



S T . M A T T H E W

Living God's Love

Agenda & Reports Congregational Council Meeting

October 17, 2023 at 5:00 PM

Join Zoom Meeting

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“Living God’s Love”

St. Matthew Evangelical Lutheran Church

400 North Broadway Street † Medina Ohio 44256

330-725-8885 †office@stmatthewmedina.org †www.stmatthewmedina.org

St. Matthew Evangelical Lutheran Church
Congregational Council Meeting Agenda
October 17th 2023, 5:00pm

1. Call to Order, Roll Call
2. Invocation
3. Synod Systems Team Fran Dieter, Pastor Bob Cheney and Deacon MaryAnn Schwabe
4. Approval of the Prior Meeting Minutes
5. Synod Systems Team Report Discussion and Next Steps
6. Review of the Five Star Committee Reports:
 - a. Communication Evangelism
 - b. Comprehensive Youth
 - c. Small Groups
 - d. Congregational Life
 - e. Social Concerns
7. Officer's Updates and Reports:
 - a. President
 - b. President Elect
 - c. Secretary
 - d. Treasurer Report
 - e. Pastor's Report
 - f. Deacon's Director of Youth and Family Ministries Report
8. Director's Reports:
 - a. Finance Director Report, Finance Committee Updates
 - b. Property Director Report
 - c. Personnel Director Report
9. Old Business:
 - ❖ 2024 Stewardship Committee Status
 - ❖ 2024 Nominating Committee Appointments – 2024 Constitution Definitions
 - ❖ 432 North Broadway Future Use – Idea Updates
10. New Business:
 - ❖
 - ❖
11. Closing Prayer

Next Meeting - Tuesday, November 21st in the Fellowship Hall at 5:00 pm

St. Matthew Lutheran
CCC with Bishop Barbins and Pastor Mitch Phillips
September 19, 2023 5:00PM

President	Bill Heck	P
President-Elect	Jen Knaggs	P
Secretary	Mary Dunham	P
Treasurer	Teri Uttech	P
Personnel Director	Barb Woodard	P
Finance Director	Bruce Reed	P
Property Director	Troy Gerspacher	P
Deacon	Lindsay Stertzbach	P
Pastor	Steve Mahaffey	P

Five Star Ministry Team Leaders

Communication / Evangelism Beth Johnson P
 Jill Heck P

Comprehensive Youth Jen Hogan P
 Julie Shrader P
Congregational Life Melody Costello P
Small Groups Heather Haycook
 Corey Neururer

Social Concerns

Bishop Laura Barbins and Pastor Mitch Phillips

Sandy Andrews, Scott Johnson, Helen Graf, Carla and Bob Maas, Carol Elkins, Todd Costello and Austin Stertzbach.

Pastor Steve shared that Bishop Barbins will be addressing CC and for those that are present feel free to participate in our conversation.

Bishop Barbins appreciated our interest in attending. After reading our Systems Team Report she wanted to share her concerns, and find out what our plan of action was in addressing those concerns moving forward. She will have questions, and after we introduce ourselves, we will have a prayer and then see where our conversation goes.

In introducing ourselves we were asked to include how we have seen God active in the life of our congregation over the past few months.

The first thing Bishop Barbins asked us was, did you find the report valid, your biggest takeaway, and how do you think it was received by others in the congregations?

Beth felt we are doing a good job with communication. In reality Beth feels communication is spot on. Bishop shared Woody Allen says, "Perception is 9 10ths of reality. Pastor Mitch's quote is we under communicate by a factor of 10. So when we think we are communicating well we can do it 10 times more. "

Teri mentioned maybe some things may be under communicated but our methods of communicating were great.

Bill felt report wasn't valid at first and then came to realize it was. The Bishops takeaway from reading the report was that a small group was a stumbling block. A small group is resisting leadership.

Carla spoke as did Julie Schrader, about "the stuff." And no matter if it's one bad "thing" or two, it is breaking and tearing caring members hearts apart. Barb felt the systems report has informed members and prompted questions.

Jen shared that this has been going on for 7 years, and this "STUFF" has got to stop.

Bob said that Deacon Lindsay has a call, and her role should not be defined by goals, and questioned. Let her **LEAD. Trust** her!

Helen shared that Deacon Lindsay was treated horribly. Secret conversations need to STOP. Pastor Steve should not have to be dealing with this. Both Deacon and Pastor are educated and trained to lead our congregation. **LET THEM LEAD!** Bishop recognized the trauma that Helen and Carla expressed.

Bishop Barbins recap shared that yes St. Matthew is thriving. We have 50 potential youth that are eligible to attend the Youth Gathering and have received 50 new members. Some congregations in our synod don't even have 50 members. The problem is our rostered leaders are not thriving. The word that keeps coming up is **lack of trust**. They question every stinking thing they do. Makes them not want to be here. That is not thriving. They are beaten down.

Worried about salaries? Bishop Barbins, "If we stop picking on them (Pastor and Deacon) and unleash them to ministry, monies follow vision. " Pastor Mitch asked that we **trust** the synod as they have studied compensation guidelines. Why do our rostered leaders have to constantly defend their compensation?

The only way this can be fixed is for CC to put these "trouble makers" in their place.

Pastor Steve asked to let them **LEAD**. He is fed up. We can't minimize what is happening.

Deacon Lindsay has found her voice and has about three months of energy left in her, due to the life being sucked out of her.

Carol asked when can we get those people that are causing the unhealthiness out of here.

Bishop asked everyone to take a few minutes to go to their "happy place."

Bishop Barbins said if steps are not taken by the end of October, with a plan to move in a healthy direction, and if our leaders are not feeling a clear sense of healing momentum, the bishop will encourage our rostered leaders to interview in other places. She is looking out for their well being.

Bishop Barbins summarized our constitution and lifted three points.

1. CC To maintain supportive relationships with the rostered leaders and staff.
2. To be examples individually and corporately of the style of life and ministry expected of all baptized people.
3. To promote a congregational climate of peace and goodwill and as differences and conflicts arise to endeavor to foster mutual understanding.

If there is anyone on council that feels they cannot do these three things than stepping down would be appropriate.

When installed CC members were called to be faithful in specific area of serving. They promised to be examples of faith, active in love, fostering peace, harmony and understanding.

If leaders cannot do these things than stepping down would be appropriate.

There is a part in our constitution that allows us to discipline those constant troublemakers. Generally that person would be addressed by the pastor and another person. If that doesn't work you go to a larger group and if that doesn't work you can take to the congregation, and if that doesn't work you can take to the synod.

If it's a leader, they can be asked to step down. If it's a staff member that is insubordinate they can be dismissed.

Churches don't like conflict and we tend to avoid it. So much so that they pretend it doesn't exist. But we are all sinful. If that small group is unhappy, they are not growing

in their relationship with Christ in our church. Perhaps they would grow with Christ in another church.

God wants abundant love for all of us. And if those “trouble makers” aren’t in the right place, they need to find that right place.

We were reminded that we are leaders and have an opportunity to **lead**. **Lead** for the sake of the gospel for this place, and **lead for the sake of these leaders** (Deacon and Pastor) who can’t spit into the wind anymore.

Bishop Barbins is pretty damn sure they are called to be here because no one is this stubborn. These people are meant to lead St. Matthew.

The enemy **always doubles down** when there is really some explosive work that might happen for the sake of the kingdom. The enemy will chirp in our ears and whittle away at **trust**, and erode relationships. And that’s what the Bishop sees happening here. The enemy is having a field day.

Bishop said, “You have the opportunity to **lead**. Bill, you have the opportunity to **lead** here, and if you cannot, than you have the obligation to step down. And you CC members, and 5 star leaders, you too, have the opportunity to **lead** and to make it so these leaders are not.....exhausted but can thrive with our congregation.”

Need to figure out how to move forward with the persistent troublemakers.

How can we move forward in mission and vision when the leaders are dealing with the trouble makers and constantly defending themselves?

Pastor Mitch shared that When Gods calls you to do something, God provides resources.

The Bishop will be happy to walk through this with us. If we need help with compensation guidelines or anything else please contact the synod. (Or maybe our rostered leaders are the first step.) Our immediate task is to deal with climate and conduct and need to address immediately.

The Pastor and Deacon have tried to have some pastoral conversations to no avail.

Jill shared that she hoped reconciliation would be an option. Bishop shared it is a two way street, and taking responsibility. Sometime that will not happen.

Pastor Steve shared that the first step in reconciliation is genuinely asking for forgiveness and not just to save face.

Bishop closed with a prayer encouraging us to have **courage** in the coming days, **courage** to lift their voice and the courage to have those hard conversations. Blessed Pastor Steve and Deacon Lindsay and asked them to be strengthened. Grant us Hope.

Respectfully submitted, Mary Dunham 7:20 ish

**St. Matthew Lutheran
Church Congregation Council
September 26, 2023**

President	Bill Heck	P
President-Elect	Jen Knaggs	P
Secretary	Mary Dunham	P
Treasurer	Teri Uttech	P
Personnel Director	Barb Woodard	P
Finance Director	Bruce Reed	P
Property Director	Troy Gerspacher	P
Deacon	Lindsay Stertzbach.	P
Pastor	Steve Mahaffey	P

Five Star Ministry Team Leaders

Communication /Evangelism	Beth Johnson	P
	Jill Heck	P

Comprehensive Youth	Jen Hogan	P
	Julie Shrader	X
Congregational Life	Melody Costello	P
Small Groups	Heather Haycook	X
	Corey Neururer	X

Social Concerns

Others in attendance: Sandy Andrews, Bob and Carla Maas, Jim Woodard (?), Carol Elkins, Joyce Davis, and Helen Graf.

Bill opened with the invocation. Barb Woodard has the October invocation.

Teri moved to approve the minutes with the date corrected to August 15, not the 14th. Bruce seconded. Minutes approved.

Bill and Jen - synod meeting follow up. Jen shared a letter that she and Bill received from Bishop Barbins. (See page 5) Jen also received a letter from a member of the congregation which she will forward to CC members.

Bill shared that the data and report from the systems team is indeed valid and we plan to take this report seriously. We need to focus on reconciliation and resolution. We all need to take responsibility to stop unhealthy conversation. We need to identify those that have caused this unhealthy behavior and have a conversation with them. Jen feels we need to continue the transparency with the congregation, as the rumors have already started. We need to let the congregation know we are working to come up with

a plan (process) in dealing with behaviors mentioned in the synod systems report and the meeting and letter from our Bishop. This behavior has been going on for years, and it's got to STOP. Individual conversations have taken place with those members that are creating problems, yet the unhealthy behavior continues. It could take years to regain the trust of those members, and Pastor Steve said it would take work, but he is willing to put in the work, if those asking forgiveness is genuine and not just words.

The congregation and council need to lead the charge. This should not fall on Pastor Steve and Deacon Lindsay. They have been taking the brunt of all this behavior, and it has been going on for a long time. If we want insight, they are more than happy to help us.

Bob spoke and said **words are great but we need to take action.** We need to put everything aside and work solely on a solution. Pastor Steve shared that many good things could be happening, but we are fighting against unhealthy "stuff." We need to change the culture. Historically this has been going on for years.

Systemic behavior continues and we need to stop it. Unhealthy behavior needs to be exposed so we can rid ourselves of that unhealthy behavior.

If you are an unhealthy member how can you atone to the congregation? Some may want a one on one, but that doesn't always work.

Sunday at the end of service Jen will share a brief update as to our meeting with the Bishop and her letter.

Helen shared that members have left our church due to this small group of "troublemakers." **Actions speak louder than words.** Pastor Steve was brought in to be our Pastor not our interim. We need to have grace, respect and love for one another.

Carol asked if CC members are up to the task of handling a plan to get healthy and if not, they need to step down.

Bob shared that the persistent troublemakers need to be sought out and dealt with first.

Mutual ministry works both ways. If there is an issue with a Pastor, or Deacon, the congregation can go to the mutual ministry team, just as if the Pastor or Deacon has an issue with a member they can go to the mutual ministry team.

We have never dealt well with conflict. We have avoided conflict and this has been building up for years and we need to change this culture NOW.

Helen shared if people want to make this church healthy they need to take an inside look at themselves. We all can be forgiven. None of us are perfect. We need to do a better job and prove it to Deacon Lindsay and Pastor Steve. We owe it to ourselves and to them. **Now is the time for change and to come up with a plan.** Some members that have been causing unhealthy behavior have been identified.

Jill shared that our congregation has not been able to deal with conflict in a positive and productive manner. Reconciliation is a two-way street. If a person won't reconcile with you there is nothing else you can do. We have not had a system in place to deal with these systemic problems.

The level of trust has been broken. Some private conversations aren't possible. The synod doesn't get involved unless it is serious. These behaviors have been going on for so long and have never been addressed.

Jen hopes a lot of questions come from our congregation, which will lead to healthy conversations in helping us to move forward. Jen will share information after both services, and have Deb email her message and the Bishops letter.

In summary it was a very emotional, truthful, and exhausting meeting, especially for Deacon Lindsay and Jen who were sick. Having this discussion is a start in healing these very deep wounds. It's a beginning step.

Troy shared that we don't know how to deal with conflict, and if we had a process in place perhaps this could have been prevented.

The church is the people. The pastors are not the sole focus. Our pastors walk with us. There does need to be a process. There is a part in our constitution that deals with "troublemakers."

Old/New Business;

1. We have annual congregational meeting Nov. 19 and with that we need to have our budget plan, and nominating committee.
2. Stewardship is another committee.
3. Constitution and bylaws - we are waiting for the synod to approve our new constitution. Once we get this updated document back from the synod, it is ratified by the congregational, the synod then needs to ratify our ratification, and it then goes back to the congregation for a final ratification. This needs to be done at an annual meeting.

In order for this to be in effect for 2024, Pastor Steve moves to amend our Bylaws and have a **congregational meeting** to approve budget and CC and 5 star leaders, and have an **ANNUAL Meeting** in February to approve our updated

constitution. Barb seconds motion carried. (see written amended Bylaw on page 6.)

We will vote on leaders under our current leadership structure, but those positions could be "at large" positions in February. At large positions don't pigeon hole a member into certain responsibilities.

We need to notify the congregation, by Nov. 5th that we will be having a congregational meeting Nov.19, 2023.

Deb will be on vacation October 27- November 4th. Bill handed out the schedule so Deb can prepare all the bulletins and announcements ahead of time. (see written schedule that was handed out. Page 7.

Treasure Report – Teri has the budget ready for us to approve. She will speak at both services and communicate that we don't have a budget problem but a revenue problem.

When can we meet again to work on an action plan for conflict, our budget, nominating and stewardship teams? Can the synod help us with our conflict resolution plan of action? Pastor Steve will check with the synod.

Troy will speak with a member that has been identified as someone that has caused unhealthy behavior. We need to develop a process to deal with habitual unhealthy behavior and that will be conveyed to this member.

The next meeting will be Monday, October 2 at 5:00PM. Pastor Steve can make it for an hour.

If another meeting is needed before our CC meeting the 17 it will be decided at the October 2 meeting.

Pastor Steve closed with a prayer around 8:15.

Respectfully submitted, Mary Dunham

Thank you again for your time this week. As I have continued to think and pray on our time together, it has become clear to me that there are people who are in the "the small group" (as identified in the Systems Team report) who are not aware that they are part of the problem. This group is functioning in such a way as to be sucking the joy for ministry and life from the rostered ministers of your congregation - namely, Pastor Steve and Deacon Lindsay. And yet, some in this group are seemingly unaware how condescending and devastating their comments and actions are not only to Pastor Steve and Deacon Lindsay, but to the congregation as a whole.

I thought that it might be helpful if I share a list of attitudes or actions that people would be able to measure their own attitudes and behaviors against. While this is not an exhaustive list, it is fairly comprehensive. Please feel free to share this list with others in elected/appointed leadership where you think it would be helpful.

You are part of the group of people who are causing your Pastor and Deacon to be exhausted, frustrated, feel undervalued, and be on the verge of walking away if:

- You question most decisions that he/she makes.
- You question in a pejorative way what she/he is doing with her/his time.
- You wonder if he/she is being paid too much.
- You are condescending to her/his leadership.
- You treat them as "hired" employees rather than the extensively trained and called theological leaders that they are.
- You allow other staff members to have more sway over your attitudes and actions than that of the Pastor and Deacon.
- You justify the constant scrutiny of his/her leadership with phrases like, "I am just being a good leader," "We need to have evaluations of the staff," "We have a right to know how they are using their time."
- You look for ways to control your rostered staff through things like position descriptions, evaluations, scrutiny, and manipulating (or influencing?) public opinion.
- You minimize the effect that constant scrutiny has on the morale of the Pastor and Deacon.
- You talk about these things in negative ways with others.
- You listen to these negative things yourself – or allow the conversations to continue - without addressing how wildly inappropriate such talk is from members, let alone those in elected/appointed leadership.

You all continue to be in my prayers. Your synod office is open to more conversation as your journey towards health continues.

Peace,
Bishop Barbins

Section III. CONGREGATION MEETINGS (reference chapter 10 of Constitution)

D. The annual meeting of the congregation for 2023 shall be held in February 2024 to allow for the ratification of the updated Constitution and Bylaws. ~~during the month of November or December. A Congregational Meeting shall still~~ The annual meeting shall succeed the regularly scheduled November Executive Council meeting and precede the regularly scheduled December Executive Council meeting in order to conduct the business of the Congregation.

Explanation of the above : *Our current bylaws are worded incorrectly. We are unable to ratify the updated Constitution at a Congregational Meeting according to the ELCA Model Constitution, which trumps our outdated documents. It must be done at an "annual meeting."

E. The order of business at the November 2023 Congregational ~~annual~~ meeting shall be:

1. Opening Devotions
2. Elections of Executive Council members
3. Approval of the minutes from previous annual meeting
4. Any reports of the pastor(s), the Executive Council, and Five Star Ministry Team Leaders
5. Approval of the Budget
6. Old Business
7. New Business
8. Announcements
9. Adjournment and Closing Devotions

Explanation of the proposal: *These amended bylaws will become null and void at the ratification of the updated Constitution & Bylaws document in February 2024.

OLD BUSINESS

1. **The “Rock the Block Community Festival”** will be paused for 2024. This is based upon the consensus of the CE team, and input from the Rock the Block Committee. Ideas have already begun for alternative outreach activities for 2024. These include banners at the soccer and football fields, participation in the candlelight parade, Ladies Night Out on the Square, and having a table at the farmers’ market. CE can help increase community presence by promoting activities by our Social Concerns Ministry, and by partnering with other churches to make a difference in the lives of others. Emphasis is on people-to-people.
2. **UCD Directory:** The feedback on the new online directory has been very positive. Sandy Andrews and Melody Costello have volunteered to help Beth (UCD Admin) keep the information updated and current.
3. The link to the **Fall Celebrate Newsletter** is ready to be published via the Shoutout and website, on Friday, October 13. Deb will have some hard copies available. Many thanks to the proofers Deb Musil, Melody Costello and Bruce Reed.
4. Sign-ups for preparing **Advent Devotions** are almost complete. Beth will speak with Pastor Steve about his encouragement to the congregation to make the daily devotions (created by members of our own congregation) a part of their Advent journey. Advent devotions will be published on the website Dec. 3-24. Melody will place weekly reminders on Facebook.
5. The **Medina Flowerpot Contest** sponsored by Main Street Medina, is under way. St. Matthew’s flowerpot is located on Broadway, between the old and new courthouse. Contest winners (1st, 2nd, 3rd place) will be announced on October 10. The People’s Choice award will be announced after October 20. Our theme is taken from the Sunday School motto of “God’s Game Plan. Catch the Spirit”.

NEW BUSINESS

1. **Synod Systems Team Report:**
Discussion questions were asked on the sections regarding “Communication” and “Structure”. (See pages 3-4 following these minutes.) Beth will send these questions to our Rostered Staff and Five Star Leaders, asking them to prayerfully answer each question, and to forward the document to their groups and sub-committees. Responses are asked to be sent back to the team leaders, prior to the December 4th meeting of the Five-Star Leaders. Any question that does not apply can be answered with “NA”. Communication/Structure Feedback” will be a topic of discussion at the December 4 Five-Star meeting at Jen Knaggs’ home.
2. **Outreach**
 - a. Jill presented the book “Beyond Chit Chat,” written by Dave Daubert (Dandelion Project) and Elaina Salmon to the CE team. The book is about sharing stories that matter to build deeper

connections in faith communities. Jill and Beth recommend that the book be considered for future group studies or Adult Sunday School. They will share the book with Pastor Steve after his return from vacation.

b. Outreach to New Members can be facilitated by our CE Team, as they are being integrated into the “Congregation Life” of St. Matthew. (1) One suggestion is to spotlight one family each month. This can be done in the Shoutout or on a Sunday morning slide, featuring a picture and family information (bio, likes, etc.) (2) Secondly, a bulletin board with family pictures displayed in fellowship hall or Narthex. (3) Finally, bring back the “Sponsoring Shepherd” program.

c. Online Worship Attendance: Brian reported that Facebook and Youtube are averaging 10 +/- on both. Generally, there are at least two per household, meaning an online attendance of 30-40 per Sunday.

d. Website Usage: 552 sessions in the past 30 days, averaging 18-20 per day.

e. Christmas advertising will take place in the local newspapers in the weeks prior to Christmas.

3. **Join Our Team**

The Communication Evangelism Team would love to have individuals prayerfully consider becoming a part of our team. Youth, young adults, new members and ‘old’ members are welcome. This might be the perfect place for you, if your gifts lead you toward:

- Worship Enhancement (Audio and video for worship)
- Social Media (website, Facebook, Twitter (X), and Podcast platforms)
- Print Media (flyers, brochures, news releases, advertising)
- Evangelism and Outreach (sharing your faith, witnessing the Gospel, welcoming newcomers)

CE meetings are generally held in the church library on the second Monday of each month, at 5:15 p.m. No advance notice needed. Just drop by. Any questions? Ask Jill or Beth.

Bobby Forsythe will join the video crew. Training will take place prior to Thanksgiving when Owen Blakslee takes off for Colorado.

Report by, Beth Johnson

SEE ATTACHED

COMMUNICATION

A congregation's communication strategy should strive to reach each member with the encouragement and information they need to live out the congregation's vision in the world. This comprehensive strategy should include information which may currently be limited to only members of a sanctioned or informal group or clique.

- o What is the current Communication Strategy for St. Matthew? When was it last reviewed? Was it discussed openly in the call process?

- o How would you assess the effectiveness of your current Communication Strategy? Are you reaching all ministry stakeholders? Are you reaching all members of the congregation? Are you communicating more effectively with certain groups? If so, how can you enhance your strategy to reach all participants?

- o Are there silos within the congregation which are outside the purview of the congregational council? Are there informal groups in place which have the effect of "keeping things the way they have always been?" If so, how are these informal groups benefiting from your current means of communication? How might you move communication which currently happens in the parking lot "inside the building?"

- o How recently have you updated your Communication Strategy? Is your website included in the strategy and updated regularly? How do your social media accounts fit in this strategy? Who is responsible for keeping it up to date? Is this person included receiving information from the rostered leaders as well as all groups and committees?

- o How are sanctioned groups held accountable? Are all meetings captured in minutes? Are these minutes available to council leaders and the congregation as a whole? Do these minutes get distributed to those responsible for keeping the calendar and keeping weekly communication up to date?

STRUCTURE

While all congregations need a governing structure for orderly life, how often does a congregation examine its particular structure in a deliberative manner? A review of the interview responses indicates the time for such an evaluation may be appropriate. Some questions for discussion may be:

- o What is the purpose of the Five Star Ministry model of St. Matthew and how does it serve the needs and vision of the congregation as a community of believers?

- o Does the current structure encourage a lively dialog that respects many differing ideas and viewpoints?

- o Does the current structure encourage wide engagement from the congregation and welcome creative ideas? Can a structure be envisioned that energizes self-fulfilled leaders who are unafraid to engage differing points of view?

- o Who would be best equipped to begin such an evaluative process? The process may be best served by those who do not have presupposed answers, but those unafraid to ask the difficult questions. Many interviewees expressed great respect for the current rostered staff, so perhaps Pastor Steve and Deacon Lindsay would be wise choices to anchor the process.

October 2023 Comprehensive Youth Ministry Report

(By Co-chairs Julie Shrader and Jen Hogan)

Events

- There were no events held yet in October, but Sunday School has been eventful.

Upcoming Events

- We are hoping to have a Blessed Boo Bash for the youth with trick or treating, storytime, games, and crafts!
 - October 22, 2023- 2nd Grade Bibles (both services)
 - October 29, 2023- Reformation Sunday, Reception for Confirmands (9:45), Affirmation of Baptism (11:00)
 - November 12, 2023- Luther Middles Food Drive (Noon)
 - November 19, 2023- Luther League Thanksgiving Dinner at 5:00
 - December 17, 2023- SS Christmas Program + Youth-led worship (one service @ 9:30)

St. Matthew Evangelical Lutheran Church

Statement of Activity

September 2023

	TOTAL	
	SEP 2023	JAN - SEP, 2023 (YTD)
Revenue		
44000 Offerings	25,168.86	238,794.24
44100 Special Collection Offerings		196.49
44200 Temp Restricted Offerings	8,070.00	82,178.72
Total Revenue	\$33,238.86	\$321,169.45
GROSS PROFIT	\$33,238.86	\$321,169.45
Expenditures		
51000 Benevolence		1,035.14
51010 ELCA - Mission Support	1,338.00	12,656.00
51015 ELCA - World Hunger		10.00
51020 ELCA - Lutheran Agency Org. in	900.00	900.00
51080 ELCA - LOMO		500.00
51090 ELCA - Fund for Leaders		500.00
51100 Hope Memorial Cemetery		500.00
51110 Operation Homes	390.00	890.00
51120 Love INC	500.00	1,500.00
51130 Upcam		1,000.00
Total 51000 Benevolence	3,128.00	19,491.14
52150 Pastor Steve Mahaffey		
52151 Compensation		
52152 Salary	5,783.34	52,050.06
52153 Housing Allowance	1,333.34	12,000.06
52156 Social Security	544.42	4,899.78
Total 52151 Compensation	7,661.10	68,949.90
52155 Benefits		
52157 Retirement & Medical	3,111.57	28,004.13
52158 Continuing Education		532.52
52160 Car/Business Expense	214.62	3,179.47
Total 52155 Benefits	3,326.19	31,716.12
Total 52150 Pastor Steve Mahaffey	10,987.29	100,666.02
52200 Deacon		
52210 Compensation		
52211 Salary	6,116.66	55,049.94
Total 52210 Compensation	6,116.66	55,049.94
52220 Benefits		
52212 Car/Business Expenses		1,753.97
52221 Retirement and Medical	1,474.98	13,274.82
Total 52220 Benefits	1,474.98	15,028.79
Total 52200 Deacon	7,591.64	70,078.73

St. Matthew Evangelical Lutheran Church

Statement of Activity

September 2023

	TOTAL	
	SEP 2023	JAN - SEP, 2023 (YTD)
52350 Pastor Substitute		959.25
52400 Pastoral Admin. Assistant		
52410 Compensation		
52411 Salary	2,940.00	23,575.98
Total 52410 Compensation	2,940.00	23,575.98
Total 52400 Pastoral Admin. Assistant	2,940.00	23,575.98
52500 Music Personnel		
52510 Organist	2,000.00	18,000.00
52511 Worship Musicians	125.00	1,600.00
52520 Luther Choir Director		2,113.65
Total 52500 Music Personnel	2,125.00	21,713.65
52600 Parish Nurse		
52610 Salary	764.58	6,881.22
Total 52600 Parish Nurse	764.58	6,881.22
52700 Nursery Staff		1,261.00
52800 Custodian	1,128.00	12,596.00
52810 Bookkeeper	362.55	1,906.57
52900 FICA for Non-pastors	831.06	7,673.65
53000 Administration		135.16
53010 Telephone	215.12	2,982.20
53014 Office Supplies	496.43	2,296.96
53015 ACS Technologies	153.00	1,370.00
53020 Internet	59.95	667.57
53040 Postage		1,801.59
53050 Conference Expense		891.28
53090 Office Eq. Maintenance Agmt.		915.81
53111 Personnel Expenses		86.72
Total 53000 Administration	924.50	11,147.29
53016 Bank charges		363.90
53060 Workers Compensation		935.72
53120 Finance		30.00
53122 Stewardship Supplies	113.42	696.41
53123 Service Cost/Fees - Intuit/Vanc	244.93	2,669.47
Total 53120 Finance	358.35	3,395.88
53130 Property Management		
53131 Supplies	218.74	808.40
53132 Utilities	863.56	10,684.56
53133 Insurance		12,862.00
53134 Repairs and Maintenance		3,874.92

St. Matthew Evangelical Lutheran Church

Statement of Activity

September 2023

	TOTAL	
	SEP 2023	JAN - SEP, 2023 (YTD)
53135 Lawn Care/Snow Removal		3,078.23
53138 Capital Impr/Depreciation Expen	147.26	17,366.87
53140 Grace House		2,199.64
Total 53130 Property Management	1,229.56	50,874.62
53210 Specially Approved Supplies & M		1,425.00
54000 Congregational Life Ministry		
54020 Worship Supplies/Bulletins	30.68	1,428.41
54040 Altar Guild		777.08
54060 Flowers (Altar & Memorial)	45.00	2,306.50
54080 Organ Main.		160.00
54110 Care Connection Ministry		27.74
54120 Health & Wellness		109.32
54130 New Member Receptions		92.55
Total 54000 Congregational Life Ministry	75.68	4,901.60
55000 Comprehensive Youth Ministry		102.63
55010 Luther Middles (6-8 Youth group		342.70
55020 Luther League		50.00
55060 Luther Littles (PK-5 youth grou	90.44	90.44
55070 Sunday School (Pre K-5th)	199.00	199.00
55071 Lesson Materials	206.01	608.36
55072 Supplies and Misc.		319.69
Total 55070 Sunday School (Pre K-5th)	405.01	1,127.05
55080 Sunday School (6th - 12th)		
55081 Lesson Materials	98.70	349.55
55082 Supplies & Misc.	329.85	329.85
Total 55080 Sunday School (6th - 12th)	428.55	679.40
55090 Confirmation Ministry/Retreat		694.45
55100 Vacation Bible School		342.20
55110 Summer Camp Scholarships		300.00
55140 First Communion Ministry/Retrea		329.52
55160 College Care Packages		627.84
Total 55000 Comprehensive Youth Ministry	924.00	4,686.23
56000 Communication Evang. Ministry		
56020 The Lutheran		101.92
56030 Ads, Spiritual Messages	53.60	1,415.20
56040 Video Spiritual Production	136.64	392.84
56060 Evangelism Outreach	92.00	2,206.24
56065 Website		47.70
Total 56000 Communication Evang. Ministry	282.24	4,163.90

St. Matthew Evangelical Lutheran Church

Statement of Activity

September 2023

	TOTAL	
	SEP 2023	JAN - SEP, 2023 (YTD)
57000 Social Concerns Ministry		113.30
51060 God's Work Our Hands		880.00
53150 Trailer License LDR - St. Matthew Disaster Res		118.00
Total 57000 Social Concerns Ministry		1,111.30
58000 Small Group Ministry		
58010 Senior Happy Hour		56.93
58030 Socials & Promotional Items		206.72
Total 58000 Small Group Ministry		263.65
65600 Payroll Expenses	0.00	0.00
67000 Interest Expense	162.96	1,505.12
Total Expenditures	\$33,815.41	\$351,577.42
NET OPERATING REVENUE	\$ -576.55	\$ -30,407.97
Other Revenue		
70100 Interest Income	1,448.46	10,741.70
90000 Released from restrictions	136.64	22,515.45
91000 Designated funds carried over	-6,247.10	-61,143.13
92000 Same Year restricted fund usage		-60.00
Total Other Revenue	\$ -4,662.00	\$ -27,945.98
NET OTHER REVENUE	\$ -4,662.00	\$ -27,945.98
NET REVENUE	\$ -5,238.55	\$ -58,353.95

St. Matthew Evangelical Lutheran Church
Budget vs. Actuals: Approved 2023 Budget - FY23 P&L
 January - December 2023

	Sep 2023				Total			
	Actual	Budget	over Budget	% of Budget	Actual	Budget	over Budget	% of Budget
Revenue								
44000 Offerings	25,168.86	33,333.33	-8,164.47	75.51%	255,255.85	399,999.96	-144,744.11	63.81%
44100 Special Collection Offerings			0.00		196.49	0.00	196.49	
44200 Temp Restricted Offerings	8,070.00		8,070.00		83,268.72	0.00	83,268.72	
Total Revenue	\$ 33,238.86	\$ 33,333.33	-\$ 94.47	99.72%	\$ 338,721.06	\$ 399,999.96	-\$ 61,278.90	84.68%
Gross Profit	\$ 33,238.86	\$ 33,333.33	-\$ 94.47	99.72%	\$ 338,721.06	\$ 399,999.96	-\$ 61,278.90	84.68%
Expenditures								
51000 Benevolence			0.00		1,035.14	0.00	1,035.14	
51010 ELCA - Mission Support	1,338.00	1,666.67	-328.67	80.28%	12,656.00	20,000.00	-7,344.00	63.28%
51015 ELCA - World Hunger			0.00		10.00	0.00	10.00	
51020 ELCA - Lutheran Agency Org. in	900.00	75.00	825.00	1200.00%	900.00	900.00	0.00	100.00%
51080 ELCA - LOMO		41.66	-41.66	0.00%	500.00	500.00	0.00	100.00%
51090 ELCA - Fund for Leaders		41.67	-41.67	0.00%	500.00	500.00	0.00	100.00%
51100 Hope Memorial Cemetery		41.66	-41.66	0.00%	500.00	500.00	0.00	100.00%
51110 Operation Homes	390.00	83.34	306.66	467.96%	890.00	1,000.00	-110.00	89.00%
51120 Love INC	500.00	166.66	333.34	300.01%	1,500.00	2,000.00	-500.00	75.00%
51130 Upcam		83.33	-83.33	0.00%	1,000.00	1,000.00	0.00	100.00%
Total 51000 Benevolence	\$ 3,128.00	\$ 2,199.99	\$ 928.01	142.18%	\$ 19,491.14	\$ 26,400.00	-\$ 6,908.86	73.83%
52150 Pastor Steve Mahaffey			0.00		0.00	0.00	0.00	
52151 Compensation			0.00		0.00	0.00	0.00	
52152 Salary	5,783.34	5,783.34	0.00	100.00%	52,050.06	69,400.00	-17,349.94	75.00%
52153 Housing Allowance	1,333.34	1,333.33	0.01	100.00%	12,000.06	16,000.00	-3,999.94	75.00%
52156 Social Security	544.42	544.42	0.00	100.00%	4,899.78	6,533.00	-1,633.22	75.00%
Total 52151 Compensation	\$ 7,661.10	\$ 7,661.09	\$ 0.01	100.00%	\$ 68,949.90	\$ 91,933.00	-\$ 22,983.10	75.00%
52155 Benefits			0.00		0.00	0.00	0.00	
52157 Retirement & Medical	3,111.57	3,111.59	-0.02	100.00%	28,004.13	37,339.00	-9,334.87	75.00%
52158 Continuing Education		83.33	-83.33	0.00%	532.52	1,000.00	-467.48	53.25%
52160 Car/Business Expense	214.62	291.67	-77.05	73.58%	3,505.01	3,500.00	5.01	100.14%
Total 52155 Benefits	\$ 3,326.19	\$ 3,486.59	-\$ 160.40	95.40%	\$ 32,041.66	\$ 41,839.00	-\$ 9,797.34	76.58%
Total 52150 Pastor Steve Mahaffey	\$ 10,987.29	\$ 11,147.68	-\$ 160.39	98.56%	\$ 100,991.56	\$ 133,772.00	-\$ 32,780.44	75.50%
52200 Deacon			0.00		0.00	0.00	0.00	
52210 Compensation			0.00		0.00	0.00	0.00	
52211 Salary	6,116.66	6,116.67	-0.01	100.00%	55,049.94	73,400.00	-18,350.06	75.00%
Total 52210 Compensation	\$ 6,116.66	\$ 6,116.67	-\$ 0.01	100.00%	\$ 55,049.94	\$ 73,400.00	-\$ 18,350.06	75.00%
52220 Benefits			0.00		0.00	0.00	0.00	
52212 Car/Business Expenses		291.66	-291.66	0.00%	1,753.97	3,500.00	-1,746.03	50.11%
52221 Retirement and Medical	1,474.98	1,479.17	-4.19	99.72%	13,274.82	17,750.00	-4,475.18	74.79%
52223 Continuing Education		83.33	-83.33	0.00%	0.00	1,000.00	-1,000.00	0.00%
Total 52220 Benefits	\$ 1,474.98	\$ 1,854.16	-\$ 379.18	79.55%	\$ 15,028.79	\$ 22,250.00	-\$ 7,221.21	67.55%
Total 52200 Deacon	\$ 7,591.64	\$ 7,970.83	-\$ 379.19	95.24%	\$ 70,078.73	\$ 95,650.00	-\$ 25,571.27	73.27%
52350 Pastor Substitute		125.00	-125.00	0.00%	1,537.25	1,500.00	37.25	102.48%
52400 Pastoral Admin. Assistant			0.00		0.00	0.00	0.00	
52410 Compensation			0.00		0.00	0.00	0.00	
52411 Salary	2,940.00	2,731.67	208.33	107.63%	23,575.98	32,780.00	-9,204.02	71.92%
Total 52410 Compensation	\$ 2,940.00	\$ 2,731.67	\$ 208.33	107.63%	\$ 23,575.98	\$ 32,780.00	-\$ 9,204.02	71.92%
Total 52400 Pastoral Admin. Assistant	\$ 2,940.00	\$ 2,731.67	\$ 208.33	107.63%	\$ 23,575.98	\$ 32,780.00	-\$ 9,204.02	71.92%
52500 Music Personnel			0.00		0.00	0.00	0.00	
52510 Organist	2,000.00	2,000.00	0.00	100.00%	18,000.00	24,000.00	-6,000.00	75.00%

52511 Worship Musicians	125.00	320.83	-195.83	38.96%	1,875.00	3,850.00	-1,975.00	48.70%
52520 Luther Choir Director		250.00	-250.00	0.00%	2,113.65	2,400.00	-286.35	88.07%
52530 Kids of the Kingdom Director		166.67	-166.67	0.00%	0.00	1,500.00	-1,500.00	0.00%
Total 52500 Music Personnel	\$ 2,125.00	\$ 2,737.50	-\$ 612.50	77.63%	\$ 21,988.65	\$ 31,750.00	-\$ 9,761.35	69.26%
52600 Parish Nurse			0.00		0.00	0.00	0.00	
52610 Salary	764.58	764.59	-0.01	100.00%	6,881.22	9,175.00	-2,293.78	75.00%
Total 52600 Parish Nurse	\$ 764.58	\$ 764.59	-\$ 0.01	100.00%	\$ 6,881.22	\$ 9,175.00	-\$ 2,293.78	75.00%
52700 Nursery Staff		181.11	-181.11	0.00%	1,261.00	1,630.00	-369.00	77.36%
52800 Custodian	1,128.00	1,276.83	-148.83	88.34%	12,596.00	15,322.00	-2,726.00	82.21%
52810 Bookkeeper	362.55	200.00	162.55	181.28%	2,069.72	2,400.00	-330.28	86.24%
52900 FICA for Non-pastors	831.06	708.33	122.73	117.33%	7,673.65	8,500.00	-826.35	90.28%
53000 Administration			0.00		135.16	0.00	135.16	
53010 Telephone	215.12	250.00	-34.88	86.05%	3,197.32	3,000.00	197.32	106.58%
53014 Office Supplies	496.43	208.34	288.09	238.28%	2,296.96	2,500.00	-203.04	91.88%
53015 ACS Technologies	153.00	150.00	3.00	102.00%	1,370.00	1,800.00	-430.00	76.11%
53020 Internet	59.95	83.33	-23.38	71.94%	667.57	1,000.00	-332.43	66.76%
53040 Postage		208.33	-208.33	0.00%	1,801.59	2,500.00	-698.41	72.06%
53050 Conference Expense		45.84	-45.84	0.00%	891.28	550.00	341.28	162.05%
53070 Pastoral Resources		8.33	-8.33	0.00%	0.00	100.00	-100.00	0.00%
53080 Office Equipment		333.33	-333.33	0.00%	0.00	4,000.00	-4,000.00	0.00%
53090 Office Eq. Maintenance Agmt.		166.66	-166.66	0.00%	915.81	2,000.00	-1,084.19	45.79%
53110 Miscellaneous		16.67	-16.67	0.00%	0.00	200.00	-200.00	0.00%
53111 Personnel Expenses			0.00		86.72	0.00	86.72	
Total 53000 Administration	\$ 924.50	\$ 1,470.83	-\$ 546.33	62.86%	\$ 11,362.41	\$ 17,650.00	-\$ 6,287.59	64.38%
53016 Bank charges		16.67	-16.67	0.00%	363.90	200.00	163.90	181.95%
53060 Workers Compensation		66.66	-66.66	0.00%	964.54	800.00	164.54	120.57%
53120 Finance			0.00		30.00	0.00	30.00	
53121 Financial Audit		33.34	-33.34	0.00%	0.00	400.00	-400.00	0.00%
53122 Stewardship Supplies	113.42	83.33	30.09	136.11%	696.41	1,000.00	-303.59	69.64%
53123 Service Cost/Fees - Intuit/Vanc	244.93	291.67	-46.74	83.98%	2,748.98	3,500.00	-751.02	78.54%
Total 53120 Finance	\$ 358.35	\$ 408.34	-\$ 49.99	87.76%	\$ 3,475.39	\$ 4,900.00	-\$ 1,424.61	70.93%
53130 Property Management			0.00		0.00	0.00	0.00	
53131 Supplies	218.74	150.00	68.74	145.83%	808.40	1,800.00	-991.60	44.91%
53132 Utilities	863.56	1,000.00	-136.44	86.36%	11,207.21	12,000.00	-792.79	93.39%
53133 Insurance		666.66	-666.66	0.00%	12,862.00	8,000.00	4,862.00	160.78%
53134 Repairs and Maintenance		1,666.67	-1,666.67	0.00%	3,874.92	20,000.00	-16,125.08	19.37%
53135 Lawn Care/Snow Removal		333.33	-333.33	0.00%	3,078.23	4,000.00	-921.77	76.96%
53137 Misc. Equipment		83.34	-83.34	0.00%	0.00	1,000.00	-1,000.00	0.00%
53138 Capital Impr/Depreciation Expen	147.26		147.26		17,366.87	0.00	17,366.87	
53140 Grace House		291.66	-291.66	0.00%	2,199.64	3,500.00	-1,300.36	62.85%
Total 53130 Property Management	\$ 1,229.56	\$ 4,191.66	-\$ 2,962.10	29.33%	\$ 51,397.27	\$ 50,300.00	\$ 1,097.27	102.18%
53210 Specially Approved Supplies & M			0.00		1,425.00	0.00	1,425.00	
54000 Congregational Life Ministry			0.00		0.00	0.00	0.00	
54010 Adult Choir Music & Supplies		25.00	-25.00	0.00%	0.00	300.00	-300.00	0.00%
54011 Kids' Choir/Music		4.17	-4.17	0.00%	0.00	50.00	-50.00	0.00%
54013 Praise Team/Music		4.16	-4.16	0.00%	0.00	50.00	-50.00	0.00%
54020 Worship Supplies/Bulletins	30.68	208.34	-177.66	14.73%	1,428.41	2,500.00	-1,071.59	57.14%
54040 Altar Guild		183.33	-183.33	0.00%	840.59	2,200.00	-1,359.41	38.21%
54060 Flowers (Altar & Memorial)	45.00	183.34	-138.34	24.54%	2,486.50	2,200.00	286.50	113.02%
54080 Organ Main.		83.33	-83.33	0.00%	160.00	1,000.00	-840.00	16.00%
54110 Care Connection Ministry		8.34	-8.34	0.00%	27.74	100.00	-72.26	27.74%
54120 Health & Wellness			0.00		109.32	0.00	109.32	
54130 New Member Receptions			0.00		92.55	0.00	92.55	
54140 Special Events, Advent Dinners, etc.		16.66	-16.66	0.00%	0.00	200.00	-200.00	0.00%
55150 Library		4.16	-4.16	0.00%	0.00	50.00	-50.00	0.00%

Total 54000 Congregational Life Ministry	\$	75.68	\$	720.83	-\$	645.15	10.50%	\$	5,145.11	\$	8,650.00	-\$	3,504.89	59.48%
55000 Comprehensive Youth Ministry						0.00			102.63		0.00		102.63	
55010 Luther Middles (6-8 Youth group				20.84		-20.84	0.00%		342.70		250.00		92.70	137.08%
55020 Luther League						0.00			50.00		0.00		50.00	
55030 Conv, Retreats, Workshops, Adul				41.66		-41.66	0.00%		0.00		500.00		-500.00	0.00%
55060 Luther Littles (PK-5 youth grou		90.44		12.50		77.94	723.52%		102.69		150.00		-47.31	68.46%
55070 Sunday School (Pre K-5th)		199.00				199.00			199.00		0.00		199.00	
55071 Lesson Materials		206.01		83.34		122.67	247.19%		608.36		1,000.00		-391.64	60.84%
55072 Supplies and Misc.				16.66		-16.66	0.00%		319.69		200.00		119.69	159.85%
55073 Christmas Expense				0.00		0.00			0.00		10.00		-10.00	0.00%
Total 55070 Sunday School (Pre K-5th)	\$	405.01	\$	100.00	\$	305.01	405.01%	\$	1,127.05	\$	1,210.00	-\$	82.95	93.14%
55080 Sunday School (6th - 12th)						0.00			0.00		0.00		0.00	
55081 Lesson Materials		98.70		41.67		57.03	236.86%		349.55		500.00		-150.45	69.91%
55082 Supplies & Misc.		329.85		8.33		321.52	3959.78%		329.85		100.00		229.85	329.85%
Total 55080 Sunday School (6th - 12th)	\$	428.55	\$	50.00	\$	378.55	857.10%	\$	679.40	\$	600.00	\$	79.40	113.23%
55090 Confirmation Ministry/Retreat						0.00			694.45		0.00		694.45	
55100 Vacation Bible School				41.67		-41.67	0.00%		342.20		500.00		-157.80	68.44%
55110 Summer Camp Scholarships				16.66		-16.66	0.00%		300.00		200.00		100.00	150.00%
college)				83.34		-83.34	0.00%		0.00		1,000.00		-1,000.00	0.00%
55140 First Communion Ministry/Retrea						0.00			329.52		0.00		329.52	
55160 College Care Packages						0.00			627.84		0.00		627.84	
Total 55000 Comprehensive Youth Ministry	\$	924.00	\$	366.67	\$	557.33	252.00%	\$	4,698.48	\$	4,410.00	\$	288.48	106.54%
56000 Communication Evang. Ministry						0.00			0.00		0.00		0.00	
56010 Materials and Supplies				12.50		-12.50	0.00%		0.00		150.00		-150.00	0.00%
56020 The Lutheran				16.66		-16.66	0.00%		101.92		200.00		-98.08	50.96%
56030 Ads, Spiritual Messages		53.60		125.00		-71.40	42.88%		1,444.70		1,500.00		-55.30	96.31%
56040 Video Spiritual Production		136.64		29.17		107.47	468.43%		392.84		350.00		42.84	112.24%
56060 Evangelism Outreach		92.00		175.00		-83.00	52.57%		2,206.24		2,100.00		106.24	105.06%
56065 Website				41.66		-41.66	0.00%		47.70		500.00		-452.30	9.54%
Total 56000 Communication Evang. Ministry	\$	282.24	\$	399.99	-\$	117.75	70.56%	\$	4,193.40	\$	4,800.00	-\$	606.60	87.36%
57000 Social Concerns Ministry				33.34		-33.34	0.00%		113.30		400.00		-286.70	28.33%
51060 God's Work Our Hands				58.34		-58.34	0.00%		880.00		700.00		180.00	125.71%
Res						0.00			118.00		0.00		118.00	
Total 57000 Social Concerns Ministry	\$	0.00	\$	91.68	-\$	91.68	0.00%	\$	1,111.30	\$	1,100.00	\$	11.30	101.03%
58000 Small Group Ministry				16.66		-16.66	0.00%		0.00		200.00		-200.00	0.00%
58010 Senior Happy Hour				41.67		-41.67	0.00%		56.93		500.00		-443.07	11.39%
58020 Books and Video Series				41.66		-41.66	0.00%		0.00		500.00		-500.00	0.00%
58030 Socials & Promotional Items				41.67		-41.67	0.00%		206.72		500.00		-293.28	41.34%
Total 58000 Small Group Ministry	\$	0.00	\$	141.66	-\$	141.66	0.00%	\$	263.65	\$	1,700.00	-\$	1,436.35	15.51%
65600 Payroll Expenses		0.00				0.00			0.00		0.00		0.00	
67000 Interest Expense		162.96				162.96			1,658.10		0.00		1,658.10	
Total Expenditures	\$	33,815.41	\$	37,918.52	-\$	4,103.11	89.18%	\$	354,203.45	\$	453,389.00	-\$	99,185.55	78.12%
Net Operating Revenue	-\$	576.55	-\$	4,585.19	\$	4,008.64	12.57%	-\$	15,482.39	-\$	53,389.04	\$	37,906.65	29.00%
Other Revenue														
70100 Interest Income		1,448.46				1,448.46			10,741.70		0.00		10,741.70	
90000 Released from restrictions		136.64				136.64			22,515.45		0.00		22,515.45	
91000 Designated funds carried over		-6,247.10				-6,247.10			-61,143.13		0.00		-61,143.13	
92000 Same Year restricted fund usage						0.00			-60.00		0.00		-60.00	
Total Other Revenue	-\$	4,662.00	\$	0.00	-\$	4,662.00		-\$	27,945.98	\$	0.00	-\$	27,945.98	
Net Other Revenue	-\$	4,662.00	\$	0.00	-\$	4,662.00		-\$	27,945.98	\$	0.00	-\$	27,945.98	
Net Revenue	-\$	5,238.55	-\$	4,585.19	-\$	653.36	114.25%	-\$	43,428.37	-\$	53,389.04	\$	9,960.67	81.34%

St. Matthew Evangelical Lutheran Church

Statement of Financial Position

As of September 30, 2023

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
11100 General Checking - Huntington 1	86,719.50
11400 Endowment - Hunt 07664529755	20,078.55
11500 CD 07664481217 - PPP Fund	102,117.86
11700 CD 07664481220 - PPP Fund	102,117.86
11800 Restricted Savings - Huntington	302,380.09
Total Bank Accounts	\$613,413.86
Total Current Assets	\$613,413.86
Fixed Assets	
14100 400 N. Broadway	887,790.00
14200 Grace House 229 Pearl	136,180.00
14210 Grace Roof Improvements	7,540.00
14211 Accu Depreciation Grace Roof	-1,553.80
Total 14210 Grace Roof Improvements	5,986.20
Total 14200 Grace House 229 Pearl	142,166.20
14400 432 N Broadway Street	101,980.00
Total Fixed Assets	\$1,131,936.20
TOTAL ASSETS	\$1,745,350.06
LIABILITIES AND EQUITY	
Liabilities	
Long-Term Liabilities	
24200 Mission Investment Fund	39,183.04
Total Long-Term Liabilities	\$39,183.04
Total Liabilities	\$39,183.04
Equity	
30001 Unrestricted Net Assets	642,314.87
32000 Retained Earnings	597,065.54
33000 Restricted Savings Account	0.00
33001 Noisy Offering holding acct	45.04
33040 Promise Place Proceed Fund - PPP Fund	405,075.81
33100 Property Management Maintenance	0.00
33080 Church Landscaping	0.00
33503 Naming Trees Memorial	81.93
33605 Art Reidel	496.15
Total 33080 Church Landscaping	578.08
33090 Capital Improvement	18,580.47
33091 Interior Remodel Fund	65,755.63
Total 33090 Capital Improvement	84,336.10

St. Matthew Evangelical Lutheran Church

Statement of Financial Position

As of September 30, 2023

	TOTAL
Total 33100 Property Management Maintenance	84,914.18
33200 Congregational Life	19.32
33130 Altar Guild	163.05
33131 Acolyte Robes	636.55
Total 33130 Altar Guild	799.60
33132 Flowers	821.53
33203 Drama & Music Account	2,779.79
33204 Stephen Ministry Fund	2,175.16
33525 Harry Klein - Library	167.44
Total 33200 Congregational Life	6,762.84
33300 Comprehensive Youth	0.00
32114 Youth Gathering	100.00
33070 College Care Packages	82.48
Total 33300 Comprehensive Youth	182.48
33400 Communication Evangelism	
33440 Pictorial Directory	40.00
33450 Audio / Video Technology	1,782.40
Total 33400 Communication Evangelism	1,822.40
33500 Memorial	3,010.50
33800 Social Concerns Ministry	3,475.17
33030 LDR - St. Matthew Disaster Resp	1,327.39
Total 33800 Social Concerns Ministry	4,802.56
Total 33000 Restricted Savings Account	506,615.81
34000 Endowment	20,078.55
Opening Bal Equity	-1,553.80
Net Revenue	-58,353.95
Total Equity	\$1,706,167.02
TOTAL LIABILITIES AND EQUITY	\$1,745,350.06

Benevolence Changes for 2024

In the past the organizations that received Benevolence funds from St. Matthew was determined by the Council. In 2024 we are going to provide the Congregation the opportunity to decide which organizations will be the beneficiaries of our benevolence funds.

Note: We will continue to give 5% of General Offerings to the Northeast Ohio Synod as well as participate in God's Work Our Hands.

At the Congregational meeting on 11/19/2023 everyone will have the opportunity to submit the organization in which you would like to see be the recipient of the benevolence funds. We will tally up the votes and will provide \$1,000 to the top four organizations in 2024.

In 2023 we have provided Benevolence Funds to the below organizations. You can select an organization from this list or submit a new organization for consideration.

BRUCE - please insert the details you provided about each organization here

Budget talking points -

1. 2024 Anticipated offerings were reduced by \$50,000 from \$400,000 to \$350,000 to align with actual offerings expected to be received in 2023.
2. The Property Management budget includes \$25,000 for parking lot sealing, striping and repairs.
3. The Comprehensive Youth budget includes \$6,000 to cover expenses for the adult chaperones for the Youth Gathering in 2024.
4. Payroll expenses including salaries, benefits and FICA are up \$15,000 from 2023.
 - a. Rostered leaders salary and benefits are per Northeast Ohio Synod Standards
5. A budget for Faith House has been added for \$3,500 for a patio and unexpected repairs.
6. Email from Bishop Laura Barbins
 - a. St. Matthew does not have an expense problem. Expenses for a congregation of our size are in line. What we have is a revenue issue.
7. If the revenue issue is not adequately addressed it may be necessary to come to the congregation to approve the use of Promise Place Proceeds to "keep the lights on."

Account #	Description	2023 Projected Expenditures	2023 Mission Plan	2024 Budget
51000	Benevolence			
51010	ELCA - Mission Support (5% of General Offering)	\$ 17,700.00	\$ 20,000.00	\$ 17,500.00
51020	ELCA - Lutheran Agencies Organized in Service (LAOS)	\$ 900.00	\$ 900.00	
51060	God's Work Our Hands	\$ 880.00	\$ 700.00	Moved to Social Concerns
51080	ELCA - Lutheran Outdoor Ministries in Ohio (LOMO) (Hopewood Outdoors Camp)	\$ 500.00	\$ 500.00	
51090	ELCA - Fund for Leaders	\$ 500.00	\$ 500.00	
51100	Hope Memorial Gardens (aka Lutheran Memorial Cemetery)	\$ 500.00	\$ 500.00	
51110	Operation HOMES Medina	\$ 1,000.00	\$ 1,000.00	
51130	United Protestant Campus Ministries (UPCaM)	\$ 1,000.00	\$ 1,000.00	
51120	Love In the Name of Christ (LOVE INC) Medina	\$ 2,000.00	\$ 2,000.00	
	2024 Benevolence - TBD			\$ 4,000.00
	51000 - Total Benevolence	\$ 24,980.00	\$ 27,100.00	\$ 21,500.00
52150	Pastor Steve M. Mahaffey Minister of Word and Sacrament			
52151	Compensation			
52152	Base Salary, Including Housing Allowance	\$ 69,400.00	\$ 69,400.00	\$ 90,200.00
52153	Housing Allowance	\$ 16,000.00	\$ 16,000.00	\$ 0.00
52156	Social Security Offset (7.65%)	\$ 6,533.00	\$ 6,533.00	\$ 6,900.00
	52151 - Total 'Defined Compensation'	\$ 91,933.00	\$ 91,933.00	\$ 97,100.00
52155	Benefits			
52157	Medical; Dental; Retirement; Disability/Survivor Benefits; Life Insurance	\$ 37,339.00	\$ 37,339.00	\$ 38,399.00
52158	Continuing Education	\$ 700.00	\$ 1,000.00	\$ 1,000.00
52160	Mileage/Business Expenses (Cell Phone; Business Meals, Mileage)	\$ 4,215.00	\$ 3,500.00	\$ 4,700.00
	52155 - Total Benefits	\$ 42,254.00	\$ 41,839.00	\$ 44,099.00
	52150 - Total Pastor Steve M. Mahaffey	\$ 134,187.00	\$ 133,772.00	\$ 141,199.00
52200	Deacon Lindsay M. Stertzbach Minister of Word and Service			
52210	Compensation			
52211	Base Salary	\$ 73,400.00	\$ 73,400.00	\$ 78,200.00
	52210 - Total 'Defined Compensation'	\$ 73,400.00	\$ 73,400.00	\$ 78,200.00
52220	Benefits			
52212	Mileage/Business Expenses (Cell Phone; Business Meals; Mileage)	\$ 3,750.00	\$ 3,500.00	\$ 3,850.00
52221	Medical; Dental; Retirement; Disability/Survivor Benefits; Life Insurance	\$ 17,700.00	\$ 17,750.00	\$ 18,002.00
52223	Continuing Education	\$ 700.00	\$ 1,000.00	\$ 1,000.00
	52220 - Total Benefits	\$ 22,150.00	\$ 22,250.00	\$ 22,852.00
	52200 - Total Deacon Lindsay M. Stertzbach	\$ 95,550.00	\$ 95,650.00	\$ 101,052.00
52350	52350 - Pastor Substitute (ref. NEOS Compensation Standards)	\$ 1,980.00	\$ 1,500.00	\$ 2,000.00

Account #	Description	2023 Projected Expenditures	2023 Mission Plan	2024 Budget
52400	Pastoral Administrative Office Assistant - Debra Musil			
52410	Compensation	\$ 33,520.00	\$ 30,700.00	\$ 35,000.00
52411	Base Salary	\$ 33,520.00	\$ 30,700.00	\$ 35,000.00
	52400 - Total Pastoral Administrative Office Assistant Debra Musil	\$ 33,520.00	\$ 30,700.00	\$ 35,000.00
52500	Music Personnel			
52510	Organist - John Burke	\$ 24,000.00	\$ 24,000.00	\$ 22,800.00
52511	Worship Musicians	\$ 2,650.00	\$ 3,850.00	\$ 4,450.00
52520	Luther Choir Director - Nancy McNeal	\$ 3,540.00	\$ 2,400.00	\$ 3,500.00
52530	Kids of the Kingdom Director - Rachel Knaggs	\$ 650.00	\$ 1,500.00	\$ 1,200.00
	52500 - Total Music Personnel	\$ 30,840.00	\$ 31,750.00	\$ 31,950.00
52600	Parish Nurse Brenda Disbrow			
52610	Base Salary	\$ 9,175.00	\$ 9,175.00	\$ 9,175.00
52620	Automobile Mileage	\$ 0.00	\$ 0.00	\$ 350.00
	52600 - Total Parish Nurse Brenda Disbrow	\$ 9,175.00	\$ 9,175.00	\$ 9,525.00
52700	Nursery Staff Kaitlyn Taraschke	\$ 1,900.00	\$ 1,630.00	\$ 1,900.00
52800	Maintenance Supervisor Joyce Davis	\$ 17,200.00	\$ 15,322.00	\$ 17,200.00
52810	Bookkeeper Heather Rohde	\$ 2,400.00	\$ 2,400.00	\$ 2,300.00
52900	FICA for Non-Pastors	\$ 10,660.00	\$ 8,500.00	\$ 10,845.00
53000	Administration			
53010	Telephone (Frontier Communications)	\$ 3,630.00	\$ 3,000.00	\$ 3,000.00
53014	Office Supplies (Paper, Envelopes, Sign-Up Genius/Staples, etc.)	\$ 2,600.00	\$ 2,500.00	\$ 2,500.00
53015	ACS Technologies (REALM Church Database Monthly Subscription)	\$ 1,836.00	\$ 1,800.00	\$ 1,920.00
53020	Internet (Armstrong Cable, Zoom Subscription)	\$ 850.00	\$ 1,000.00	\$ 1,000.00
53040	Postage - General Office	\$ 2,350.00	\$ 2,500.00	\$ 1,000.00
53041	Postage - Communication Evangelism Ministry	N/A	\$ 0.00	\$ 500.00
53042	Postage - Comprehensive Youth Ministry	N/A	\$ 0.00	\$ 500.00
53043	Postage - Congregational Life Ministry	N/A	\$ 0.00	\$ 500.00
53050	Conference Expense (NEOS Synod Assembly, Ohio Tri-Synod Gathering)	\$ 640.00	\$ 550.00	\$ 1,200.00
53070	Pastoral Resources	\$ 50.00	\$ 100.00	\$ 0.00
53080	Office Equipment	\$ 200.00	\$ 4,000.00	\$ 2,000.00
53090	Office Equipment Maintenance Agreement (CRB Carbonite Backup/Virus Protection)	\$ 450.00	\$ 2,000.00	\$ 2,000.00
53110	Miscellaneous (Includes Staff Holiday Gathering and Events)	\$ 50.00	\$ 200.00	\$ 350.00
53111	Personnel Expenses (Required Staff Background Checks)	\$ 87.00	\$ 0.00	\$ 825.00
53112	Document Archival Project	\$ 0.00	\$ 0.00	\$ 500.00
	53000 - Total Administration	\$ 12,743.00	\$ 17,650.00	\$ 17,795.00

Account #	Description	2023 Projected Expenditures	2023 Mission Plan	2024 Budget
53016	Bank Charges	\$ 365.00	\$ 200.00	\$ 300.00
53060	Workers Compensation	\$ 1,000.00	\$ 800.00	\$ 1,000.00
53120	Finance			
53121	Financial Audit	\$ 0.00	\$ 400.00	\$ 100.00
53122	Stewardship Supplies (Church Offering Envelopes/Mailing, Pew Offering Envelopes)	\$ 750.00	\$ 1,000.00	\$ 750.00
53123	Service Cost/Fees (Vanco Services LLC, Paychex Inc., 990-T Tax Preparation, RITA)	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00
	53120 - Total Finance	\$ 4,250.00	\$ 4,900.00	\$ 4,350.00
53130	Property Management			
53131	Supplies (Church Maintenance)	\$ 1,020.00	\$ 1,800.00	\$ 1,800.00
53132	Utilities (Gas, Electric, Water, Sewage, Trash -- Church and Faith House)	\$ 14,000.00	\$ 12,000.00	\$ 15,000.00
53133	Insurance (Church Mutual Insurance Co. -- Church/Faith/Grace House, Business)	\$ 12,862.00	\$ 8,000.00	\$ 11,000.00
53134	Repairs and Maintenance (HVAC Repairs, Fire/Elevator/Boiler Inspections)	\$ 17,000.00	\$ 20,000.00	\$ 7,000.00
53135	Lawn Care/Snow Removal (The Plow Guys, LLC)	\$ 4,000.00	\$ 4,000.00	\$ 5,000.00
53137	Miscellaneous Equipment	\$ 0.00	\$ 1,000.00	\$ 0.00
53138	Capital Improvements/Depreciation (New Office Copier, Boiler Repairs, HVAC Brown	\$ 17,200.00	\$ 0.00	\$ 30,000.00
53140	Grace House (Rental Property Tax, Repairs and Maintenance [Chimney])	\$ 2,200.00	\$ 3,500.00	\$ 3,500.00
53160	Faith House (potential concrete patio in 2024)	\$ 1,000.00	\$ 0.00	\$ 3,500.00
	53130 - Total Property Management	\$ 69,282.00	\$ 50,300.00	\$ 76,800.00
54000	Congregational Life Ministry			
54010	Adult Choir Music and Supplies	\$ 0.00	\$ 300.00	\$ 300.00
54011	Kids' Choir Music and Supplies	\$ 0.00	\$ 50.00	\$ 50.00
54012	Drama Ministry	\$ 0.00	\$ 0.00	\$ 0.00
54013	Praise Team	\$ 0.00	\$ 50.00	\$ 50.00
54020	Special Bulletins (e.g., Wedding, Funerals)	\$ 1,855.00	\$ 2,500.00	\$ 200.00
54070	Outdoor Worship Pavilion Space Rental	N/A	\$ 0.00	\$ 10.00
54021	Annual Licensing (Augsburg Fortress Liturgies, One License Podcasting / CCLI)	N/A	\$ 0.00	\$ 1,270.00
54022	Christ in Our Home Booklets (Augsburg Fortress)	N/A	\$ 0.00	\$ 175.00
54040	Altar Guild (Candles, Candle Liquid, Communion Wafers/Cups)	\$ 1,500.00	\$ 2,200.00	\$ 1,800.00
54060	Flowers (Altar and Memorial)	\$ 3,200.00	\$ 2,200.00	\$ 2,250.00
54061	Flowers (Special Occasion - Christmas, Easter)	N/A	\$ 0.00	\$ 1,550.00
54080	Organ / Piano Maintenance (Mark Opritza Piano Service)	\$ 160.00	\$ 1,000.00	\$ 800.00
54110	Care Connection Ministry (Changed from Shepherding Ministry)	\$ 30.00	\$ 100.00	\$ 175.00
54120	Health and Wellness (AED Defibrillator Inspection/Supplies)	\$ 113.00	\$ 0.00	\$ 100.00
54130	New Member Receptions	\$ 200.00	\$ 0.00	\$ 200.00
54140	Special Events, Advent Dinner, etc.	\$ 100.00	\$ 200.00	\$ 200.00
54160	Adult Sunday School / Bible Study	\$ 0.00	\$ 0.00	\$ 100.00
55150	Library (Moved from Comprehensive Youth)	\$ 0.00	\$ 50.00	\$ 0.00

54000 - Total Congregational Life Ministry		\$ 7,158.00	\$ 8,650.00	\$ 9,230.00
Account #	Description	2023 Projected Expenditures	2023 Mission Plan	2024 Budget
55000	Comprehensive Youth Ministry			
55010	Luther Middles Youth Group (6th Grade - 8th Grade)	\$ 345.00	\$ 250.00	\$ 300.00
55020	Luther League	\$ 50.00	\$ 0.00	\$ 0.00
55030	Conventions, Retreats, Workshops	\$ 0.00	\$ 500.00	\$ 100.00
55060	Luther Littles Youth Group (Pre-Kindergarten - 5th Grade)	\$ 40.00	\$ 150.00	\$ 150.00
55070	Sunday School (Pre Kindergarten - 5th Grade)			
55071	Lesson Materials (Curriculum, Storybooks, DVD)	\$ 875.00	\$ 1,000.00	\$ 1,000.00
55072	Supplies and Miscellaneous (Bibles)	\$ 570.00	\$ 200.00	\$ 500.00
55073	Christmas Supplies Expense	\$ 0.00	\$ 10.00	\$ 50.00
55080	Sunday School (6th Grade - 12th Grade)			
55081	Lesson Materials (Sparkhouse Digital Subscription, Lutheran Study Bibles, Books)		\$ 500.00	\$ 550.00
55082	Supplies and Miscellaneous.	\$ 0.00	\$ 100.00	\$ 100.00
55083	Graduation Gifts / Reception	N/A	\$ 0.00	\$ 100.00
55090	Confirmation Ministry/Retreat (Confirmation Robe Rental, HopeWood Outdoors Camp)	\$ 700.00	\$ 0.00	\$ 1,000.00
55100	Vacation Bible School	\$ 345.00	\$ 500.00	\$ 500.00
55110	Summer Camp Scholarships	\$300.00	\$200.00	\$ 0.00
55130	Partners In Education (Lutheran College Scholarship)	\$500.00	\$1,000.00	\$500.00
55140	First Communion Ministry (Luncheon Supplies)	\$330.00	\$0.00	\$300.00
55160	College Care Package	\$630.00	\$0.00	\$300.00
55170	2024 ELCA Youth Gathering (July 16-20, 2024 New Orleans, LA Adult Chaperones)	N/A	\$0.00	\$6,000.00
55180	Rally Day	N/A	\$0.00	\$150.00
55000 - Total Comprehensive Youth Ministry		\$ 4,685.00	\$ 4,410.00	\$ 11,600.00
56000	Communication Evangelism Ministry			
56010	Materials and Supplies	\$ 50.00	\$ 150.00	\$75.00
56020	The Lutheran Magazine	\$ 210.00	\$ 200.00	\$ 0.00
56030	Ads and Spiritual Messages	\$ 1,600.00	\$ 1,500.00	\$ 1,625.00
56040	Video Spiritual Production	\$ 350.00	\$ 350.00	\$ 350.00
56060	Evangelism Outreach	\$ 2,000.00	\$ 2,100.00	\$ 2,100.00
56065	Website (WIX 3-year cycle) Domain Registration	\$ 50.00	\$ 500.00	\$ 650.00
56000 - Total Communication Evangelism Ministry		\$ 4,260.00	\$ 4,800.00	\$ 4,800.00
58000	Small Group Ministry			
58000	Small Group Ministry	\$ 0.00	\$ 200.00	\$ 0.00
58010	Senior Happy Hour	\$ 100.00	\$ 500.00	\$ 300.00
58020	Books and Video Series	\$ 220.00	\$ 500.00	\$ 300.00
58030	Socials and Promotional Items	\$ 500.00	\$ 500.00	\$ 700.00
58000 - Total Small Group Ministry		\$ 820.00	\$ 1,700.00	\$ 1,300.00

Report to Congregation Council
October 17, 2023
Rev. Steven Mahaffey

He said, "My presence will go with you, and I will give you rest." Exodus 33:14

During the past month I was blessed to take my remaining two weeks of vacation for the year to feed my spirit and visit with family. The first week was spent on the Outer Banks of North Carolina, bicycling and camping near the ocean. The weather couldn't have been better! The second week was spent in Arkansas visiting with my son, Jon and his fiancée, Josie. Although the 13 ½ hour drive on either side of the week was daunting, the time in between was quality time spent with a son I don't often get to see. These two weeks were very much what the doctor ordered and couldn't have come at a better time ...

That said, the two weeks prior have been daunting, which goes without saying. From the Bishop's visit with us on the 19th, to the follow-up meetings, and the angst that we're all carrying with us right now as we struggle together to deal with it all and figure out how to best address everything, I know we're all weighed down and exhausted. I wish I could say that this will go away quickly, but broken and unhealthy systems that have been operating for decades don't just disappear without a lot of work and time. We're attempting to create a new atmosphere, after all.

A ray of light that shone through this past month was the Youth Spaghetti Dinner and Dessert Auction. I bring it up to share that ministry continues to happen, even while much of my energy and attention gets refocused and directed to the other issues. Additionally, during those two weeks prior to vacation I was invited to speak to the first-call pastors and deacons at the Synod Office. Apparently, I'm now one of the "older, seasoned" clergy that has something to offer to those just starting their ministry. In all seriousness, it was an honor and privilege to speak with them. The topic that I addressed with them was on "healthy boundaries and self-differentiation."

Lastly, I received a letter from one of the "named" members from the 26th meeting, in which it makes comments about my character, my words, and my behavior, of which I can speak on my own behalf. The letter begins with telling me to keep the letter confidential. I want it to be clear that confidentiality in instances like these does not apply. Rather, telling me to keep the letter confidential is just another example of this person attempting to control the narrative and how communication gets shared. My words have been twisted by this person to mean something that they clearly didn't. While this isn't the only instance that's happened since that meeting of someone twisting or "hearing" something that I said and interpreting it differently, I also understand that when people are hurting they will attempt to make things personal in order to justify their feelings or reasons for stepping away. To be clear, I fully support both women and men, and I would never call a person "unclean" in a Biblical sense or even in a general sense. In this specific situation, my use of the word "clean" was in a context of innocence, not literal or spiritual. And I do believe in forgiveness. Most of you know this, but apparently it needs repeating.

We're making progress. The difficult conversations are happening. It's not supposed to be easy. It's going to take time. Old habits and ways don't just change overnight. But we will get through this, together. We can do all things through Christ who strengthens us (Philippians 4:13).

In Christ, with Christ, for Christ!

Pastor Steve Mahaffey

Deacon Lindsay Stertzbach, *Director of Youth and Family Ministries*

Congregation Council Report - October 17, 2023

It is hard to believe that we are already more than halfway through the month of October and that fall programming has been underway for the last 6 weeks. In the midst of the chaos, I was able to get away for a much needed vacation. During this time, I was able to spend intentional time reflecting, healing, breathing, and discerning what is on the horizon (more on that at the end of this report).

Youth Gathering Update

We have 20 youth and 5 adults registered for the Gathering with approximately 4 more youth who are discerning attending and one more adult to be registered. Fortunately, the Gathering has adjusted how they handle registrations and are allowing additional registrations between now and the Spring (with a possible price difference). This means that if a youth decides in January that he or she wants to attend, they can, which is great news! If we have a sudden influx of youth choose to attend, it is likely that another adult would need to be added to our group as well.

In my September report, I mentioned that over \$2,000 was raised at the Luther League Spaghetti and Dessert Auction on September 24. This number was incorrect. The group raised over \$3,000 to support those attending the 2024 National Youth Gathering. Again, thank you to everyone who attended and contributed. Your generosity and support are greatly appreciated!

Confirmation Conversations and Affirmation of Baptism

This Sunday, October 22, three youth will be presented with their first bible at both services during the children's message: Adam Linden, Evelyn Pignato, and Mikey Walker.

Over the course of this week and next week, I will be meeting with each of our youth who will be affirming their baptisms on Sunday, October 29. The individuals who will be affirming their baptisms are: Kaiden Capeles, Marin Gerspacher, Luke Gierhart, Avri Hess, Lexi Hess, Ella Supanich, Ben Thompson, Sean Thompson, and Brandon Wierzchowski. During these conversations, we talk through the worksheet they completed before our visit, which asks the following questions:

- What did you enjoy most about Catechism? What did you least enjoy?
- Who was your mentor? What did you enjoy about your mentoring experience?
- How do you feel your faith has changed since beginning your confirmation journey?
- How do you see yourself getting involved as a confirmed member of the church?
- Is there any feedback you would like to share about the confirmatio ministry at St. Matthew?

In addition to these questions, the other side of the worksheet includes a time and talent offering (attached to this report). The purpose of this document, which I have been using for 6 years now, is for youth to see the vast variety of ways they can serve in the church and identify where they might feel called to serve right now. Following the 2-week long period of confirmation conversations, I log these responses into a comprehensive document and share them with the appropriate ministry teams/groups. These conversations and how our youth see themselves

-serving within their community of faith are by far one of the highlights of my ministry each year. It is always fun to see how our youth have grown over the span of a 3 year confirmation program but now that I have been at St. Matthew for approximately 6.5 years, I have been able to watch these children grow in their faith from their early elementary years – a true gift and privilege.

Upcoming Youth Events

On Sunday, **November 5**, our Luther Middles will hold their annual food drive in the church parking lot from 12:00-1:30. On Sunday, **November 12** our Luther League will host their annual Thanksgiving Dinner for the “seniors” of our congregation. (Note: Somehow the dates in my last report shifted, which incorrectly listed the Food Drive as November 12 and the Thanksgiving Dinner as November 19 - my apologies).

College Care Packages

The next round of care packages for our college students will soon be assembled and shipped as a mid-semester pick-me-up. We are in the process of collecting updated addresses for our students and have received two Thrivent grants to assist us: \$250 for supplies and \$250 to help with shipping costs. We have also received over \$400 worth of gift cards from members of the congregation to be distributed among our college students. Thank you for your support of this ministry!

Where do I go from here?

One of the questions that rolled around in my head as I sat on the beach and watched waves roll in and retreat out is “Where do I go from here?” There has been a lot of acknowledgement and conversation about “How did we get here?” but as we turn to doing the hard work of looking at the systemic issues that have affected rostered ministers and members of the congregation over decades’ worth of time, my brain is focused on discerning how much healing needs to take place and maintaining healthy boundaries so that the stress of all of this does not continue to take an extreme toll of my mental, physical, and spiritual health.

The reality is, this “mess” has been affecting my life, in some capacity, for approximately 5 of the last 6.5 years. That’s a long time...and while I have done *a lot* of work to forgive (for myself), bury, and otherwise move on in order to continue serving in my call as deacon in this place, the Systems Team’s report and subsequent meetings that have followed have reopened wounds that had finally become scars. There have been a number of requests in the last few weeks from people who want to meet individually with me to share their “side” of the story, to question me, to apologize, to seek forgiveness, or to rebuild trust. So far, I have declined engaging in such conversations right now because anxieties, tensions, and emotions are too high and raw for *everyone* right now for those conversations to be as healthy and productive as possible.

I want to be *very clear* here – this is NOT me declining conversations or being unwilling to talk altogether. It is me saying that I am not ready or in a place to do that *right now*. One of the greatest tools my personal therapist has given to me is the understanding that I am in charge of my own timeline when it comes to healing work, especially when the healing to be done comes from deep or prolonged trauma. I know some of you are ready to talk and ready to move

forward, and while I hear and respect that (and long for it myself) I am simply not there yet and so I ask that you hear and respect that as well. I am hopeful that with more time and space, and seeing how the next few weeks shake out, that I will have a better idea of when I might be ready for such conversations. As many of you have said, this is not easy for *anyone*. Your rostered ministers are human and are trying to navigate all of this the best we can. (If only there was a manual for such times...)

Thank you for the work you are doing and for the ways you are allowing yourselves to be open and vulnerable for the sake of our mutual ministry together. We can get through this. It may not be easy but God is with us in the midst of the mess...this I know and believe to be most certainly true.

Peace be with you,

Deacon Lindsay Stertzbach

Deacon Lindsay Stertzbach

St. Matthew Evangelical Lutheran Church

Finance Director Report -- September 1 thru Sept. 30, 2023

Congregational Council Meeting Tuesday, October 17, 2023 5:00pm

Finance Director Bruce R. Reed
Treasurer Teri Uttech
Bookkeeper Heather Rohde

	<u>Month of August, 2023</u>	<u>Month of Sept., 2023</u>	<u>Year-to-Date January-Sept., 2023</u>
General Offering Unrestricted	\$ 25,329.84	\$ 25,168.86	\$ 238,794.24
2023 Approved Mission Plan	<u>\$ 33,333.33</u>	<u>\$ 33,333.33</u>	<u>\$ 299,999.97</u>
Budget Variance (Loss)	\$ (8,003.49)	\$ (8,164.47)	\$ (61,205.73)

Financial Update: St. Matthew Evangelical Lutheran Church received the unrestricted offerings as compared to the 2023 approved Mission Plan objective shown for the months of August, September and 2023 year-to-date. Please prayerfully consider increasing your offering to support the church and its mission of Living God's Love. Thank you for your continued generosity.

By setting up recurring donations online, you enable us to maintain financial stability and plan for the future of St. Matthew. St. Matthew has 56 (increase 2) member families that contribute through Vanco. Please increase our participation and consider signing up for Simply Giving at: <https://secure.myvanco.com/L-Z4MP/home>

SPECIAL NOTE: St. Matthew has set-up in Simply Giving Link easy access for donations directly to the Renovation / Refresh Project. Please select from a one-time donation or recurring donation and contribute as you are able.

If you have any questions about your current account or setting up your account, contact our Financial Director Bruce Reed at (412) 848-0219 or email Bruce at brucerreed@comcast.net.

Congregation Council Information and Consideration

- Completed the St. Matthew Evangelical Lutheran Church 2024 DRAFT Budget for review with Congregation Council in the October 17, 2023 meeting. Budget was discussed and reviewed with Finance Committee on Tuesday, October 10, 2023. Discussion of \$150K 2024 deficit and apportionment of financial resources to address.
- Stewardship Discussion -- Bruce to work with Pastor Steve to draft 2024 pledge letter and pledge cards to be returned in the Sunday, November 5, services. Bruce to have Deb identify St. Matthew ELC QR Code in future weekly bulletins and Shout-out.
- Discussion of the St. Matthew ELC 5-minute Stewardship video on the website and presentation during services as our Good News Moment.
- Need to prioritize Stewardship Committee formation and initiate Congregation efforts.