



Pleasant View Lutheran Church  
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**Our Mission:**  
**To live in Christ and to**  
**share God's love.**



**News & Views**

**December 2017**

*O come, O Wisdom from on high,  
embracing all things far and nigh;  
in strength and beauty come and stay;  
teach us your will and guide our way.  
Rejoice! Rejoice! Emmanuel  
shall come to you, O Israel.*



ELW 257

# From the Pastors' Desk



## Advent Hope

*And Mary said,  
“My soul magnifies the Lord, and my spirit rejoices in God my Savior, for he has looked with favor on the lowliness of his servant. Surely, from now on all generations will call me blessed; for the Mighty One has done great things for me, and holy is his name. His mercy is for those who fear him from generation to generation. He has shown strength with his arm; he has scattered the proud in the thoughts of their hearts. He has brought down the powerful from their thrones, and lifted up the lowly; he has filled the hungry with good things, and sent the rich away empty. He has helped his servant Israel, in remembrance of his mercy, according to the promise he made to our ancestors, to Abraham and to his descendants forever.”*  
(Luke 1:46-55, NRSV)

**Within the Church, Advent is a big thing. Each year pastors and church leaders work hard to make sure that this time of the year is known as the “Advent Season” and not the “Christmas Season,” as the Christmas Season is technically the 12 days after Christmas before Epiphany. This seems unexciting and drab to many who see Advent as some boring time of waiting before the fun really begins, and so Advent often goes ignored. But, maybe if we saw Advent a bit clearer we would want to mark these days before Christmas comes.**

**Advent is a time of anticipation. We bet you’ve heard this before, but it’s not just about anticipating the birth of a person—even the Son of God. That is only the beginning! In the scripture quoted here (“The Magnificat” as this song of Mary is called), Mary, who has just arrived for a visit with her cousin Elizabeth, bursts into song**

**about her joy and hope for the future. Yes, she sees herself as blessed to be pregnant with the Holy Child, but she also rejoices for the sake of the world—that in Jesus, God’s Kingdom really will come to earth and bring all that they are so deeply longing for: the powerful to be brought down, the lowly to be lifted, the hungry filled, and the rich empty= justice!**

**The physical person of Jesus is so important, but that doesn’t really come in until Christmas. In Advent, we join in the longing for all that implies. We can also, with Mary, find hope in the promises of God to us that God’s justice is truly coming, and soon! A version of the Magnificat was in a hymn that we sang on Reformation Sunday, *Canticle of the Turning*. The refrain goes as follows:**

*“My heart shall sing of the day you bring. Let the fires of your justice burn. Wipe away all tears, for the dawn draws near, and the world is about to turn.”* (ELW 723)

**Let us live this Advent in the hope that “the world is about to turn” and be ready to welcome the presence of *God with us* as God continues to arrive with us and in our world.**

**May you be filled with Advent hope,**

*Pastor Sarah and Pastor Bob*





## OBSERVATIONS

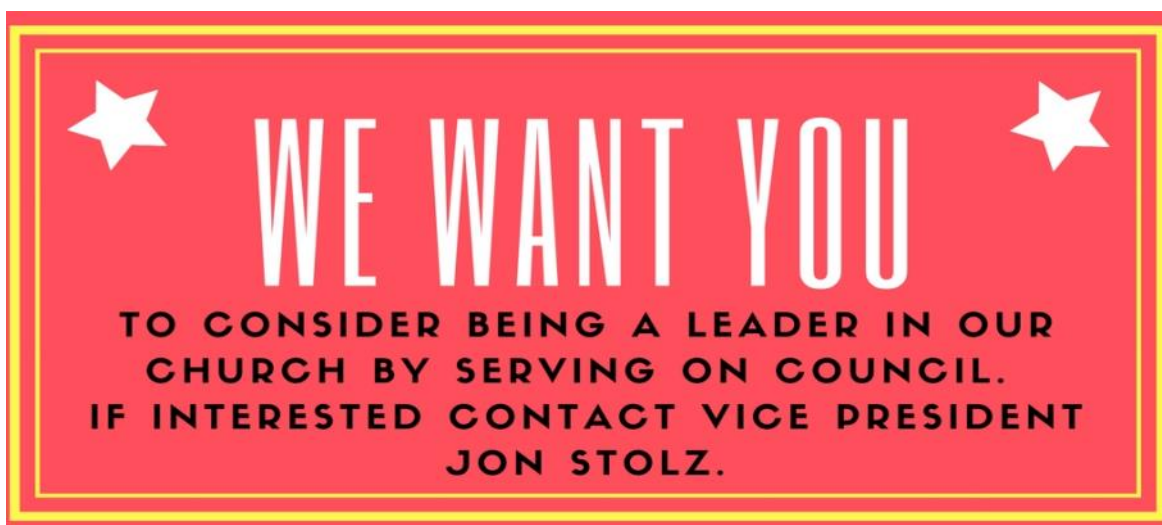
Merry Christmas to each and everyone of you and your family! I am looking forward to seeing you at one of the many events we have planned for December and we hope you can join in the festivities along with the rest of your church family.

Sorry to disappoint, but this month's newsletter article will not have a theme with a well written, thought provoking message that all ties nicely together at the conclusion. Rather it is a list of some simple observations.

1. Pastor Kahlenberg still looks as young today as the day he retired.
2. Our Pastors still look as young as the day they were ordained.
3. It's nice to see Bob Stratford back home.
4. Jane Bird has a nice singing voice! For 19 years I have never sat in front of her till this past Sunday, who knew??
5. Our Church Council is made up of hard working, humble servants who only want what is best for the church—and there is room for you to join!
6. Kim Kernodle knows my life plan better than I do! I thought I would win the lottery and end my term on council this past June so I only pledged through June. Much to my surprise when I received my giving statement, I was \$50 behind instead of way ahead. Kim knew all along I would serve a second term and not move to Palm Springs.
7. The people that help out in the kitchen both before and after meals are the best!!
8. We have much to be thankful and grateful for as a church and a congregation.
9. I am looking forward to our Advent Services and my personal Advent journey.
10. This will be my last theme-less news article as I feel I am cheating our faithful readers who look forward to my article. :)

Once again, I wish everyone a Joyous Christmas Season and remind you to Live Generously!  
See You Sunday,

*Jim*





*“Some stories don’t have a clear beginning, middle, and end. Life is about not knowing, having to change, taking the moment and making the best of it, without knowing what will happen next.*

*Delicious ambiguity.”*

*- Gilda Radner, Comedian*

*“I alone cannot change the world, but I can cast a stone into the waters to create many ripples”*

*- Mother Teresa*

Dear Members of Pleasant View,

As many of you know by now, this past fall I expressed the need to our council and congregation to transition out of my role as the Youth & Family Director at Pleasant View. As of the end of the 2017 year, I will no longer be in this position. This is not something that came up quickly, but something that I have been praying about for quite sometime.

SO...to sound a little bit like a catechism lesson...What does this mean?

Below I have answered a few questions for you.

**“Where are you going?”**

Nowhere. I (we) are not going anywhere. Mikey and I are staying here in Indy, and we are most definitely staying here at Pleasant View. This is our church home, and you are our church family. There are so many things that we still intend to be a part of here at church.

**“What will you be doing?”**

I am going to continue teaching preschool, and attending church on the weekends, just like you! As the springtime arrives we will be traveling out of town quite a bit more to be with family.

**“Who will be in your position?”**

At the moment, we ALL will be. Pastor Bob, Pastor Sarah, council, and the staffing group continue to be extremely supportive and helpful as we figure this out. This is about ALL of us continuing the ministry that is already here.

It has truly been a blessing to be in my position. Now, as I transition out of this title, we get to embark on new adventures together. The relationships that we have built are an invaluable and integral part of our work here at PVLC. It is work that will continue on as we seek out new ways to let our light shine. It is ministry that will continue to grow because it is surrounded by an amazing congregation.

Thank you for all of your unending love and support. It is time to move forward as we continue to lift up one another. Words cannot express how blessed I have been!

Peace,  
Minda Sue Hohl

## Christmas Caroling - December 17th

Calling all smiling faces, eager voices,  
and guitar players!

All are welcome to join us for  
**CHRISTMAS CAROLING**  
Sunday, December 17th  
after the I CAN service

We will enjoy a light brunch together and  
leave from the church as we sing to local  
nursing home residents as well as some  
of our own church members.

Come and join us as we spread some  
Christmas cheer!

Please sign up in the fellowship hall  
beginning December 3rd.

Questions? Contact Minda -  
mhohl@pvclca.org

## MARK YOUR CALENDARS!

Back by popular demand...

**CHILI LUNCH - SUNDAY, JANUARY 21st**

Please join us as the PVLC youth and their  
families host a Chili lunch to benefit those  
who will be attending the 2018 National  
Youth Gathering in Houston, Texas.

We will enjoy many different types of Chili -  
made by YOU, our own PVLC members!

Don't miss out on this delicious opportunity for  
food, fundraising, and fellowship!

Look for more details in January News & Views.

## Outreach

## Dave Henkel



This year we will again be working through Lutheran Child and Family Services of Indianapolis to purchase Christmas gifts for the boys who live at Trinity House— a group home for young men ages 14-21 with a focus on teaching and enhancing independent living skills and fostering resilience . You can find out more about Trinity House at the following link:

[http://www.lutheranfamily.org/Documents/read%20more\\_trinity%20house.pdf](http://www.lutheranfamily.org/Documents/read%20more_trinity%20house.pdf)

Our Gift Tree will be set up in the Narthex beginning Sunday, Dec. 3rd. All gifts need to be returned by Sunday, Dec. 17th so they can be delivered in time. Please wrap your gifts, attach the ornament to it (so we know what's inside!), and place it back under the tree. Monetary donations will also be accepted.

Thank you for your generosity during this Advent season!





## PREPARE TO SHARE!

**WE HAVE ADVENT CALENDARS TO SHARE WITH YOU!**

**WE PREPARE FOR THE GOOD NEWS OF OUR SAVIOR'S BIRTH!**

So...please plan to join us on the 1<sup>st</sup> Sunday of December to celebrate the birth of Jesus with a baby shower. We will be preparing baby care kits to send to Lutheran World Relief. Items can be brought before or the day of the shower. You may have to play games!

The 2<sup>nd</sup> Sunday will be our Children's Worship – Just A Little Christmas. Join us to relieve the story of His birth. Before the end of the year, we will be sending out a few more blankets to see...Where in the World!

Thank you to the teachers, students, and pastors for a wonderful 2017 in our education program. Keep an eye on the calendar for 2018 and plan to join us as we look to enrich, enlighten and engage PVLC.

In His Name, *Margaret*

### INCLUDE THE FOLLOWING IN EACH BABY CARE KIT

- TWO** lightweight cotton t-shirts (no Onesies ®)
- TWO** long- or short-sleeved gowns or sleepers (without feet)
- TWO** receiving blankets, medium-weight cotton or flannel, or crocheted or knitted with lightweight yarn, between 36" and 52" square
- FOUR** cloth diapers, flat fold preferred
- ONE** jacket, sweater or sweatshirt with a hood, or include a baby cap
- TWO** pairs of socks
- ONE** hand towel, dark color recommended
- TWO** or three bath-size bars of gentle soap equaling 8 to 9 oz., any brand, in original wrapping; no mini or hotel size bars
- TWO** diaper pins or large safety pins



December	12/3/2017	10am	Intergenerational – Advent- Baby shower
	12/10/2017	10am	Traditional Sunday School for Adult class– Preparation for Children's Worship
	12/17/2017		No Sunday School - I CAN Sunday
	12/24/2017		No Sunday School- Christmas Eve
	12/31/2017		No Sunday School - New Year's Eve
January	1/7/2018	10am	Intergenerational – Hungry?
	1/14/2018	10am	Traditional Sunday School Children, Confirmation, High School & Adult Classes
	1/21/2018		No Sunday School - I CAN Sunday
	1/28/2018	10am	Traditional Sunday School Children, Confirmation, High School & Adult Classes





## December 2017 Worship Schedule

Saturday, Dec. 2	10:00 AM	Set up for Hanging of the Greens (decorations from storage, assemble trees)
	5:00 PM	Hanging of the Greens Service in Sanctuary *Followed by dinner, and White Elephant gift exchange
Sunday, Dec. 3	10:00 AM	Intergenerational Sunday School "Baby Shower" in Conference Room
	11:00 AM	1st Sunday in Advent - ADVENT CONCERT Service in Sanctuary Along with Latvian Lutheran Church
	3:00 PM	Second Sunday Service at MorningSide of College Park - Chapel, lower level
Wednesday, Dec. 6	7:00 PM	Mid-Week Advent Service
Sunday, Dec. 10	11:00 AM	2 <sup>nd</sup> Sunday in Advent - ALIVE Service in Fellowship Hall Christmas Program
Wednesday, Dec. 13	7:00 PM	Mid-Week Advent Service
Sunday, Dec. 17	10:00 AM	3 <sup>rd</sup> Sunday in Advent - I CAN Service in Fellowship Hall *Bring canned goods/toiletries to donate
	11:00 AM	Christmas Caroling by caravan to various locations
Wednesday, Dec. 20	7:00 PM	Mid-Week Advent Service
Sunday, Dec. 24	9:00 AM	4 <sup>th</sup> Sunday in Advent - GRACE Service in Sanctuary
	7:30 PM	Candlelight CHRISTMAS EVE Service in Sanctuary
Sunday, Dec. 31	9:00 AM	GRACE Service ONLY in Sanctuary

*Come to center yourself in Christ as our world  
is filled with the hustle of the holidays.*

ADVENT  
EVENING PRAYER  
WEDNESDAYS, 7PM  
SANCTUARY  
12/6, 12/13 & 12/20

*Pleasant View Lutheran Church  
Indianapolis*

## Hanging of the Greens

10am Decorate the church

5pm Service in the Sanctuary

followed by

**Dinner**- bring a casserole to share as you are able

**White Elephant Gift Exchange**- bring a (inexpensive) gift to trade



Pleasant View Lutheran Church & The Latvian Lutheran Church of Indianapolis invite you to our annual Advent Concert on Sunday, December 3, 2017 at 11:00am

This Year's concert will feature the

### BRUSUBARDIS FAMILY

Indra- soprano

Ernests III- piano

Ernests IV- violin

Kristians- violin

Viktors- cello

Sonora- violin, viola

Daniella- violin

Arianna- violin

Following the concert will be the annual Latvian Christmas Bazaar and Bake Sale in the Fellowship Hall. This will include raffles for adults and children, a Scandanavian smorgasbord luncheon, bake sale with traditional Latvian baked goods and some craft tables with items to buy. The price for the meal is \$10 per person and \$20 per family.



# Invitation to Purchase Poinsettia Plants



This year we invite members and friends of Pleasant View Lutheran Church to purchase and share a Christmas poinsettia plant for the Worship Services on December 17 and 24th. The price of the 2 quart plants are \$6.50 each.

Please make checks payable to "Pleasant View Lutheran Church" for the number of plants you wish and mark the check as "Poinsettias". You may mail a check with this order form to the church or place your form along with check/cash in the offering plate on Sunday marking the envelope for poinsettias.

Donor name and your designated family member/friend being honored or remembered will be included in the Sunday morning and Christmas Eve bulletins. Plants should be taken home following the Christmas Eve worship services.

Order and payment deadline is: *Monday, December 11, 2017*

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I (We) would like to purchase \_\_\_\_\_ Poinsettia(s).

Name(s): \_\_\_\_\_



Please indicate if this is *In Honor Of* or *In Memory Of* a person(s) by describing below:

\_\_\_\_\_

November Giving	
11/5	\$1,913.00
11/12	\$6,675.27
11/19	\$8,045.50
11/26	\$1,560.00

Nov. Worship Attendance		
11/5	23	30
11/12	19	30
11/19	40	
11/26	18	

**Mortgage Balance:**  
**\$24,465.63**

In our combined effort  
in honor of the 500th  
Anniversary of the Reformation  
PVLC & The Latvian Lutheran  
Congregation raised enough  
money to purchase  
70 Bibles  
through ELCA Good Gifts!  
Thank you!!!

DECEMBER BIRTHDAYS 

12/7 HOWARD KAHLENBECK  
12/15 LISA KRINN  
12/18 SARAH TERRIL  
12/19 RYAN WORREL  
12/23 MARGARET STRATFORD  
12/29 JAYNE THINNES

**HOLIDAY CONCERT**

Resolution Men's A Capella Choir  
will be having a holiday concert  
on Sunday, December 17th  
at 3pm  
in the Pleasant View Sanctuary.  
All are welcome to this free event!

# Congregational Meeting Minutes

## Congregational Meeting 11/19/2017

Quorum established? Yes (36)

Opening Prayer— Pr. Bob

I: Welcome and Purpose— Council President: Jim E.

Purpose of meeting is to determine and vote on a short-term solution to resolve low balance in the operating fund.

Majority of the operating fund is funded by members pledged giving, rent, and other donations

II: Supporting Data - Tom M. & Jim E.

Background and operating fund trend

Financial trend from April 1, 2017- October 31<sup>st</sup>, 2017

Compared monthly expenditures/monthly income

Long-Term Financial Considerations:

Already under consideration as finance works on the 2018 budget

Mortgage balance as of Oct. 31, 2017 is 27,597.67

Mortgage scheduled to be paid of by Sept. 2018

III: Short-term Financial Solution Proposals

Pull a portion from an Endowment Fund

Option 1- Certificates of deposits (CDs)

Pull from CD that was renewed in October 2017

Balance of CD as of Oct. 31, 2017= \$23,315.12

Minimum penalty fee as CD was just renewed

Funds could take up to 2 weeks to obtain

Interest earned on all CD's is what is pulled and given to a voted upon charity.

Withdrawing funds from this one CD would mean missing a year of interest income being given to a voted upon cause.

Option 2- Raymond James Investment Account

Current Balance as of Oct. 31, 2017= \$21,963.50

No penalty for withdrawing these investments

Quicker access to funds- approx. 2 business days

Can withdraw full amount of current balance or partial

Withdrawal from investment account would not impact the interest earned on CD's that is given to a voted upon cause.

Tom M expressed preference on behalf of endowment is to take all or part of the fund from Raymond James Investment account;

Question: How much to withdraw? Entire balance of Raymond James Account or partial?

Proposed option/stipulation to pay back into the Raymond James Investment through any surplus at the end of the 2018 year and beyond.

IV: Discussion/Questions

Data provided was for 6 months, what has the past several years been? What are the differences per year?

Income has been more in years past.

Income this year went flat and less after summer month.

Increased expense the past 2 years, for HVAC system maintenance until replaced (Now replaced and should see decrease in expenditure)

Do the other congregations, ACH and other groups contribute/pay PVLC to cover overhead expenses?

Pr. Bob/Sarah: Yes they have contracts. Since we are a non-profit, we cannot charge more than what is necessary as we cannot make a profit.

New contracts with ACH and Latvian Lutheran Congregation will be up for renewal in the coming year.

Comment (Dawn G): Latvians have contributed to the HVAC funds; stain glass protectant and other projects around the PVLC facility.

What is the penalty cost associated with withdrawing from Raymond James Investment fund?

No penalty

Do we pay ELCA or can they contribute?

Pastors: ELCA and Synod do not contribute to individual congregations in instances such as this. PVLC (and other congregations) give mission support to the Synod and a portion of that giving is passed on to the ELCA Church-wide.



# Congregational Meeting Minutes

Can we withdraw a portion of the Raymond James Investment account now and then withdraw more at a later time? What is the flexibility with the account?

Yes – For example, we could take out \$15,000 and then see how we fare in February 2018. If necessary, remove more. If we don't need it, then interest is earned on the remaining account.

Is it an option to not give interest income from the CD's to a voted upon cause/charity but instead use the interest income to replenish the Raymond James Investment account?

At first glance of the Endowment bylaw B61.04, that is open for discussion and requires congregational vote.

Further research would be needed to ensure we follow the Bylaws

What is the interest earned annually from CD's?  
Approx. \$400 per CD per period

What is the purpose of the Raymond James Investment account?

Better interest rate: 4.9% interest rate vs. CD: 1.34%  
Diversify investments

December giving, how has that been the past couple of years?

Exact figures unavailable at the time but trends show that December is normally better in terms of weekly giving/offering

If we withdraw a portion or all of the Raymond James Investment, and we would need more, then would we need another meeting in order to withdraw more from other funds within endowment?

Yes

If motion is made, will it need to clearly define the amount, and account from which to withdraw from?

The Amount to be withdrawn should be clearly stated in the motion  
Discussion as to stipulating within motion what account endowment should withdraw from.

(Congregation decision or decision entrusted to Endowment committee)

Tom M further provided monthly operating fund trend to explain the average expenses to be covered of approx. \$19,000

Would \$21,000 be enough for the year to cover expenses? what about after the year? Is \$19,000/month feasible?

All things above in consideration, yes. Reminder that the majority of the operating fund comes from pledged giving. Additionally, mortgage will be paid off in Sept. 2018 and necessary adjustments are being given consideration to the 2018 budget.

What is the total pledge giving compared to budgets year to date?

2017: \$130,694; \$11,641/monthly; If we are running approx. \$19,000/monthly expenses, that is approx. \$8,000 short per month

Re-investment the Raymond James Investment funds into stock market, is that an option?

Answer: This option is good for long term however funds are necessary now.

V: Congregational Vote –

Motion: Robert K.: Transfer entire balance from the Raymond James Investment Fund. When there is surplus in 2018, pay back the Endowment fund to the appropriate account.

Second: Rick B.

Discussion:

Question: If amount is drawn and more is needed, will there need to be another congregational vote?

Yes

Comment (Jan S.): Congregation determines the amount to withdrawal. Endowment Committee is entrusted with the responsibility to determine which account the funds come from.

Second Motion: Robert K.: Endowment withdraw specified amount of \$21,000 to support operating fund through remainder 2017. Endowment

committee is entrusted with responsibility to decide which account the funds will be withdrawn from. If there is a surplus in the operating fund by year end 2018 then the amount of surplus is to be used to pay back Endowment fund to the appropriate account through the Endowment committee.

Second: Rick B.

Vote: All in Favor:

Number of Yays: Unanimous (36)

Number of Nays: 0

On behalf of Endowment, Tom M. and Pr. Bob expressed gratitude for vote and that the \$21,000 would tentatively be withdrawn from Raymond James Investment Account pending discussion with Endowment Committee Members.

Closing prayer: Pr. Bob

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## PVLC Council Meeting

### 11/20/2017

Present: Amber S.; Pr. Bob N; Jane B.; Jim E.; Jon S.; Karen M.; Kim K.; Pr. Sarah N.; Tom M.

I: Devotions – Jim E. – Council Members share some thing they are thankful for

II: Good News and Gratitude

Overabundance of donations for I-CAN

Family and Friends

Celebration of Thanksgiving with family

Vacations

Our church family

Congregational Meeting and Vote

11/19 Pledged giving/offering

Pastors Friday visit with ELCA church wide representative interested in our ministry

III: General Questions/Discussion

Christmas cards from PVLC

Yes, we will send out cards again this year

Potential volunteer to help- Thomas H.

Church Council 2018 Structure

Replacements needed for Jim E; Dawn G; Mike H

Discussion of restructuring council via constitution

## COMMITTEE REPORTS

IV: Pastors' Report – Pr. Bob N. / Pr. Sarah N.

Tuesday Nov 21st – 25th Pastors on vacation

Wed-Saturday: Jim E. to check building/lock up as Charlie will be gone too

Saturday Dec 2<sup>nd</sup>: Hanging of the Greens

Sunday Dec 3<sup>rd</sup>: Joint Advent Concert with LLC PVLC to support/contribute half of cost for musicians (\$450)

Motion: All in favor for contributing half the cost of the music

Yay's: unanimous

Nay's: zero

Wednesday Dec 6<sup>th</sup>: Start of 3 Mid-Week Advent Services  
Blanketing making and prayer

Sunday Dec 17<sup>th</sup>:

Christmas Caroling after I-Can service @ 10am

Resolution Choir evening concert – tentative

Monday Dec 25<sup>th</sup> – Jan 2<sup>nd</sup>: Pastors on vacation

Sunday Dec 31<sup>st</sup>: Pr Lazdins of LLC to lead PVLC Worship @ 9am

Bible collection: Has it been deposited?

Jane/Jon: No but will be done 11/20

How many bibles were able to be bought through contributions?

Margaret: 70 bibles

How do we remove members who express they do not wish to receive any communications from PVLC?

Remove the member from the label (mailing) list and email lists

Determine if they would like to remain as a member of PVLC following the constitution in January annual review

V: Finance – Tom M.

Balance: ~\$38,400

Payments to HVAC

First payment: \$5600 (complete)

Second Payment: \$10400 (complete)

Last Payment: \$14000

Withdrawal from Raymond James: \$21,000

Discussed recommendation of using CD interest income to replenish Raymond James Account

## VI: Finance – Kim K.

Monday Dec 11<sup>th</sup>: Finance meeting @ 7pm  
Vote at December Council Meeting on 2018 budget  
Adult and children giving envelopes have arrived  
Pledge card – Jane- total 19 from Stewardship Sunday

agement role ending at the fiscal year  
(December 2017)  
Celebrate Minda January 21<sup>st</sup>, 2018

Newsletter: Tuesday November 27<sup>th</sup> @ midnight  
– to Pr. Sarah N

## VII: Education – Margaret S.

Houston National Youth Gathering: Minda was able to register the entire group for the youth gathering – paid from youth fund  
Margaret to fill out form for Tom M.- \$300 to reimburse youth fund  
\$150 deposit per leader- Pr. Bob & Karen M.  
Sunday Dec 3<sup>rd</sup>: Intergenerational: Baby Shower – package baby items and blankets  
Sunday Dec 10<sup>th</sup>: Christmas Program

Motion to adjourn: Jon S.  
Second: Jim E.  
Closed with the Lord's Prayer

Next Meeting: Monday December 18<sup>th</sup>, 2017 @ 6:30pm.

## VIII: Hospitality – Jim E.

Saturday Dec 2<sup>nd</sup>: Hanging of Greens:  
Dinner: Members pitch-in casserole.  
Hospitality provide the salads and drinks  
Gift exchange activity and cookie exchange  
Sunday Dec 17<sup>th</sup>: Christmas caroling: provide brunch after I-Can in the Fellowship Hall

## IX: Communication – Karen M.

Promoting/Marketing Christmas Season  
Cindy B. offered to help with more banners

## X: Staffing – Jon S

Staff Reviews: Surveys to be done January 2018  
This will become an annual process.  
Pastoral Care Group  
Retirement contribution correction: Pastor's retirement account reimbursement  
Pastor Leave: 6 weeks for both Pastor's  
Due April 15<sup>th</sup>, 2018 – June 3<sup>rd</sup> (if on schedule)  
built in flexibility  
Pr. Lazdins agreed to help non-Sunday commitments (emergencies/visitation)  
Supply Pastor needed for the Sundays  
Office volunteers through this time for weekly duties  
Provide this information at Annual meeting  
Office Admin position/need will be re-evaluated after Pastors return from maternity/paternity leave  
Youth Director decision: Minda Hohl leave youth man-