



**CHRIST
LUTHERAN
CHURCH**
ZIONSVILLE

ANNUAL MEETING AGENDA & REPORT 2022-2023



**Evangelical Lutheran
Church in America**
God's work. Our hands.



Grace and peace to you in the name of our Lord and Savior, Jesus Christ.

As I reflect on the past year, I am reminded of the challenges we faced, but also the ways in which I saw God's grace and faithfulness in our midst.

One of the verses that has been particularly meaningful to me this past year is Mark 9:24a, where a father brings his son to Jesus for healing, and says, "I believe; help my unbelief!" This simple yet powerful prayer reminds us that even when our faith may be weak or wavering, we can come to Jesus and ask for help and strength. And what strength we have received!

We have seen this prayer answered time and time again in our church community. We have witnessed the power of prayer as we have come together to lift each other up during difficult times. We have seen God's provision as we have sought to serve our community through various outreach efforts. And we have experienced the joy of fellowship as we have gathered for worship and encouragement.

This past year has seen an increase in membership (8), a beautiful child brought into God's family through the waters of baptism (1), four of our young adults confirmed in the faith, two youth taking their first communion, and one of our dearly beloved entrusted into God's Kingdom through death.

The Governance Board and the Building Renovation Task Force worked tirelessly to bring some changes to the Preschool, a facelift in the Luther Room, and a much-needed Audio/Visual booth. The Mission Ministry Leadership Team (MMLT) has been hard at work, too – not only working behind the scenes to bring about the vision of the Governance Board, but also in providing opportunities for our members to engage in the life of Christ Lutheran.

I know better than to name individuals, yet in the absence of singling any one person out – I would like to give my deep gratitude to each member of Christ Church and its staff, and I thank you for your continued support and commitment to our shared mission of loving God and loving others. Remember we are one body composed of many parts – all in service to God (1Cor. 12:12-27).

As I look ahead to the coming year, I look with joy and excitement to see where God will lead us as we reboot our small group ministry, build upon our Faith Formation program, enhance our church grounds, increase our presence in Zionsville, and all that which the Lord has not yet revealed, I pray that we will continue to grow in our faith and in our service to others.

May the Lord bless you and keep you and may God's face shine upon you as we follow the Lord into the coming year.

In Christ,

A handwritten signature in black ink, appearing to read "Wesley Smith III", written over a horizontal line.

Pastor Wesley Smith III

Annual Congregational Meeting Agenda

June 11, 2023

- 1) Certification of Quorum
- 2) Opening Prayer
- 3) Call to Order
- 4) Officer's Report
 - a) Secretary's Report
 - i) Adoption of Agenda
 1. The order of the agenda is specified in bylaw C10.01.04.
 - ii) Minutes of prior annual meeting
 - b) Pastor's report
 - i) Membership Statistics
 - c) President's Report/Master Plan Update
 - d) Treasurer's Report
- 5) Organization Reports
 - a) Preschool Board Report
 - b) Preschool Director Report
 - c) MOPS (Mothers of Preschoolers) Report
- 6) Governance Team Reports
 - a) Audit Team
 - b) Columbarium Team
 - c) Endowment Team
- 7) Mission Ministry Leadership Team
 - a) Service Network
 - b) Faith Formation Network
 - c) Property and Grounds Network
 - d) Fellowship Network
 - e) Director of Music Report
 - f) Worship and Music Network
- 8) Preschool Task Force
- 9) Unfinished Business
- 10) New Business – Nominating Team
 - a) Elections
 - i) Election of Governance Board – 3 for 3-year term
 - ii) Nominating Team—6 for 1-year terms
 - iii) IK Synod Assembly (June 10, 2023)
 1. Two attendees
 - iv) Audit Team – 2 for 3-year terms
 - v) Endowment Team- 1 for 4-year term (Leader)
 - vi) Columbarium Team—3-year term
- 11) Review and adopt 2022-2023 budget.
- 12) Constitution, Bylaws and Continuing Resolutions Updates
- 13) Other new business
- 14) Benediction
- 15) Adjourn

Annual Congregational Meeting Agenda

June 12, 2022

10:00 am

- 1) Certification of Quorum
 - a) Jamie Stewart, Vice President established that the quorum standard had been met.
- 2) Opening Prayer—Pastor Wes
- 3) Call to Order—Becky Porter, President
 - a) The meeting was called to order at 10:05 a.m.
- 4) Adoption of Agenda
 - a) The agenda was contained in the packet of materials provided prior to this meeting. The order of the agenda is specified in bylaw C10.01.04.
- 5) Pastor's report
 - a) In addition to his report on page 3 of the Agenda, Pastor Wes gave thanks to God, to the congregation, and to staff members Melissa Woldman, Laura Hartman, Rhonda Blacklock, and to Julia Goldberg, who had resigned her position (and who was "the office" while she was here for over 10 years), for whom the quilting circle is preparing a quilt. The congregation will be able to tie in their prayers of thanks to Julia and good wishes for her success in the future before the quilt is presented to her. And the search to fill her position continues, with prayers requested for the search.
- 6) Officers' Report
 - a) President's Report
 - i) The report is on page 4 of the Agenda; in addition, Becky Porter gave thanks to the members of the congregation.
 - b) Secretary's Report—Bill Beck
 - i) Minutes of the Special Congregation Meeting were included in the packet on page 5.
 - (1) Approval of the March 13, 2022 Special Congregation Meeting Minutes was unanimous.
 - ii) Minutes of 2021 annual meeting were included in the packet on page 6
 - (1) Approval of the 2021 Minutes was unanimous.
 - iii) Membership statistics
 - (1) The membership statistics were included in the packet on page 9.
 - (2) Pastor Wes stated that the numbers don't always tell the whole story.
 - c) Treasurer's Report—Connie Steinhart
 - i) The Treasurer's report was incorporated with the presentation of the Budget.
- 7) Staff Reports
 - a) Staff reports were contained in the Annual Meeting packet
 - b) Director of Children and Family Ministry—Ciara Jones
 - i) After her cheerful "Hello, Church!" Ciara thanked many who have worked on this year's ministries, including Jen, Ray, Kristin, Matt, and all who helped. Ciara reported the successful Breakfast with St. Nick and the Easter Egg Hunt, pointing out the value of fellowship, engagement, and community through these kinds of events. VBS has 42 children registered; more help is still desired from the congregation, young and old. Ciara looks ahead to more opportunities for fellowship such as a Karaoke night, a Dessert baking event, a Back to School time, along with the familiar St. Nick breakfast and Easter egg hunt.
 - c) Preschool Director: Melissa Woldman
 - i) Melissa introduced herself and looked back at her first year here - an amazing year. Classes were full, with more than 90 preschoolers. Summer camps were mostly full. She is glad that most staff are returning (and they still seek another staff member) and that 75% of staff have at least associate degrees. Many successful events occurred, including weekly chapel, Donuts for Grown-ups, Christmas worship, Preschool graduation, and Field Day. The preschool applied for and won 2 grants totaling \$276,429; 25 percent goes to the teachers, and 75 percent to improve the preschool and the church. Melissa reflects monthly on how the mission has played out and stated that one video shows one of the 3-year-old preschoolers "teaching" her 18 month old sibling "Chapel." What is learned at preschool goes home with the children. Melissa's

goal is to continue building relations between the church and the preschool, and she thanks her fabulous teachers, Pastor, Cheryl Kussow, and Anne Behrend for all their work and help.

- 8) Governance Team Reports
 - a) Reports were included in the packet.
- 9) Mission Ministry Leadership Team
 - a) Reports from the Networks were included in the packet.
- 10) Unfinished Business
 - a) There is no unfinished business from the previous Annual Meeting.
- 11) New Business
 - a) Elections
 - i) were no nominations from the floor for any positions.
 - ii) Greg Holbrook moved that the entire slate be elected by acclamation. Barb Burkhardt seconded. The motion passed unanimously.
 - iii) The elected slate
 - (1) GB—3-year terms
 - (a) Cindy Cannedy
 - (b) JoAnne Tuffnell
 - (c) Jeff Berger
 - (2) Nominating Team—1-year terms
 - (a) Keith Anliker
 - (b) Mark Balaska
 - (c) Bob Behrend
 - (d) Kathy Clark
 - (e) Ted Kussow
 - (f) Becky Porter
 - (3) Audit Team
 - (a) Tom Jones—3- year term
 - (b) (Another person)—2-year term to replace Cindy Cannedy
 - (4) Endowment Team (Need to choose who is elected to 4-year term and appointed to 3-year term)
 - (a) Brian Stewart—4-year term
 - (b) (Scott Herbst is being appointed to a 3-year term by the Governance Board)
 - (5) Columbarium Team—3-year term
 - (a) Barbara Starkey
 - (6) IK Synod Assembly 2023
 - (a) Two attendees are needed and will be determined at a later time.
 - b) Review and adopt 2021-2022 budget included in packet
 - i) Connie Steinhart thanked the congregation for listening to the stewardship campaign and responding so well. 56 families made commitments to support Christ Lutheran Church in the coming year, and 15 of them were families who had not pledged the prior year. The total pledged, \$371,242, is almost \$40,000 more than was pledged for the current year. Connie used the illustrated slides to show the mortgage cash flow, the general fund income vs expenses, and the budget for the year ending June 30, 2022. Significant differences in the 2022-2023 budget include: staff raises (3.5% increase) effective July 1 rather than next January 1; establishing the fund to support sabbatical leave (\$2,000 to begin the fund); total personnel expense increases of \$13,300; operations and property expenses up \$6,000, which includes \$3,400 increased utility costs; MMLT budget increases of \$2,800; architect fees and building updates budgeted at \$10,000; and building maintenance fund additional \$5,000.
 - ii) Connie Steinhart thanked all for the work done, noted that although expenses outweigh income, historically the figures are close to or at the same level, and the income has always risen to meet the need. Greg Holbrook asked for the amount of the current mortgage balance, the answer to which Connie and Becky did not have at the time. Becky recalled that the mortgage payoff is scheduled for 2034. The finance team proposed the adoption of the budget

for the year ending June 30, 2023, as published in the Agenda, and the Governance Board recommended its adoption. The budget passed unanimously.

c) Motion from the Governance Board

- i) After Becky Porter explained the preschool grants' percentages to them and to the church, the amounts only known after preschool closes its books for this year, and that painting the church exterior, a high-priority item, will cost \$40,000 or more, Jamie Stewart read: "A motion from the Governance Board to adopt a Congregational Continuing Resolution - The Governance Board can enter into a contract in excess of \$10,000 for the exterior painting of the church building if funds are available without a negative impact on the approved annual budget." Margie Kilgus asked about the number of quotes requested and was assured that, should the money become available, the Board will seek due diligence for the best quote. Rose Conrad asked about paint colors, which have not been considered yet, as the project is still anticipatory. The motion passed unanimously.
- ii) Jamie Stewart read another motion from the Governance Board: "A motion to adopt a Congregational Continuing Resolution — The Governance Board can enter into a contract in excess of \$10,000 for deferred maintenance projects if funds are available without a negative impact on the approved annual budget" followed by much discussion and many questions. Mark Balaska asked whether we would have a timeline for an end, and a limit on the amount spent. Becky's response: we prefer no timeline (seasons, prices, available help) and the money all depends on the amount left from the preschool grants and quotes. Jim Holbrook needed clarification on what these projects are. Becky's response: property needs which have been deferred at the current time due to lack of funds. Sue Haughton asked whether the congregation would be able to see a list of such projects and weigh in on them. Response: Governance Board would look at ways to inform the congregation, and John Burkhardt spoke for the Property Committee, saying they could put a list together, and that currently on the list would be the parking lot, 2 HVAC units, and an upgrade to the audio system. Cheryl Kussow asked that when funds are available, to think of the back parking lot. Response: the parking lot is a known, high-priority item, and a very expensive one. Tom Conrad spoke to say the Governance Board is elected to set priorities and make decisions. The motion carried unanimously, and Becky Porter injected a moment of laughter when she said, "The ayes are above the no's!" (It's funnier heard, rather than read.)

d) Other new business

- i) There was no further new business.

12) Benediction—Pastor Wes

13) Adjournment

- a) The meeting was adjourned and followed by a presentation on the Master Plan for the building.

Submitted by: JoAnne Tuffnell, substituting for Bill Beck, Secretary, Governance Board

To our Friends at Christ Lutheran Church Zionsville,

This has been such an amazing year of gifts that would not have been accomplished without the support of this generous congregation.

The Governance Board kicked off the year with a retreat to compile the many ideas that had been generated over the last 3 years and compile them into a vision plan with strategic priorities –I'm excited to share with you what was accomplished.

Creating an Inviting Environment - Last summer we started implementing our master plan presented at the last annual meeting as well as a long list of building projects. We tackled the job of adding an AV booth and re-envisioned our Luther Room. Although we are still working on the finishing touches of these projects, we are excited that we have been able to use these spaces as part of the vision of a hybrid church environment allowing members to engage in Church services and small group ministries while in person or at home. The preschool was provided much needed bathroom space and new sinks. In addition to these building projects, we were able to give the exterior of our church a much-needed face lift with a fresh new coat of paint, replaced the HVAC in the youth room and replaced many appliances. We added gender neutral signage for our single bathrooms. Finally, we are excited that we have just signed a contract to have the back parking lot repaired and repaved this summer with the goal of being completed by the end of July. We would not have been able to do these projects without the assistance of the grants that were provided by the Center for Congregations, the generous preschool grants, as well as several anonymous donors to the projects.

Ensure Leadership Development and Succession/Connect CLCZ members to each other and the Community – We are currently working to enhance and strengthen our volunteer engagement process, which so far has been very successful. Through this campaign we were able to reinvigorate our faith formation programs at all ages including the nursery. We continue to strive to create a culture of thanks and gratitude. We formed a Preschool Task force to better define the relationship of our congregation with the Preschool to insure streamlined operations. We also developed language to redefine the role of the Nominating Team to work collectively across all our teams to further identify leaders and volunteers not only with Governance Board, but also with MMLT. MMLT has done a fantastic job in bringing our congregation and community together with food collection campaigns, Socktober, the Fall Festival (parade/childcare station), and Lutherfest to name a few.

Beef Up Marketing and Communications – Unfortunately, this year we struggled with the loss of essential employees and, with the current job market, had difficulty quickly replacing them. It gave the Governance Board pause to prayerfully consider the most appropriate model for staff moving forward. We are excited to have hired an onsite full-time Office Administrator. We have goals to post updated calendar information for the church and our preschool as well as start to post more photos from our wonderful events. We have gotten many positive community responses from our Road Sign Ministry. Also, if you have not already done so, please pick up your car decal with our logo and QR code for a link to our website.

Model Constitution – Every three years the ELCA Church provides updates to our Model Constitution. Our Constitution had not been updated to the current language for several years. In addition to the model language, the ELCA recommended integrating the Constitution, Bylaws and Continuing Resolutions into one document. The Governance Board reviewed our governing documents to update language, delete redundancies and incorporate language for our teams, networks, and organizations. The congregation will be voting to adopt this document at our Annual Meeting.

Thank you to our congregation members who assisted us in moving these vision elements forward. Your energy is contagious.

Thank you to the congregation for electing us to serve on the Governance Board. It has been an honor and a privilege for all of us to serve you. I would like to extend a special thanks to Bill Beck who has served out his 3-year term, 2 of which he was elected Secretary. Also, special thanks to Becky Porter, who not only served this congregation as President for 2 years, but also as Past-President. Her knowledge and passion for this congregation are without compare.

As we look toward the future, we will continue to serve as your representatives of the mission and vision of Christ Lutheran Church Zionsville proclaiming, reflecting, and celebrating the love and grace of Jesus Christ.

In Peace,

CLCZ Governance Board

Jamie Stewart, President
Connie Niessink, Vice-President
Bill Beck, Secretary
Cindy Cannedy, Treasurer
Beck Porter, Past-President
Randy Eugenio
JoAnne Tuffnell
Jeff Berger
Pastor Wes Smith

	2023-2024 Plan	2022-2023 Plan	2021-2022 Actual
Income			
General Operating Fund			
Contributions	291,800	302,000	285,024
Special Offerings	4,000	4,000	5,211
Thrivent Choice	2,000	2,000	1,552
GF Ministry Contributions	2,275	2,525	4,020
Other, including investment gain/(losses)	0	0	(3,007)
Total Income	300,075	310,525	295,807
Expenses			
General Operating			
Personnel			
Staff-Comp/Benefits	180,134	193,959	171,392
Staff-Other	5,856	7,145	5,826
Subtotal Personnel	185,990	201,104	181,557
Operations & Property			
Admin/Operations	20,365	20,400	20,818
Utilities	30,300	23,400	25,606
Building/grounds maint.	53,356	42,016	50,687
Insurance	9,400	9,400	8,280
Prof Svs & fees	14,300	13,195	13,561
Subtotal Operations & Property	127,721	108,411	118,952
Network/Ministry Teams			
Relationship Network	0	200	0
Faith Formation	5,850	6,115	3,905
Worship & Music	11,750	11,989	9,005
Evangelism/Marketing	4,970	4,970	5,373
Caring Network	1,715	1,625	407
Fellowship	4,050	3,000	3,012
Stewardship	300	300	203
Subtotal Networks/Ministry Teams	28,635	28,199	21,904
Total Expenses General Fund	342,346	337,714	322,414
CLCP - Church Offset	28,446	22,919	91,760
Fund Transfers/Reclassification	(5,000)	(5,000)	74,349
Net General Fund Surplus/(Deficit)	(18,825)	(9,270)	0

	2023-2024 Plan	2022-2023 Plan	2021-2022 Actual
CLC Preschool Fund			
CLCP Income			
Tuitions/Fees Income	319,175	255,050	246,365
Registration Income	19,600	18,000	21,640
Other Income	16,800	13,440	16,510
Gifts/Scholarships			
FSSA/CBS Grant Income	0	10,198	50,389
Total CLCP Income	<u>355,575</u>	<u>296,688</u>	<u>355,698</u>
CLCP Expenses			
Preschool Comp/Benefits	265,958	238,804	192,422
Preschool Oper Expenses	58,254	32,620	70,126
Total Preschool Expenses	<u>324,212</u>	<u>271,424</u>	<u>262,548</u>
CLCP Church Offset and Transfer	(28,446)	(22,919)	(91,760)
Net CLCP Surplus/(Deficit)	<u>2,917</u>	<u>2,345</u>	<u>0</u>
Building Fund			
Pledge contributions	60,800	71,500	65,310
Grant Income/Renovation Revenue			
Architect Fees/Building Updates	0	10,000	17,776
Mortgage Interest	28,662	24,693	26,338
Mortgage Principal Payments	36,018	36,459	0
Net Building Surplus/(Deficit)	<u>(3,880)</u>	<u>348</u>	<u>0</u>
ELC Benevolence Fund			
Income	25,300	26,500	28,189
Expenses	25,300	26,500	27,867
Net Benevolence Surplus/(Deficit)	<u>0</u>	<u>0</u>	<u>0</u>
Endowment Fund Income	0	0	5,153
Other Funds Income	0	0	0
Endowment Expense	0	0	0
Transfer to Building Maintenance Fund/General Fund	5,000	5,000	(74,349)
Other Funds Expense	0	0	0
Columbarium Income	0	0	750
Columbarium Expense	0	0	0
Net Mission Plan surplus/(deficit)	<u>(12,788)</u>	<u>(1,577)</u>	<u>100,441</u>

Parish Report 2022-2023

This past year has seen an increase in membership (8), a beautiful child brought into God's family through the waters of baptism (1), four of our young adults confirmed in the faith, two youth taking their first communion, and one of our dearly beloved entrusted into God's Kingdom through death.

Average Weekly Worship Attendance: In-person: 83

New Members: 8

Members Released/Transferred: 0

Baptisms: 1

Deaths: 1

Education: From Faith Formation

Confirmands: 0 (4 slated for 2024)

High School Youth participation: 8

Sunday School attendance (PreK-2): 12

Adult Ed. participation: 15

Adult Ed. avg weekly attendance: 8

St. Nick Day attendance: 111

Easter Egg Hunt attendance: 101 (38 kids/parents not from CLC, 38 volunteers from CLC)

Preschool:

Our program is full for the 2023/2024 school year, we currently have enough staff as well and families are excited to return next year, Summer Camp is currently full for the 2023 summer. We have successfully passed all our inspections this year and have maintained our level 3 paths to quality rating. 75% of our staff have a Child Development associate degree or higher. All staff are working hard towards their 20 hours of development training this year, and have participated in several virtual early childhood conferences. Successful events took place including Christmas program, Muffins with Moms, Ice Cream Social, Pre-K graduation, Pre-K bike race, and Field Day events this year, looking forward to many more next year. Currently researching 2 more substantial grant potentials for the coming year.

Current enrollment for 2022/2023 school year: 310 seats filled with 84 children

Projected enrollment 2023/2023 school year: 315 seats filled with 85 children

of staff members 2022/2023 school year: 15

of staff members 2023/2024 school year: 14

Organization Reports

Christ Lutheran Church Preschool Board

Mission of the Ministry

The purpose of the Board is to support the preschool, director, and staff in carrying out the mission of the preschool. The Board is responsible for safeguarding the integrity of the organization, and also serves in advisory and advocacy capacities. Areas of involvement include spiritual direction, programming, communication, finance, policy development and additional areas as needed or desired. The Board serves as the primary conduit of information between the director, the governing body of the Church, and members of the congregation.

Progress of the Ministry

- We have welcomed Jamie Stewart as the Gov Board President representative on our Preschool Board. It has been very helpful for communication and coordination between the two boards, especially with the building project.
- We continued to be blessed by several Grants obtained by Melissa and Anne Behrend totaling \$192,189.00 from last year (spend by Sept) and then an additional literacy one for \$5000. We have also applied for another \$210,000 in grants and should find out in the next several weeks the status. We appreciate our PTQ level 3 status that allows us to apply and the United Way, Lilly Endowment, Office of Early Childhood and Out-of-School Learning for offering these.
- These grants supported special events for the staff and families: The Family Day had free food from Grace Truck, free books from the mobile Library, Parks Dept Creek Stompers, activities, and fun music by Mr. Dan. We were able to give staff significant bonuses (as a certain % was mandated for staff by the grant) to show appreciation. You will also see several new playground structures and the new storage shed that was installed. The school and Church (my Sunday school class) is enjoying the new bathrooms in the toddler/Nursery wing. We all are looking forward to the new blacktop in the back parking lot that will be safer and smoother with better drainage to reduce falls. The school grants supported a new Kitchen refrigerator, washer and dryer, dishwasher, and ice maker for all to utilize.
- Maintained all current Path to Quality Level 3 and other certifications this year thanks to the leadership of Melissa and her staff that focus on safety and education.
- Approved new policies and discussed activities related to active shooter planning and room safety, covering wages for staff with Covid one more year, dog nuisance, no longer accepting cash for tuition or other preschool payments, retaining a lawyer to investigate bylaws for governing relationship of Church and school, change in our weather policy for school closing, and supporting giving out bibles to all new students.
- Expressing gratefulness for all the support the Church and parents gave such as Anne Behrend volunteering to help with preschool operational accounting in addition to her role on the Board. Also, the many people who spread mulch and donating items and money for tuition assistance. I appreciate all board members for working with the Gov Board task force to explore our governing model and all considering our partnering ministry.
- Celebrated Kim Kelly, retiring after 15 years of wonderful Christian teaching.

How Can you Help?

Tuition Assistance Donations: We appreciate the many people who have donated to our tuition assistance fund for families in need. We have averaged needing over \$10000/yr in requests, so we pray for your continued support, so we do not need to utilize operational funds and detract from our educational spending and staff compensation. Because of PTQ level 3, on being On My Way Pre-K and CCDF providers we have helped some families also get government childcare assistance.

Substitutes and Teachers: As an ongoing request, the preschool is always in need of substitute teachers to ensure a high standard of care for children when the regular teachers are absent. In addition, periodically we are in need of additional staff. Please consider a 4 or 7 hour paid opportunity or share this need with others you know who might be interested. We also have administrative needs that are paid/or volunteer. We follow the Zionsville school schedule which is a benefit. We also pay for 20+ hours of continuing ed. Thank you!

Vision for the Ministry

- Continue to encourage Church membership and parents to support families with tuition assistance donations so that they can afford quality Christian education for their child.
- Update the Board policy and procedure manual to reflect any changes to our governance structure, and revisions that align with our vision, Director and approve additional draft policies.
- Participate in Strategic Plan exercise as ours is over 5 yrs old.
- Determine the impact of faith opportunities on children and classroom inclusion. Review current spiritual goals for children's development and support additional staff faith training.
- Improve Church/School engagement. Implement mentoring ministry between congregation and young families.
- Finalize revised/new Finance policies and procedure proposals with Governance Board and Finance team as part of our governance discussions.
- Maximize utilization of grants available through 2023 and obtain additional as needed to improve our educational and outreach ministry.
- Increase awareness of teaching and sub positions to better support the school when staff is sick or unavailable.

Submitted by: Cheryl Kussow, Preschool Board Chair

Board Members: Melissa Woldman (Director), Anne Behrend (Finance), Jen McKenzie (Secretary), Cheryl Kussow (Board Chair), Roger Burrus (new at large) – Voting Advisors: Pastor Wes Smith, Jamie Stewart (Gov Bd President)

Thank you to Outgoing Board members: Jen McKenzie



Preschool Family Fun Field Day!

Christ Lutheran Church Preschool

Mission of the Ministry

Christ Lutheran Church Preschool provides a Christian atmosphere in which children can learn, play, and develop with the assurance of the child's safety and well-being. We will provide a faith based, high quality early childhood education to encourage children and families to know Christ and to serve His world. Our goal is to offer a safe and nurturing environment that promotes the physical, social, spiritual, emotional, and cognitive development of each child through an integrated curriculum approach.

Progress of the Ministry

This was my second full year as the Director of Christ Lutheran Church Preschool and what a great year it has been. My bonds with the staff and families are growing and we were able to spend more time together in fellowship throughout this year. We are also considering expanding by one room which is exciting.

- The program remains full, and families are excited to return next year.
- We are losing 3 staff this year (retirement, moving, entering the school system again) but I am fortunate enough to have found new staff to help maintain us through next year.
- Our program is full for the 2023/2024 school year, we currently have enough staff as well.
- Summer Camp is currently full for the 2023 summer.
- We have successfully passed all our inspections this year and have maintained our level 3 paths to quality rating.
- 75% of our staff have a Child Development associate degree or higher.
- All staff are working hard towards their 20 hours of development training this year, and participated in several virtual early childhood conferences, and brought in a team of trainers.
- Chapel has continued twice weekly in our sanctuary, and daily in the classrooms, lucky to have Pastor Wes lead our group chapel once a month, and various teachers and I lead the other weeks.
- Successful Christmas program, Muffins with Moms, Ice Cream Social, Pre-K graduation, Pre-K bike race, and Field Day events this year, looking forward to many more next year.
- Continue to spend the grant money from next year and currently researching 2 more substantial grant potentials for the coming year.

Vision for the Ministry

- Retain current staff and families in the coming years and continue the reputation we have in the community.
- Possible expansion with another Pre-K classroom
- Continue to strengthen the relationship between the Church and the Preschool by offering more activities for the congregation and preschool to be together.
- Continue to improve and implement more family engagement activities. Applied for a grant to help with this.
- Continue to research grant opportunities to improve our program and church.

Submitted by: Melissa Woldman, Director of Christ Lutheran Church Preschool

Committee Members: Preschool staff: Andrea Caniff, Beth Ganci, Ashley Fitzpatrick, Cheryl Gardner, Kim Kelly, Maria Luciani, Tasha Porter, Kara Richer-Carr, Jamie Roehlk, Erin Shafer, Wendy Svenstrup, Libbie Weinheimer, and Desiree Woodruff

MOPS (Mothers of Preschoolers) 2023

Mission of the Ministry

MOPS is a ministry to mothers of young children. We provide a safe space for mothers to bond and form friendships, explore and deepen their faith, and also listen to speakers on various topics relating to her as a woman, a mother, a wife, and a Christian.

Progress of the Ministry

This was my second year as the Coordinator for our MOPS group. We've seen a resurgence in attendance following our "Covid years" and had close to 30 moms and 3-4 childcare rooms at each meeting.

- We've welcomed about 8 new moms into our group this year and helped care for their children during our meetings as well.
- At our last meeting in May, we had 10+ registrations submitted with payment already for the '23-'24 year.
- We were able to accommodate all the children registered to attend our childcare last year, and even were able to provide a baby room at about half of the meetings. We hope to continue to build our childcare roster and have a baby room available at all times. We maintained the state ratio of children vs. caregivers at each meeting and appreciate our invaluable volunteers and paid childcare staff.
- This year we learned about how to parent our child based on their brain wiring, about how important self-exams (and self-care in general) are for our bodies. We had a visit from ZFD and learned about fire safety. We also had a life coach who helped us create vision boards for the new year, a speaker on friendship in this phase of life, a self-care/spa meeting, as well as a wonderful talk from Cheryl Kussow on how to create special moments with our kids throughout their childhood and beyond while including Christ at the center.
- Comments from our end of year survey submitted at our last meeting:
 - "MOPS helped me be a better mom - by learning from the speakers and the other moms".
 - "Loved the meetings & connecting with other moms in the same season of life".
 - "Welcoming group, with hot breakfast and coffee, and loved the prayers!"
 - "A great way to meet new moms!"

Vision for the Ministry

- Retain current members and continue to recruit new members.
- Strengthen our bond with the church community by
 - Offering MNO activities for working mothers to attend (social membership).
 - Finding Mentor Moms from the Church community to commit to attending a couple meetings with us to provide prayers, support and a devotion.
 - Helping serve in the baby care tent at the Fall Festival, etc.
- Continue to offer quality and relevant speakers and meeting topics for our moms.
- Continue to offer quality childcare for our MOPPETS and provide them with fun and engaging lessons on Christ's love. We appreciate your contribution to our childcare fund or volunteering.
- Continue to offer evening small group bible studies for our moms.

Submitted by: Whitnie Bauer, Coordinator

Committee Members: Lauren Seigel, Co-Coordinator/MOPPETS, Amanda Legler, Finance, Mandi Doyle, Hospitality, Sue Jordan, Service, Kelsey Helsper, Crafts, Kristen Gilkison, Care, Kelli Allen, Small Group Discussion, Lisa Winterbottom, MNO

Governance Team Reports

AUDIT COMMITTEE GUIDELINES FOR CONDUCTING ANNUAL FINANCIAL REVIEW *Christ Lutheran Church - Zionsville*

Assemble the following documents:

1. A balance sheet for all funds, showing the beginning balances, summary of receipts and disbursements by fund, and the closing fund balances.
2. An inventory of major assets and liabilities of the church corporation, such as certificates of deposit and endowment fund statements.
3. A copy of the approved budget for the year being audited.

Audit process:

Fiscal year: 2021 - 2022

- 1 Compare previous years' reports to insure no financial accounts or instruments were missed in this year's reports.
- 2 Verify the Treasurer's balances in all bank and similar accounts.
- 3 Verify regular reconciliations of the checkbook/ledger/journal balances with the actual bank account balances. (minimum sampling – 2 months)
- 4 Verify that
 - a) all receipts/monies were counted by two or more persons each week,
 - b) that signed counters' reports reconcile with deposits, and
 - c) that receipt records reconcile with the totals reported by the Treasurer.
(minimum sample – 4 weeks)
- 5 Verify that internal controls can prove that designated and/or restricted funds were recorded as such in the accounting records, reported as such to the individual, and that totals received actually were spent for the designated purpose. (minimum sample- 5 gifts from at least two different funds)
- 6 Verify that payments were properly requested, authorized, and recorded, and that checks were written sequentially. Verify that each check has authorized signature(s) and that the payee properly endorsed them. (minimum sample – 25 checks)
- 7 Verify that internal controls over purchasing and accounts payable are appropriate: Are the purchases authorized by proper staff/committee chair/officer, with proper support and paid on time, etc.(minimum sample – 2 months)
- 8 Review payroll procedures, including: minister(s) is/are paid according to the terms of call voted by the congregation; other employees are paid proper amounts; withholding is done in accordance with federal and state requirements and all forms filed in a timely manner; appropriate W-2's and/or 1099's are prepared at year-end for all employees, including ministers; deposits of payroll taxes were made and paid in a timely fashion; (minimum sample – two payroll cycles)
- 9 Review/verify the location of important documents, such as contents of any lock box or safe, certificates of deposit, titles, deeds, mortgages, promissory notes, insurance policies, etc.

- 1 – Review of Balance Sheet and Income/Expenses for identified accounts
- 2 – Year end Treasurer balance reviewed from year-end Balance Sheet
- 3 – Sample of balances were reviewed
- 4 – All sampled receipts counted by 2 counters, balances reconciled where bank receipt was part of weekly counting packets
- 5 – Discretionary fund, memorial fund, HS fund accounts proper recording and balances
- 6 – Sampling of payments reviewed, only one found to have just one signature
- 7 – Purchasing and accounts payable have proper procedural controls
- 8 – Payroll has proper procedures, was properly paid, and year end balances were recorded including tax payments
- 9 – Listing and location of key documents unclear

Summary:

No financial irregularities noted (non-CPA level auditor)

Recommendations:

1 - for Fund 2 (preschool) every deposit was supported with reports from the ProCare software or other documentation. Consider if we need a policy regarding the receipt of cash when the cash is not deposited. (per Connie Steinhart)

2 - Central listing for: Location of key documents

Committee: Tom Jones; Kathy Clark; Carrie Hanni;
(unofficial CPA consultant - Connie Steinhart)
(financial forms and assistance from Cindy Cannedy)

Ministry Team Name: Columbarium

Our Christ Lutheran Church-Zionsville columbarium has 7 available spaces; 17 have been assigned. Any member of the Columbarium team can provide information on reserving a space.

The current balance in the fund is \$8,748.34. The fund balance is reserved for garden and patio or wall maintenance as well as the down payment on a future columbarium wall, to be erected as needed.

We are pleased and honored to offer this ministry here.

Committee Members: JoAnne Tuffnell, Margie Kilgus, Barbara Starkey

Ministry Team Name: Endowment Fund

Mission of the Ministry

Support the overall ministry of Christ Lutheran Church-Zionsville through endowment fund growth and periodic grants to worthy causes.

Progress of the Ministry

Before issuing a \$5000 grant, the endowment fund grew during May 2022 through April 2023 by approximately 1% without any new donations. The endowment portfolio was strengthened with two new ETF funds replacing two weaker funds.

Metrics Highlighting Achievements

The CLC endowment fund held its own during a difficult market year with a gain of 1.02% despite a 25% weighting of short term bonds. This compares with the S&P 500 index of 2.68% over the same period. The endowment fund balance as of April 30, 2023 was \$85,162.26

A grant of \$5000 to the church supporting new construction was issued during the year.

Two new ETF funds replaced weaker funds in the portfolio. These were in the small-cap (10% weight) and foreign (5% weight) categories.

Vision for the Ministry

Continue prudent investment of the endowment fund in compliance with the endowment charter. Provide new incentive for contributions to the fund with a new publication featuring tax friendly ways of support. Continue to provide periodic grants to worthy causes supporting the ministry of Christ Lutheran Church-Zionsville.

Submitted by: Glenn Tuffnell, Endowment Chair

Ministry Network Team Reports

Ministry Team Name: Service Network

Mission of the Ministry

Our mission is to inform the congregation of service opportunities to our church family, our community, and to global missions. We seek to enlist the help of congregational members in leading and performing these acts of service.

Progress of the Ministry

Service to the congregation:

- Sent notes of encouragement and \$15 Starbucks gift cards at the end of November to 19 Christ Church young adults, ages 18-22.
- Provided and served meal before the Lenten service on March 29.
- Prayer chain led by Donna Svobada. The prayer chain has continued to support requests for prayers of congregation members, family, and friends.
- Prayer group, led by rotating members. Our mission is to pray for those in the church bulletin, for requests from the prayer box in the narthex and from the church website, and for those we each raise up. We meet on Tuesdays from 1 to 2 pm, currently at Hoosier Village. All prayers are confidential. Our caring, supportive group welcomes new members and is always thankful to God for listening. Contact: JoAnne Tuffnell

Service to the community:

- Contributed to the Shalom House's summer lunch program by providing 100 apples, 200 cans of pasta, and 100 tuna/chicken salad kits.
- Held blood drives in November and April, collecting a total of 20 units of blood.
- Fifteen volunteers set up and hosted the baby care tent which served 16 families at the Lion's Park Fall Festival on Saturday (rain-out on Sunday).
- Ten volunteers assisted at the annual Indiana Spina Bifida association's Roll & Stroll Fundraiser.
- Donated 896 pairs of socks to the Wheeler Mission through our Socktober community drive.
- Collected \$480 for holiday meal baskets through the Caring Center.
- Through the annual Christmas giving tree, delivered 54 gifts and \$230 in gift cards to LCFS for their Christmas store.
- Held four donation drives during Sunday offering supporting The Caring Center and Pando.
- Elsie's Circle has provided several prayer quilts for members of our congregation and our community. Members can request a prayer quilt for anyone who needs prayerful support. Contact: Linda Callecod.

Service to global missions:

- Elsie's Circle made 5 quilts for Lutheran World Relief. Contact: Linda Callecod

Metrics Highlighting Achievements

During the past year, Christ Church members continued to be generous and gracious with their giving.

1. Over the Christmas season, we donated over \$700 and over 50 gifts to the Caring Center and LCFS holiday programs.
2. During Socktober, we collected and donated 896 pairs of socks to the Wheeler Mission. Socks are a number one need for people experiencing homelessness.
3. Held four donation drives during Sunday offering supporting The Caring Center and Pando. Pando is a new recipient of our donations, and the staff and residents were very grateful.

Vision for the Ministry

Our vision is that each member of the congregation will embrace the role of servant with gifts of time, talent, and treasure in support of our congregation, community, and global church.

Submitted by: Chris Emsley and Angie Eugenio, Service Network Co-Chairs

Committee Members: Danielle Burrus, Carol Smith, Martha Schmidt, Tom Jones, Candace Berger, Barb Starkey, Linda Callecod

Ministry Team Name: Faith Formation

Mission of the Ministry

- Our mission is to provide opportunities, resources, and training to help people of all ages to deepen their relationship with Jesus and each other, enabling us to fulfill our greater purpose to be servants proclaiming, reflecting, and celebrating Christ together.

Progress of the Ministry

- This year continued to provide opportunities to think creatively about how we equip, engage, and inspire members in their faith journeys. We have shifted from a staff-based to an all-volunteer model for faith formation which makes sense given our present reality. We are blessed to have numerous volunteers supporting children, families, and adults during the education hour on Sundays, including giving children's sermons; participating in and helping us reimagine the way we carry out beloved traditions such as Breakfast with St. Nick, the Easter Egg hunt and VBS; and helping us to consider new and creative ways to engage members in deepening their faith through community. One thing that has not changed is our commitment to ensuring our children are safe through our child protection policy. We also provide nursery care for families with babies and very young children during Sunday service.
- The Sunday education hour is now fully staffed with volunteers for children from pre-K to 2nd grade (led by Cheryl Kussow) and 3rd and 4th grade (led by Angie Eugenio) as well as high school youth (led by Ray Boucher). Pastor Wes leads confirmation class for our middle schoolers (5th – 8th grade), and Jeannie Phillips leads adult education. We are blessed to have a wonderful digital resource in Sparkhouse which provides a variety of age-appropriate lessons for early childhood, children, and youth. This past year, both the confirmation and adult ed groups studied their own versions of Manna and Mercy which is a 100-page hand-printed "graphic novel" of the bible from Genesis to Revelation written by Daniel Erlander. It challenged all of us to reflect on how we wrestle with difficult questions scripture presents to us and helped us see familiar stories in new light.

Achievements of the Ministry

- 18 members volunteered to be teachers or helpers for the education hour (2023)
- ~15-20 children and adults participated in the education hour on average (2023)
- 5 members gave children's sermons (2023)
- We had 111 people join us for Breakfast with St. Nick and 101 for the Easter Egg Hunt
- Our high school and/or middle school youth baked Thanksgiving pies for people in need and helped out with Parents Night Out, Breakfast with St. Nick, and the Easter Egg Hunt.

Vision for the Ministry

- As we move into the future, we will continue to challenge ourselves to think creatively about how to best meet the needs of both existing and new members of Christ Church to support their faith journeys. We should preserve traditions that still serve us well, and we also need to be open to change as our church and our world continue to change. One tradition we would like to reimagine is our small group ministry. We would also like to find new ways to engage our youth. On that note, there will be an ELCA Youth Gathering next summer in New Orleans. While not new, per se, it will feel new since we haven't done it for awhile! More to come on that.

Submitted by: Jeannie Phillips, Faith Formation Ministry Network Leader

Network Members: Ray Boucher, Angie Eugenio, Cheryl Kussow, Jeannie Phillips, and Pastor Wes

Ministry Team Name: Property and Grounds

Mission of the Ministry

The Mission of the Property Team is to be good stewards of the physical properties that God has blessed us with. The network is responsible for, but not limited to:

- Maintaining, protecting, and improving the property of this congregation.
- Coordinate claims for property insurance.
- Oversee acquisition and maintenance of Church equipment, property, and grounds.
- Developing short-term and long-term plans for congregational property including the acquisition, usage, maintenance, and inventory thereof.

Progress of the Ministry

The following are some of the key highlights from 2022/2023:

- Hybrid Project Support – worked with Candace Berger and her team to assist in A/V Room addition and CLCP renovation projects.
- Coordinated Church Exterior Painting – September 2022
- Furnace Replacement – September 2022
- Fall Work Day (October 2022) – various indoor and outdoor projects completed.
- Spring Work Day (April 2023) – various projects including play pit reconstruction for CLCP.
- Arranged for oversight of various HVAC maintenance work.
- Added Mark Balaska to the Property Team
- Recommended vendor for parking lot refurbishment for two rear areas of church – begin/complete summer 2023.

John and I appreciate the assistance of all those who have volunteered to help with ad hoc projects, but we need more skilled (i.e. electrical, plumbing, IT, etc.) volunteers to manage the various tasks that surface.

Vision for the Ministry

Our vision for the property and grounds network is as follow:

- Replace dated HVAC units using costly coolant.
- Update Fellowship Hall including flooring and lighting.
- Continue to manage aging aspects of the congregational infrastructure in order to smooth out costs and transitions.

John and I would like to thank our Work Day Warriors (you know who you are) for their support and assistance. The facility would not continue to portray such a warm and inviting environment without their hard work and dedication.

Submitted by: Brian Hardesty, Property Team Co-Chair

Committee Members: Brian Hardesty, John Burkhardt, Joe Travis. Doug Bosworth, and Mark Balaska

Ministry Team Name: Fellowship (OPEN POSITION)

Mission of the Ministry

To coordinate and help facilitate Fellowship events within the congregation that bring people together to socialize, build new relationships and connect in interactive social setting. Fellowship also supports the fellow MMLT ministries in creating engaging events where members and non-members feel welcome to gather and share their time and talents.

Progress and Future of the Ministry

For the past few years, the Fellowship network has been operating without a chairperson. While not a long-term solution, the dedicated members of the MMLT have come together and enlisted the help of volunteers to organize events. While we appreciate the effort put in by everyone involved, having a chairperson for this ministry is something we aspire to. Having a chairperson in place is crucial for the smooth functioning of this ministry. Not only does it allow us to develop relationships and have a great time together, but it also supports various aspects of our Church's operations that facilitate fellowship. Ideally, the role of a chairperson ensures that events are well-organized, that everyone feels included, and that the overall experience is enjoyable for all. With a dedicated individual leading the way, we can foster stronger connections and create environments where fellowship flourishes.

So, if you have a passion for building relationships, organizing events, and supporting the fellowship within our Church, we invite you to consider stepping up and taking on this important role. Together, let's continue to strengthen our community and create meaningful connections that uplift and inspire us all. If you're interested or would like more information about the chairperson position, please reach out to Ted Kussow or Pastor Wes.

Kitchen Support - We're grateful to those who make our Church gatherings enjoyable and safe! From disposing of old food to providing utensils and keeping us fueled with coffee, we appreciate it all. Special thanks to Cheryl Kussow, our Kitchen Supervisor, and Candace Berger, our Kitchen Supply Coordinator. Your contributions ensure a smooth kitchen operation. We also thank everyone who helps with cleaning, cooking, and organizing after Church events. Your service is deeply appreciated. Thank you all for enhancing our experiences and strengthening our community.

Small Groups - Join our Small Group ministry, a part of our Faith Formation network. These groups are designed to foster relationships among our members. Explore options like Elsie's Circle (prayer quilts), Bible study, OWLS (Older Wiser Lutheran), choir singing, prayer groups, or card clubs. We publish annual leaders' lists, and all are welcome to join. This Fall we are excited to breathe some new life into our small groups by lifting up those who already meet but also by creating more opportunities for people to gather outside of church in intentional fellowship. Signups will be available this summer. So, don't hesitate to get involved! Explore the various small groups available, find one that resonates with you, and be a part of the meaningful connections and spiritual growth that these gatherings offer. All are welcome to join this enriching journey together.

Sunday Morning Hospitality - We are thankful for all who help set up and clean up our food and refreshments each Sunday. These people include but are not limited to Bob & Anne Behrend, Candice & Jeff Berger, Tina Clayton, Sue Haughton, Linda Callecod, Chris Emsley, Andi Hardesty, Julia Hill, Deb Holbrook, Gretchen Jeffers, Cheryl Kussow, Nathan Kussow, Will & Jenn Luczak, Jen McKinzie, Jeannie Phillips, Ray Boucher, Connie Steinhart.

Fellowship Events this Year - Assist with the Church picnic, Advent evening refreshments, Pacers Family Fun Night, Luther-Fest, Advent Meditation and Music Fellowship, Lent Mid-Week Dinners, Maundy Thursday Dinner Church.

Vision for the Ministry

- Prayers for a new Fellowship Leader who helps people grow in Christ.
- Encourage others to assist in coordinating additional events so that the planning is spread among many and not on the shoulders of one person alone.
- Utilize the time and talents of more members.
- Encourage people to invite and bring nonmembers to at least one event per year.
- Continue to communicate our events early so people can schedule and prioritize them.
- Work with other MMLT ministries and Preschool to coordinate where fellowship can assist in making events more relational between members, the school, and our community.
- Develop a balance of events from sporting events, large dinners, small gatherings, and cultural events that recognize diverse interests and accommodate varying ages.
- Facilitate events that are varying in cost and most often are financially self-supporting.
- Ensure hospitality is offered every Sunday to show our welcome to all.
- Ensure that the kitchen is kept clean, organized, and sanitary for all to enjoy.

Submitted by: Pastor Wesley Smith

Ministry Team Name: Director of Music

2022-2023 has been a year of growth, both musically and personnel-wise, for Music Ministries!

This past year the Sanctuary Choir has grown from 17 members to 19 members. In the fall, we had a retreat to kick-off the year. Our theme was *Songs for the Journey*.

During the retreat, choir members got a jump start on the music for the year, played some games, enjoyed lunch together and previewed our cantata, "Once Upon a Tree". The cantata was given March 19, 2023 and was the choir's first performance of a major work during the worship service.

Celebration Bells also increased its membership from 10 members to 13 members. We are now a full 5 octave handbell choir. In January, the choir had its first retreat where they began preparations to participate in their first handbell festival. During the retreat, the choir also had a workshop on techniques, enjoyed lunch together and played a team building game. The choir travelled to Second Presbyterian Church in Indianapolis on April 22nd to participate in the Central Indiana Spring Ring. The choir spent the day rehearsing with 90 other handbell ringers to present a concert at the end of the day. Celebration Bells also played a solo piece, accompanied by Becky Walter, during the concert.

In the coming year, we would welcome any new singers to the Sanctuary Choir. No audition is needed and singers of all ages are welcome to join! Rehearsals are on Wednesday evenings at 6:45pm. Celebration Bells is full but would welcome ringers as substitutes or who may be interested in forming a new choir! Rehearsals for Celebration Bells are on Thursday at 6:30pm. We would also like to begin the process of fund-raising to purchase the 4th and 5th octaves of handchimes for the choir, so that every ringer would also have the opportunity to play handchimes in our musical offerings.

Submitted by: Rhonda Blacklock, Director of Music

Ministry Team Name: Worship and Music

Mission of the Ministry

Provide a meaningful worship experience for all ages of Christ Lutheran's congregation. Encourage active participation using the interests and talents of our membership. Make music an integral and uplifting part of our worship to God. Continue to provide the membership with virtual worship service opportunities. Thank you to our director of music, Rhonda Blacklock, the CLC choir, Kantori, and the Celebration Bells. Thank you to all who have served as assisting ministers, communion assistants, lectors, ushers, acolytes, altar guild members, banner changers, and AV support providers.

Progress of the Ministry

In response to the many challenges COVID and other issues have presented, we have continued to grow as a very flexible congregation, utilizing worship opportunities developed by Pastor Wes, Rhonda, and the COVID task force. Returning to in person worship was really a joyful event, and the expansion of our pre and post fellowship opportunities has been helpful to grow our sense of community.

Advent Meditations and Music provided a variety of opportunities to focus on the true time of preparation for the birth of our Lord. The services were followed by a delightful time of fellowship. The Christmas Eve candlelight services were very meaningful and well attended. Ash Wednesday offered drive by imposition of ashes and our traditional evening service option. The weekly Wednesday evening services were offered again during Lent. Palm Sunday services began outdoors at the Cross with the congregation processing into the church, waving palms. Maundy Thursday worship was again in the form of dinner church, this year being hosted by Pastor Wes and a dedicated team of volunteers. Communion was offered at each table, distributed from member to member. Good Friday services included a prayer vigil, and a traditional evening Tenebrae service and reading of the passion. We again had one Easter service, and it was a glorious tribute to the resurrection of our Lord. The sanctuary was decorated with many spring flowers. Azalea plants were delivered after service to our home bound members.

Zionsville Meadows monthly service remains on hold. Our committee continues to meet on the Second Sunday of the month immediately after worship. Candice Berger will be leaving our group to become the chairman of the Service Network. We appreciate all Candice has contributed to Worship and Music, and she will be missed. Becky Walter continues to scribe for our group, and we appreciate her efforts and the timely minutes she provides for us. We are grateful for the entire membership and the services everyone continues to contribute. Our summer worship will begin on June 4 with one service at 9:30 am. This year we will be taking a hiatus from our casual Sunday evening service opportunity. The summer schedule will conclude with the church picnic in August.

Metrics Highlighting Achievements

The addition of new families to the membership of Christ Church. The further development of the virtual ministry of the church. The outstanding music offerings provided by our Choir, Kantori, Celebration Bells, under the direction of Rhonda Blacklock. The continued response of our congregation to participate in worship, fellowship, and volunteer opportunities.

Vision for the Ministry

1. Continue to improve the quality of the streaming services.
2. Grow the Worship and Music committee and secure new leadership.
3. Further develop our congregational inreach and outreach.

Submitted by: Sue Haughton

Committee Members: Pastor Wes Smith, Rhonda Blacklock, Barb Burkhardt, Becky Walter, Bob Russell, Tina Clayton, Gretchen Jeffers, Candice Berger, Sue Haughton

2023-2024 Slate of Candidates

i) Governance Board (3-year term)

- (1) Jamie Stewart
- (2) Jennifer McKenzie
- (3) Bob Behrend

ii) Audit Team (3-year term)

- (1) Carol Smith
- (2) Jason Hess

iii) Endowment Team

- (1) Elected 4-year term, Paul Schmidt to chair

iv) Columbarium Team (3-year term)

- (1) Keith Anliker

v) Nominating Team (1-year term, total 6 not counting Pastor)

- (1) Bill Beck
- (2) Tom Conrad
- (3) Chris Emsley
- (4) Andi Hardesty
- (5) Sue Haughton
- (6) Jim Reuter
- (7) Pastor Wes (ex officio)

Summary of Proposed Changes to Constitution, Bylaws, and Continuing Resolutions

CHRIST LUTHERAN CHURCH – ZIONSVILLE

June 2023 Annual Meeting For consideration of this congregation for approval

Summary of changes:

Two major changes as communicated to the congregation on April 7, 2023, that require a 60-day notice:

1. The voting membership of the Congregation Council shall consist of the pastor(s), the officers of ~~the~~ this congregation, and 4 members of ~~the~~ this congregation, at least one of whom ~~shall~~ may be a youth and at least one of whom shall be a young adult (C12.01).
2. The Congregation Council may enter into contracts of up to ~~\$10,000~~ \$20,000 for items not included in the budget (C12.05.c)

Another major change is the structure of the constitution, bylaws, and continuing resolutions that is required by the I-K Synod:

- Bylaws and continuing resolutions are combined with constitution as one document. We currently have these as separate documents.

Other proposed changes to the constitution, bylaws and continuing resolutions are summarized below.

PROPOSED CONSTITUTION UPDATES

The model constitution for congregations has undergone a revision since we last approved our constitution in April 2021. These changes include:

Chapter 4, Statement of Purpose: Added diversity and equity statement in 4.02.d.

Chapter 6, Church Affiliation: I-K Synod takes over property if property is abandoned by congregation (C6.04.d)

Chapter 6, Church Affiliation: Clarification of procedure on termination of relationship with ELCA. (C6.05)

Chapter 7: Property Ownership:

- Discipline for hiring a non-approved pastor (C7.02).
- Congregation majority keeps property if Synod approves removal from membership in ELCA. If Synod does not approve, the congregation minority that aligns with ELCA keeps the property (C7.04).

Chapter 8, Membership:

- Cannot vote at CLC-Zionsville if you have voted as a seasonal member in another congregation within the previous 2 months. (C8.02.c)
- Changed membership termination disciplinary action chapter number in ELCA constitution (C8.05.d).

Chapter 9, Rostered Minister:

- Added diversity, equity, and justice statement for pastoral duties (C9.03.a.8)
- Added encouragement of covenantal relationship with ELCA for pastoral duties (C.9.03.b.6)
- Added clarification for disability or incapacity causing inability to conduct pastoral office (C9.05.a.4).
- Added clarification on returning pastor to resume ministry after disability status ends (C9.05.c).
- Congregation secretary sends written attestation to bishop that departing pastor has delivered congregation records to secretary in good order (C9.14).

- Added diversity, equity, and justice statement for minister of Word and Service duties (C9.23.c).
- Added clarification for disability or incapacity causing inability to conduct deacon's office duties (C9.25.a.4).
- Added clarification on returning deacon to resume ministry after disability status ends (C9.25.c).
- Added congregation's requirement to make satisfactory settlement of financial obligations to a former deacon before calling a new deacon (C9.26).

Chapter 10, Congregation Meeting

- Added requirement that congregation shall have at least one regular meeting per year (C10.01)
- Added option for congregation meeting to be held using remote communication as long as there is simultaneous aural communication. Notice of all meetings may be provided electronically (C10.08).
- Added definition of "ex-officio" as membership with voice and vote (C10.09).

Chapter 12, Congregation Council

- Added requirement that Congregation Council must include simultaneous aural communication when holding meetings by remote communication (C12.13).

Chapter 13, Congregation Committees

- Change 'pastoral vacancy' to rostered minister vacancy (C13.05).

Chapter 15, Discipline of Members and Adjudication

- Revised the process for resolving disagreement between factions within the congregation and the escalation process with the synod (C15.11).

Chapter 16, Amendments

- Changed timing of ratification of amendment from 'next annual meeting' to the 'next regular meeting' (C16.02.b). Amendments are approved at the first congregation meeting, then ratified at the second congregation meeting without change. Previously, the amendment had to be ratified at the next annual meeting.

Chapter 18, Continuing Resolutions

- Adopted or amended continuing resolutions must be sent to the synod (C18.03). We currently don't send the synod our continuing resolutions.

PROPOSED BYLAW UPDATES

Changes include:

Revising numbering format in some bylaws to align with the model constitution. The revised numbering format is shown in the bylaw changes below:

C03.03.02, Use of the building and facilities. Delete. Rationale: This is covered in constitution chapter C12.05.02 'Property Management'.

C8.04.03. Removed age requirement (10 years old) for Holy Communion preparation.

C9.01.01. If the Pastor receives a letter of call to another ministry. Move paragraph to a continuing resolution and re-number as C9.09.A23. Rationale: This improves alignment with the constitution chapter (C9.09) regarding the pastor accepting another call.

C10.01.05. Delete. The actions described that require a two-thirds majority vote or a majority vote are redundant and are covered in other sections of the constitution.

C11.02.01, Election of Officers: Clarified duties of past president regarding advice and leadership. If the Past President office becomes vacant, office remains vacant until current president moves into this position.

C12.01.01 and C12.01.02, Membership and terms of Congregation Council. Delete. Rationale: Redundant; this is covered in constitution chapters C12.01 and C12.02.

C12.03.01. Deleted first sentence. Rationale: This is a redundant statement regarding election if a Congregation Council member's place is declared vacant. This is covered in constitution chapter C12.03.

C12.04.02, Administration. Replace 'operating manual' with description of training items for each Congregation Council member.

C12.08.01, Personnel.

- Paragraph a: Removed specific titles of church staff to allow flexibility for title changes.
- Old paragraph b: Delete. Rationale: Request for resignation of pastor is covered in constitution chapter C9.05.

C13.06.01, Committees of the Congregation Council. Change committee leader appointment term of service from 'a one-year term' to 'a term'. Rationale: some committees have leaders that serve for more than one year.

There are other minor changes to the bylaws to align with the model constitution, such as:

- Changing 'the Congregation' to 'this congregation'
- Changing 'synodical bishop' to 'synod bishop'

CONTINUING RESOLUTION UPDATES

Continuing Resolution (CRs) may be adopted either by a congregational meeting (majority vote) or by the Congregation Council (two-thirds vote).

New CRs added since our current constitution was approved in 2021:

C12.05.A22: Preschool Grants

C12.05.B22: Deferred Maintenance Projects

C12.05.A23: Establishment of special funds

C13.06.B23: Mission Ministry Leadership Team (MMLT). Purpose and objectives clarified. List of networks added with purpose, goals, objectives, and membership.

C13.06.D23: Partners in Ministry Team

C14.01.B23: MOPS (Mothers of Preschoolers)

CRs revised since our current constitution was approved in 2021:

C13.02.B23: Nominating Committee. Changed election of leader by the Committee to appointment of leader by the Governance Board. Meeting is convened by leader instead of pastor.

C13.06.A19: Staff Support Committee. Delete. Rationale: this committee has not been active for at least 10 years.

C14.01.B19: Relational Ministry Network, Communication & Technology Network, Outreach Network. Leadership Development Team are deleted. Rationale: these duties & responsibilities are delegated to the other networks in MMLT.

C13.06.C23: Columbarium Committee. Added membership and reporting structure as new CR. Kept remainder of old CR as a policy document.

C14.01.A23: Preschool. The Board members are listed. Coordination between this congregation and the preschool is defined. Rationale: Charter from 2013 did not designate the Board members.

Endowment Fund CR split into 2 parts. Rationale: Contents of each CR align with the constitution chapters.

- C5.05.A23, Endowment Fund purpose
- C13.06.E23, Endowment Team membership and duties.

