



## Congregational Meeting

Cornerstone Lutheran Church, Fishers Site  
Monday, May 19, 2025—7:00 p.m.

1. Welcome and Purpose of Meeting – Todd Hornsby
2. Opening Devotion—Vicar Logan
3. Recognition and Acceptance of New Voting Disciples – Todd Hornsby
4. Approval of Prior Minutes – Todd Hornsby
5. Ministry Update – Pastor Scott Giger
6. Treasurer's Report – Seth Cissna
  - a) Fiscal Year 2024 - 2025 Financial Report
  - b) Fiscal Year July 1, 2025 – June 30, 2026 Budget Approval
  - c) Cash requirement bylaw – tabled from previous meeting
7. Trinity Lutheran / Call Committee update —Pastor Giger / Ron Thieme
  - a. Recommendation to call Pastor William (Bill) Wrede
8. Staffing updates -- Pastor Giger
  - a. Recommendation to call as DCEs:
    - i. Elaina Guse
    - ii. Tricia Statler
    - iii. Amy Bultemeier
9. Forward Together Campaign Update—Pastor Giger
  - a. Recommendation to procede
10. CLC Foundation Update – Cindy Stellhorn
11. Pastor's Closing Remarks – Pastor Giger
12. Closing Prayer

The next Congregational Meeting will take place on Monday, November 24, 2025, 7:00 p.m.—Carmel Site

CORNERSTONE LUTHERAN CHURCH  
4850 East Main Street, Carmel  
13450 East 116<sup>th</sup> Street, Fishers  
2837 East New York Street, Indianapolis  
6100 North Raceway Road, Indianapolis

## Understanding the Roles of the Senior Pastor and the Governing Board

### *Cornerstone Lutheran Church*

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As we prepare for our next congregational meeting, I want to provide a clear explanation of how leadership and accountability are structured at Cornerstone Lutheran Church. This clarity helps us all understand how we work together to pursue our mission faithfully and effectively.

### Governance Style

Cornerstone Lutheran Church operates under a governance-style board, as defined in our constitution and in place for the past five years. This means the Governing Board focuses on setting direction, establishing boundaries, and holding leadership accountable—without being involved in the day-to-day management of church operations.

### Congregation

The congregation has the authority to direct the policies, practices, and purposes of the congregation. The congregation empowers the Governing Board to conduct the business of Cornerstone Lutheran Church in accordance with this Constitution and other regulations adopted from time to time.

This means that while the Governing Board provides oversight and the Senior Pastor leads the ministry, both do so on behalf of—and with authority granted by—the congregation. Your voice, participation, and support are essential to the life and direction of this church.

### Senior Pastor

The Senior Pastor is the spiritual and organizational leader of our church. He is responsible for preaching, teaching, pastoral care, visioning, and leading the church staff. He ensures that the organizational structure is effective and aligned with our mission. He is accountable to the Governing Board—and ultimately to the congregation—for the church's overall performance and direction.

### Governing Board

The Governing Board provides strategic and spiritual oversight on behalf of the congregation. We are responsible for ensuring that Cornerstone remains mission-focused, operates within its biblical and ethical boundaries, and stays accountable in all areas of leadership and stewardship.

Our focus includes:

1. Advisory – Offering strategic leadership to guide the long-term mission of the church.
2. Approval – Making key decisions as outlined in the Bylaws that are not delegated to the Senior Pastor.
3. Oversight – Monitoring the church's overall health and the Senior Pastor's performance.
4. Communication – Ensuring that the affairs of the church are carried out in a transparent manner and that the congregation receives regular updates about financial status, key updates, and strategic initiatives.

In short: the Governing Board ensures the church is being led well, aligned with its mission, and accountable to the congregation.

Cornerstone Lutheran Church  
Congregational Meeting  
November 25, 2024

Welcome and Purpose of the Meeting - John Happersberger

Opening Devotion - Pastor Kevin Thomson

Recognition and Acceptance of New Voting Disciples - John Happersberger

- a. The assembly welcomed 15 new voting members (0 online and 15 in person)
- b. Motion to accept the newest voting members, motion seconded
- c. No discussion, motion is unanimously accepted
- d. There are approximately 165 attendees (60 online and 105 in person). We have reached quorum.

Approval of Prior Minutes - John Happersberger

- a. Motion to approve prior minutes from the May '24 Congregational Meeting, motion seconded
- b. No further discussion or corrections, motion is unanimously accepted

Ministry Update - Pastor Scott Giger

- a. Celebration Sunday recap
  - i. 85 new disciples this year
  - ii. 73 baptisms this year - 8 of these were adults
- b. CLC Theme for 2025 is Endurance - Romans 15:5-6
  - i. Endurance - the God who *lasts*
  - ii. The things the you value, you pour into and they endure - they last / sustain
  - iii. National Youth Gathering them is "endure" so we're playing off this
- c. Areas of emphasis for 2025
  - i. Empower Disciples to Make Disciples (2)
  - ii. Pursue New Sites (4)
  - iii. Streamline and Simplify Processes and Ministries (6)
- d. The Being Challenge - kickoff in January
  - i. Same author as the Red Letter challenge but on spiritual disciplines and habits
  - ii. 40 day challenge - we want everyone in! We want as many as possible to be part of a small group for this challenge.
  - iii. Books will be handed out on Christmas Eve to encourage as many as we can. It will start January 19th.
- e. National Youth Gathering - we have 100 going
  - i. People as adult chaperones, youth going, volunteers and coordinators as well
  - ii. Lord of Life youth will be joining us as well
  - iii. ~20,000 youth in New Orleans this July

Trinity Lutheran Church and School Partnership Opportunity - Pastor Scott Giger

- a. Opportunity to be a resource at this time for Trinity - on the East side of Indianapolis
- b. 2 of their most recent 3 pastors have left after difficult circumstances and they have approached us for help
- c. This plan is still being decided based on what type of help they may need. Right now, it looks most like providing help finding a new pastor, giving advice or guidance, staff meetings, etc. This is *not* about a new site. This is about us providing assistance in an area that has a strong need for Lutheran presence and to help encourage them as they move forward.
- d. How many current members?
  - i. Less than 100 people worship there weekly, not sure on membership. The school is keeping the church going at this point.
- e. How many grades are in the school?
  - i. K - 8th grade
- f. They came to us - this is what we want. We want to be an encouragement and blessing to others and be a resource as much as we can.

Status on the Call Committee for the Indy Site Pastor - Pastor Scott Giger

- a. Call committee led to bringing a couple of people on site that did not result in a suggestion to extend a call
- b. Pastor Jason is serving as interim for the time being
- c. Vicar Logan is focusing in Indy primarily and this is an area of interest and passion for him. He still has another year of seminary to return to, but right now is helping with Indy site responsibilities.
- d. Q: What is the average attendance?
  - i. A: Average attendance is about 35 on Sunday, but this is the lightest day of the week - a lot is going on during the week: the gym and play area, Outreach Indiana partnership, Tuesday night dinners, Breakfast with Santa coming up as a touchpoint for families
- e. Q: When we first called Pastor Jason we had a position outlined that was very different - more a social worker type of role. We don't have a permanent face to the place right now. Do we have a plan for someone like that who is there to answer the door, be the face, etc.?
  - i. A: Right now, Pastor Jason is doing that and he is ok with that. Logan has helped with this.

Proposed Changes & Modifications the CLC Bylaws - John Happersberger

- a. First reading of the change to the Constitution
  - i. Supplement to the Diploma of Vocation explanation by Pastor Giger
  - ii. Q: Is this the same for every Pastor? Is it posted anywhere?
    - 1. A: Yes, and not posted. It's for each Pastor to review.
  - iii. This is the first reading - the vote to change will be at the May meeting
- b. Treasurer and At-Large Positions

- i. Motion to make the necessary changes to the Cornerstone Lutheran Church Bylaws regarding the removal of the Governing Board Treasurer position and the addition of a 7th at-large position to the Governing Board.
- ii. Seconded
- iii. Discussion
  - 1. Q: Can we explain why we're making the change?
    - a. A: We have grown to the point that we are not needing a designated Treasurer on the Board. Much of what this role would be doing, is handled by those we have on staff at CLC - Financial Manager and COO are both on staff and have degrees in accounting. Our Treasurer has just reported on what these two (Holly and Craig) have done. It seemed that we could still get this information and reporting directly from these staff members without a designated role for this on the board.
  - 2. Q: We operate under a policy governance model - so all operational details are delegated to the staff which makes financial management a staff obligation and not a board obligation. So this just acknowledges this model we've been under for 5 years, correct?
    - a. A: Yes
  - 3. Q: Long ago, we established a proposal that created a sort of Chief of Staff position to take the burden off the Pastor so the Pastor could focus on pastoring, and the Chief of Staff (now COO) could focus on day to day administration. Why shouldn't the COO be a member of the Governing Board? Rather than have the Pastor explain it or have the COO explain to the Pastor, couldn't the COO be a member of the Governing Board?
    - a. A: That aligns with this plan. Holly or Craig will present at the Governing Board meetings. That falls under the Senior Pastor's authority on this being part of their job description.
  - 4. Q: What our staff does is very important and we have trust in what they do. In a prior job, there was a Treasurer on the board and he gave oversight, asked questions, met with the team and staff, and the financial committee would carry that back to the Board of Directors. This gives an additional voice to someone who understands everything that is going on. Having a Treasurer gives this oversight - auditors just make sure you're doing what you should, we need someone who understands and can provide confidence that someone has reviewed and provided this oversight.
  - 5. Q: There is important governance and oversight from the Board Treasurer. The current description does not fully explain that. It's important to have someone not in the chain of command have eyes on the finances and having an individual tasked with that. Recommendation is to add to and enhance the role description and keep this in place.
    - a. A: There are large congregations (our size and in our denomination) that Pastor Scott has reached out to and they have

eliminated the Treasurer position and that the COO reports directly to the Governing Board and Congregational Meetings. Nothing in the reporting is changing, it's just coming from the financial team directly, not the Treasurer.

6. Q: We won't always have the same people in charge. So yes, we trust the people today but they won't always be those in charge. Having this role on the Governing Board is sort of checks and balances to bring this to the group.
7. Q: Going forward we need to really think about having a finance committee or really elevating the group that has the oversight and accountability. This role could really be a partner with Pastor Scott.
8. Voice vote is not unanimous. Moving to a hand vote.
9. By hand: those opposed are in the majority. The motion has failed.

c. Nominations - bylaw 6

- i. Motion to strike the wording "a nominee cannot be ... immediate or extended family member of a current staff member" and to add a new sentence regarding sites.
- ii. Seconded
- iii. Discussion
  1. Q: Why?
    - a. A: We felt we had an opportunity for additional qualified candidates to be elected to the Governing Board. This is the first time we've been in compliance with this since it was created. Let's not eliminate someone for being a relative of staff.
  2. Q: What do we have for disclosure? Is there a process for this?
    - a. A: There is no policy for this disclosure today but this could be something the Governing Board could require.
  3. Q: Can you explain the site delineation?
    - a. There's not a specific requirement for site quotas on the Board.
  4. Vote - motion unanimously accepted

d. Mission Statement

- i. Motion to update the mission principles.
- ii. Seconded
- iii. Discussion
  1. This is updating our mission principles to match our current mission statement for clarity.
- iv. Vote is unanimously accepted.

e. Asset and Cash Margins

- i. Motion to update boundary principle 3.4 - to reduce the safety reserve of 90 days to 30 days.
- ii. Seconded
- iii. Discussion
  1. Q: This is concerning to take this so far down, reducing by 60 days is a large decline.

- a. A: Part of this is that we've never been in compliance with this. We'd be required to tie up a large amount of money to do nothing with, in preparation of this potential.
- 2. Q: If it's out of compliance what in practice is it?
  - a. A: We're not close for 90 days. One of the reasons is because we have been spending money at the end of the fiscal year on facility issues, and force us into compliance through the year end, but we've been using it on expenses. We're not even in compliance for 30 days. We're close to having facility issues taken care of but this is primarily why we don't have these funds. This isn't a cash flow issue, it's how it's shown on the balance sheet because restricted funds are set aside.
- 3. Q: Why would we change to another metric we aren't meeting? Can we change to a metric we can meet?
- 4. Q: If the constitution's purpose is 90 days then why aren't we operating within this? Also, we have a capital campaign going on to help with these facility issues, so once we have those funds will this correct the issue at completion of the campaign? Can we have some clarity?
  - a. A: Yes, the campaign is set up for this but the timing is the issue here. We've used excess funds at the end of the last two years to pay this off, not when the campaign funds are coming in. The campaign will spend on future items, and we had some immediate needs that needed attention and we've spent excess funds on this. The capital campaign funds are for an additional list of items.
- 5. Q: Motion: move to table this discussion
  - a. Seconded
  - b. Majority vote is to table the motion

#### Election of New Governing Board Members - John Happersberger

- a. Thank you to those who have served their terms! Bruce Madinger as Treasurer, Patrick Hay and Craig Johnston as at large members, and John Happersberger as President
- b. Thank you to the nominations committee - Kevin Wagner, Judy Delp, Jeremy Long, and Wes Smith
- c. Introductions of the candidate slate
- d. Seth Cissna is running unopposed as treasurer based on our earlier vote to retain this position
  - i. Voice vote: Unanimously approved.
- e. Paper ballot - Vote for Chairman Elect & 2-At Large Members

#### Treasurer's Report and Financial Review - Bruce Madinger

- a. Budget Report
  - i. General Fund Contributions are behind budget, but Nov/Dec are heavy giving months.

- ii. Interest Income is ahead of budget and campaign funds coming in are helping this as well
- iii. Preschool enrollment is ~125 at Carmel and 45 at Eagle Creek. Timing of the money coming in is what you see reflected here.
- iv. Personnel is behind budget because we have some open positions.
- v. Properties - spending a lot in this area for heating / cooling systems.
- b. Balance Sheet Review
  - i. We have ~\$4.7 million in our accounts but designated for purposes. If we came into a position where we couldn't meet payroll we could take immediate action to move these into unrestricted areas for payroll
  - ii. Loan 3033 has now dropped below \$3 million.
- c. Review of 10 year financial reports
  - i. Debt is back to levels we were at prior to the Fishers site.
  - ii. Net Income remains positive - last year's net income was used for HVAC
  - iii. Debt / Income ratio is at a 10 year low.
- d. Q: Balance sheet we have 4.7 million in designated funds, about 2.5 is the current capital campaign. Where does this come from?
  - i. A: Largest funds are Outreach & Missions, Foundation, Forward Together (\$2.4 million), Preschool

#### Results of the Financial Examination by Pile CPA - Bruce Madinger

- a. Pile CPA did a financial review to see if we're in compliance through operations. They provided a positive report of operations.
- b. Financial Review was done June 30, 2024. This is the second year they've done this review and we will continue with them next year.

#### Forward Together Capital Campaign update - Brad Reay and Pastor Scott Giger

- a. Currently at the end of year 2 (of 5 year campaign)
- b. Over 300 visits completed, 258 pledge commitments
- c. Total Pledges are at \$7.4 million and we've already received \$2.9 million
- d. We're still encouraging additional visits and small group sessions
- e. What's happening next?
  - i. At our current pledge amount, how do we move forward?
  - ii. \$1.3M Deb Reduction - \$450,000 already distributed with sale of Westfield property and campaign funds. Now below \$3 million.
  - iii. \$2.2M Renovations - some of these have started, some still pending. These are projects bigger than what can be funded out of our general fund. Carmel worship center and gathering space and Eagle Creek worship area and gathering space.
    - 1. We're working with students from Ball State on these areas.
    - 2. Review of some proposed ideas (not what is actually being built)
  - iv. \$4M Child Development Center
    - 1. Original plan was raise \$6M and borrow \$4M, what if we give \$4M instead of \$6M.

2. Market Demand Study was redone - we could support a center that accommodates 399 full time students (based on need in the area). This is much larger than what we planned. We are looking at 175 full time students. Next step is gather information on what we can do with this level of funding.
- v. Q: 53% of visits have been completed and we've raised about half the goal. Do we expect to get the rest realistically?
  1. A: Hopefully, but the plan we just presented uses just the money we have pledged so far.
- vi. Q: What realistically do we expect to raise by contacting the remaining 47%?
  1. A: We are operating on the assumption we will not raise more money. We hope we can do more. We want others to have visits. We've also put together a short video that replicates what a visit would be like and hope to send this out with pledge cards. If you know anyone who wants to be visited, that is the best way. We don't know what to expect from these so we're working on the assumption we have \$7.4 to work with.

CLC Foundation Update - Cindy Stellhorn

- a. Faith Formation Golf Outing Support
- b. Updated sound system in the Carmel gym
- c. Working to extend the Legacy Seminar for younger families / couples
- d. Recently helped with Carmel Video Studio
- e. Request for Congregational Approval of new CLC Foundation member, Roger Ellis
  - i. Motion to accept this request
  - ii. Seconded
  - iii. No further discussion
  - iv. Vote is unanimously accepted

Governing Board Election Results - John Happersberger

- a. The new Chairman Elect position will be filled by Drew Shull
- b. The 2 At Large position will be filled by Matt Lewis & Michelle Knochel
- c. Thank you to all candidates! Congrats to those elected!

Motion to Adjourn, seconded

Discussion: Pastor's Closing Remarks & Closing Prayer - Pastor Scott Giger

Adjourn



## Cornerstone Lutheran Church

### Balance Sheet

As of April 30, 2025

#### Assets:

##### *Cash & Investments:*

Unrestricted and Designated Cash	\$	(219,926)
Designated & Restricted Funds	\$	5,934,703
<b>Total Cash &amp; Investments</b>	<b>\$</b>	<b>5,714,777</b>
Notes Receivable	\$	17,530
Property & Equipment	\$	21,118,329
<b>Total Assets</b>	<b>\$</b>	<b>26,850,636</b>

#### Restricted Funds, Liabilities & Equity:

##### *Restricted Funds & Liabilities:*

<b>Loan 3033</b>	<b>\$</b>	<b>2,700,980</b>
Other Liabilities	\$	139,385
Dedicated Funds Payable	\$	5,928,458
Total Restricted Funds & Liabilities	\$	8,768,823
Retained Surplus	\$	18,081,813

##### **Total Liabilities and Equity**

\$ 26,850,636



**CORNERSTONE LUTHERAN CHURCH**  
**GENERAL OPERATING BUDGET REPORT**  
July 2024 thru April 2025

	YTD Actual	YTD Budget	% of YTD Budget	Actual - Budget
<b>Income</b>				
General Fund Contributions	3,861,212	3,800,000	101.6%	61,212
Interest Income	109,789	60,000	183.0%	49,789
Other Income	229,717	147,000	156.3%	82,717
Preschool Receipts	570,948	526,250	108.5%	44,698
<b>Total Income</b>	<b>4,771,666</b>	<b>4,533,250</b>	<b>105.3%</b>	<b>238,416</b>
<b>Expenses</b>				
Personnel - Church	2,025,112	2,184,458	92.7%	(159,346)
Personnel - Preschool	411,549	462,580	89.0%	(51,031)
Properties and Technology	792,943	679,700	116.7%	113,243
Debt Service	298,925	298,925	100.0%	(0)
Outreach	409,054	396,067	103.3%	12,988
Ministry Team Expenses	547,416	477,395	114.7%	70,021
<b>Total Expense</b>	<b>4,485,000</b>	<b>4,499,125</b>	<b>99.7%</b>	<b>(14,125)</b>
<b>Income Less Expense</b>	<b>286,666</b>	<b>34,125</b>		<b>252,541</b>



## Cornerstone Lutheran Church 2025-2026 Proposed Budget

	2024-2025 Budget	2024-2025 Projected	2025-2026 Budget	Increase or (Decrease)
<b>Income</b>				
General Fund Contributions	4,535,000	4,550,000	4,765,000	215,000
Interest Income	72,000	125,000	60,000	(65,000)
Other Income	169,000	240,000	215,000	(25,000)
Preschool Receipts	590,900	650,000	634,000	(16,000)
<b>Total Income</b>	<b>5,366,900</b>	<b>5,565,000</b>	<b>5,674,000</b>	<b>109,000</b>
<b>Expenses</b>				
Personnel - Church	2,621,349	2,475,000	2,811,175	336,175
Personnel - Preschool	555,090	510,000	538,000	28,000
Properties and Technology	806,100	850,000	879,000	29,000
Debt Service (Interest)	190,949	170,000	175,105	5,105
Debt Service (Principal)	167,762	190,000	183,606	(6,394)
Outreach	453,500	455,500	476,500	21,000
Ministry Team Expenses	572,150	641,500	610,615	(30,885)
<b>Total Operating Expense</b>	<b>5,366,900</b>	<b>5,292,000</b>	<b>5,674,000</b>	<b>382,000</b>
<b>Net Income/(Deficit)</b>	<b>-</b>	<b>273,000</b>	<b>-</b>	<b>(273,000)</b>

## Bio for Pr. Bill Wrede

Pastor Bill Wrede (pronounced Read-EE) was born and raised in Ludington, MI. He attended Concordia College, Ann Arbor. Proficient in American Sign Language, he served as an interpreter in secular and church settings including the National Youth Gathering. He has served deaf congregations on both coasts, but primarily in NYC. Pastor Bill was a profound blessing to first responders on 9/11 at Ground Zero. He served at Concordia Seminary, St. Louis as admissions officer for over ten years before training to become an intentional interim pastor, helping congregations through trauma and change. In this capacity he has served in Albany, NY, Denison, IA and Vacaville, CA.

Pastor Bill is well-known across our church body for his pastoral heart, joyful spirit, wisdom and approachability. Due to his work with the national church body and his time at the Seminary, he is very well connected. He even has history with some of our staff at Cornerstone – having recruited Prs. Kevin and Jason to the Seminary! His current District President writes, “Bill has a warm and outgoing personality. He relates well to people from all backgrounds. His experience in deaf ministry also has made him sympathetic to people with any types of limitations. He has done very well as an intentional interim. He is a hard worker who excels in pastoral care.”



**Amy Bultemeier-** Amy Bultemeier has served as the Middle School/Confirmation Coordinator at Cornerstone since 2023. She previously served as a preschool teacher at Cornerstone Lutheran Preschool-Carmel for five years. Prior to that, she served as a social worker in various non-profit ministries in the Indianapolis area. Amy and her husband Shelby have four children and have been members at CLC since 2001.

**Middle School/Confirmation Coordinator's** primary focus is to guide students, fifth through eighth grade, toward maturity in Jesus Christ and encourage a lifelong relationship with Jesus. This includes coordinating the Confirmation Ministry, developing and implementing middle school curriculum and leading a comprehensive faith formation ministry encompassing elements of worship, education, service and fellowship across all Cornerstone sites.



**Elaina Guse-** is the youngest of four from Omaha Nebraska and studied Theology in the DCE program at Concordia University Irvine in Southern California. Elaina first was a summer intern in 2023, then upon finishing her senior year, came back for her DCE internship in 2024-2025. Over this past year, she's been highly involved at our Eagle Creek site and with high school ministry across our campuses. Elaina and her husband, Kendall Guse (Carmel Contemporary Worship Coordinator) have had a wonderful first year here, and she looks forward to continuing her service and ministry to the disciples here at Cornerstone.

**DCE -** As a DCE, my role is to support the ongoing ministry here at Cornerstone for disciples' birth - high school by teaching and writing lessons, developing new and creative opportunities for community, and walking alongside our younger disciples in their walk with Jesus as they discover the path God has set before them.



**Tricia Statler-** My name is Tricia Statler, and I am the Children's Ministries Coordinator at CLC. My husband, Eric, and I moved to Indiana from Michigan in 2009 and became disciples of Cornerstone that same year. We have four daughters, Liesel 14, Moira 13, Emaline 11 and Adelaide 5, who were all baptized at CLC. In 2016 I came on staff as Director of the Play Area, just before we opened the doors to our Fishers location. In March of 2021 my role changed to Children's Ministries Coordinator when I became a full-time employee.

**Children's Ministry Coordinator-** I get the awesome job of walking with families and children on their faith journey! Being able to share my own faith and teaching about Jesus' amazing love to the children at CLC is the greatest blessing! I am excited to see all the Lord has in store and how he will continue to use me to build His kingdom.