs, 50 wks.
7161 Landscaper				\$ 334	\$ 3,330	10%	\$ 3,330	Same as 2025-26; rec of pers comm: 15\$/hr x 6 hr/wk x 37 wks: 3/1 - 11/15.
7130 Organist				\$ 289			\$ 10,400	New hire; \$200.00/wk; no benefits.
7164 Substitute Musicians				\$ 625				
7169 Campus/Bridge Peer Minister	\$ 709	\$ 880	81%	\$ 1,557	\$ 1,760	88%	\$ 1,760	Same as 2025-26; rec of pers comm: 11\$/hr x 2 peer mini x 80 hrs/yr.
7190 Nursery		\$ 880	0%		\$ 880	0%	\$ -	Same as 2025-26; rec of pers comm: 11\$/hr x 80 hr/yr.
7300 Payroll Expenses								
7305 Pension/Healthcare								(\$38,821/2)+((\$38,821/2) *1.04), Select HDHP
7306 Pastor Pension/HC	\$ 36,255	\$ 36,985	98%	\$ 34,803	\$ 38,636	90%	\$ 39,597	2000+ level
Total 7305 Pension/Healthcare	\$ 36,255	\$ 36,985	98%	\$ 34,803	\$ 38,636	90%	\$ 39,597	
7310 Payroll taxes		\$ 5,800	0%		\$ 6,300	0%	\$ 5,600	
7320 Social Security	\$ 2,140			\$ 2,380				
7330 Medicare	\$ 500			\$ 557				
7340 Workers Compensation	\$ 356			\$ (57)				
7390 Payroll Taxes - Unclassified	\$ 524			\$ 2,184				
Total 7310 Payroll taxes	\$ 3,520	\$ 5,800	61%	\$ 5,064	\$ 6,300	80%	\$ 5,600	
Total 7300 Payroll Expenses	\$ 39,775	\$ 42,785	93%	\$ 39,867	\$ 44,936	89%	\$ 45,197	
7420 Supply Pastors		\$ 500	0%	\$ 750	\$ 500	150%	\$ 1,000	Sabbatical: 2 wks x 6 yrs @ CELIC x \$250; 2 extra Sun. \$2,500 into next budget year, early June - before OU classes.
Total 7100 Personnel	\$ 175,991	\$ 196,118	90%	\$ 189,429	\$ 208,444	91%	\$ 216,627	
8100 Programs								
8102 Campus Ministry	\$ 3,693	\$ 3,000	123%	\$ 3,197	\$ 3,000	107%	\$ 3,000	The 2027 youth gathering 6/28 - 7/2 in MN will be paid with edu. memorial.
8104 Lifelong Formation	\$ 2,263	\$ 3,000	75%	\$ 907	\$ 3,000	30%	\$ 2,000	
8110 Social Ministry	\$ 686	\$ 1,600	43%	\$ 870	\$ 1,600	54%	\$ 900	

CELC Aspirational 2026-27 Budget for Congregational Consideration	Actual, 6/30/25	Budget, 2024-25	% of Budget 6/30/25	Actual, 6/18/26	Budget, 2025-26	% of Budget 6/18/26	Proposed Budget, 2026-27	Rationale
8114 Worship/Music	\$ 3,721	\$ 3,000	124%	\$ 2,600	\$ 3,500	74%	\$ 2,500	
8118 Stewardship	\$ 28	\$ 100	28%	\$ 153	\$ 100	126%	\$ 100	
8122 Outreach	\$ 431	\$ 100	431%		\$ 300	0%	\$ 100	
8126 Life Together	\$ 2,561	\$ 1,500	171%	\$ 3,148	\$ 2,500	126%	\$ 1,700	
8130 Personnel		\$ 100	0%		\$ 100	0%	\$ -	
8132 70th Anniversary Celebrations				\$ 940	\$ 1,500	63%	\$ -	One time event.
Total 8100 Programs	\$ 13,383	\$ 12,400	108%	\$ 11,815	\$ 15,600	76%	\$ 10,300	Examined expenses and eliminated amounts of single, large purchases.
8150 General Business Expenses		\$ 7,600	0%		\$ 7,600	0%		
8188 Office Supplies	\$ 1,188			\$ 2,926				
8190 Postage/Shipping/Delivery	\$ 231			\$ 237				
8192 Outside computer services	\$ 627			\$ 66				
8194 Contract Services	\$ 5,403			\$ 5,658				
Total 8150 General Business Expenses	\$ 7,449	\$ 7,600	98%	\$ 8,887	\$ 7,600	117%	\$ 7,000	Examined expenses and eliminated amounts of single, large purchases.
8200 Facilities		\$ 33,000	0%		\$ 35,000	0%		
8240 Equipment				\$ 1,827			\$ 350	
8250 Maintenance Musical Instruments	\$ 705			\$ 150			\$ 150	Expected lower due to repair of hvac unit/no need to replace.
8260 Building Repairs/Maint/Supplies	\$ 3,774			\$ 34,998			\$ 11,000	Decreased Spectrum bill thanks to Pastor Chad's advocacy; Stratus 2026 payments cover 3 yrs so not in budget.
8270 Utilities	\$ 19,754			\$ 14,998			\$ 19,500	
8280 Telephone & telecommunications	\$ 3,528			\$ 5,078			\$ 2,750	
8290 Insurance & Misc. Prop Fees	\$ 11,566			\$ 9,288			\$ 9,500	
Total 8200 Facilities	\$ 42,280	\$ 33,000	128%	\$ 66,338	\$ 35,000	190%	\$ 43,250	Based on expected exp.
8296 Council Action	\$ 1,550	\$ 200	775%	\$ 4,119	\$ 200		\$ 2,200	Director's insurance & misc exp. No anticipated SOS attendance by council members.
8297 SO Synod Participation	\$ 1,368				\$ 1,500		\$ -	2025-26 expenses: needs assessment, site surveys, proposal dvlp. Future expenses: managed through a separate, capital expenditures budget, to be considered by cong. at a future mtng.
8298 Student Property Demo/ Reno	\$ 1,500			\$ 23,463			\$ -	
Total 8296 Council Action	\$ 4,418	\$ 200	2209%	\$ 27,582	\$ 200		\$ 2,200	
8300 Benevolence								
8301 Designated Giving				\$ 2,320				
8302 South Oh Synod Thrive Campaign	\$ 3,947			\$ 6,724				
8310 Southern Ohio Synod Allocation	\$ 12,000	\$ 12,000	100%	\$ 12,000	\$ 12,000	100%	\$ 12,000	Same as past.
8315 Reconciling Works	\$ 230			\$ 230				
8330 Lutheran Social Services	\$ 480							
8332 Lutheran World Relief	\$ 740			\$ 740				
8345 Montana de Luz	\$ 340			\$ 340				
8350 Bread for the World				\$ 100				

CELCA Aspirational 2026-27 Budget for Congregational Consideration	Actual, 6/30/25	Budget, 2024-25	% of Budget 6/30/25	Actual, 6/18/26	Budget, 2025-26	% of Budget 6/18/26	Proposed Budget, 2026-27	Rationale
8360 ELCA World Hunger Global Mission	\$ 760			\$ 420				
8365 Impact Giving LLC Funds Out	\$ 69,300			\$ 56,025				
8370 Local Benevolences	\$ 330	\$ 13,115	3%		\$ 14,001	0%		
8372 Good Works	\$ 1,830			\$ 1,830				
8374 Food Pantry	\$ 1,830			\$ 1,830				
8376 My Sisters Place	\$ 1,450			\$ 1,450				
8377 United Campus Ministry	\$ 300			\$ 300				
8378 Habitat for Humanity	\$ 780			\$ 780				
8380 Rural Action	\$ 500			\$ 500				
8381 Faith Comm. Together (FaCT OH)	\$ 180			\$ 180				
8382 Gathering Place	\$ 940			\$ 940				
8383 CLEM House	\$ 1,370			\$ 1,370				
8389 Emergency Assistance	\$ 8,359			\$ 653				
8391 Undie Sundays				\$ 300				
8392 Family Navigators	\$ 150			\$ 150				
Total 8370 Local Benevolences	\$ 18,019	\$ 13,115	137%	\$ 10,283	\$ 14,001	74%	\$ 13,280	Council suggests to be paid for from LLC profits; to be decided by congregation at annual mtng.
Total 8300 Benevolence	\$ 105,816	\$ 25,115	421%	\$ 89,182	\$ 26,001	343%	\$ 25,280	Same as past: 10% of pledged/ unpledged/ loose offerings.
8500 Misc expenses								
8590 Other expenses	\$ 136							
Total 8500 Misc expenses	\$ 136	\$ -						
8600 Business expenses								
8650 Misc. Fees	\$ 25							
Total 8600 Business expenses	\$ 25	\$ -						
TOTAL EXPENDITURES	\$ 349,336	\$ 274,433	127%	\$ 393,233	\$ 292,845	134%	\$ 304,658	
NET OPERATING REVENUE	\$ 39,571	\$ (8,410)	-471%	\$ 18,056	\$ (16,547)	-109%	\$ (18,602)	
Other Revenue								
5513 Fidelity Primary Value Change	\$ 8,669			\$ 15,607				
5515 Fidelity Endowment Value Change	\$ 2,263			\$ 3,511				
Total Other Revenue	\$ 10,932			\$ 19,118				
Other Expenditures								
8261 Depreciation Expense	\$ 28,643			\$ 33,123				
Total Other Expenditures	\$ 28,643			\$ 33,123				
Net Other Revenue	\$ 10,932			\$ 19,118				
Net Revenue	\$ 21,860	\$ (26,121)		\$ 4,051	\$ (30,552)			

Thursday, June 18, 2026