

**Ascension Lutheran Church
Congregational Meeting Agenda
June 29 2025, Noon
Sanctuary**

Welcome and Call to Order - Carrie Leonard, Congregation President

Mission Statement: We are called to create opportunities for all people to become devoted followers of Christ.

Motto: Invite - Grow - Serve

Opening Prayer

Presentation and Approval of Agenda - Carrie Leonard

Approval of Minutes - Carrie Leonard

August 25, 2024: Special Meeting to Call Associate Pastor

September 22, 2024: Annual Meeting

Presentation of Budget - Dave Harkins, Congregational Treasurer

Cash Position

Reserve Study

Recognition of Leaders - Pastor Tim Delkeskamp

Election of Candidates - Carrie Leonard

Old Business

Lot Sale Update - Pastor Tim Delkeskamp

New Business

None at this time

Presentation of Vision for Ministry 2025/2026 - Pastor Tim

Closing Prayer

Ascension Lutheran Church
Special Meeting
August 25, 2024 at 12:00 p.m.
Sanctuary

Pre-Meeting Comments – Carrie Leonard, Council President

The purpose of this meeting is to hear the Call Committee's recommendation for Ascension's new associate pastor. There will be a vote on the recommended candidate which must be carried out via written ballots and requires a 2/3 majority to pass. If that is passed, then there will be a vote on the proposed compensation package. This vote could be a voice vote if a motion is put forward to vote in that manner. Only Ascension members may vote. Since this is a special meeting with just one purpose, there is no need for approval of the agenda.

Synod representative Julia Morales was acknowledged as being in attendance.

Call To Order - Carrie

The special congregational meeting was called to order by Carrie Leonard at 12:17 p.m.

Mission Statement of Ascension Lutheran Church

We are called to create opportunities for all people to become devoted followers of Christ.

Motto: *Invite, Grow, Serve*

Opening Prayer – Pastor Tim

Acts 15 tells the story of the council of Jerusalem which was like a church meeting. The apostles and church elders discussed whether to allow Gentiles to be a part of the new Christian church. Pastor Tim noted that important things happen at church meetings.

Presentation of Candidate for Associate Pastor – Call Committee

The Call Committee members were acknowledged.

Tom Lindros – Co-chair
Gwen Thompson – Co-chair
Crystal Bryant
Michael Feltner
Hannah Hurdle
Scott Searway
Susie Lundeen Smuck

Gwen Thompson, via video, offered a prayer for the proceedings.

Tom Lindros shared the guiding principles for the committee which included being prayerful, listening for the Holy Spirit, understanding that the process would be in God's time (Kairos) not our time, and approaching the search actively, not passively. This was a 6-month process during which there were discussions with the retired pastors in Ascension's congregation, discussions with staff and the Ascension community, Synod engagement, and a search both within the Synod and outside the Synod. He noted that the candidate has been affirmed by Ascension's Council as well as Southwest California Synod bishop Brenda Bos.

Hannah Hurdle announced that the Call Committee's recommendation for Ascension's new associate pastor is Pastor Chamie Delkeskamp.

- RATIONALE

Pastor Chamie is uniquely prepared for this role based on her compelling qualifications and prior experiences. She has a successful history of work and service at Ascension. Significantly, she has a passion for Ascension church, ECC and school, and the One Ascension people. She will bring an incredible depth of presence.

- **CRITICAL POINTS**

Pastor Chamie is Pastor Tim's wife, yet she had to follow the same application process as the other candidates. She was reviewed in the same manner as the other candidates. Pastor Tim was not involved in the call process. She was never the default candidate. Her application was received several months into the search process.

- **EDUCATION and QUALIFICATIONS**

Pastor Chamie graduated from Concordia College (a Lutheran college) and received her Master in Ministry from Luther Seminary. She has pursued professional development throughout her career.

- **POSITION DESCRIPTION**

The associate pastor will be responsible for five areas: Worship and Music, Youth Ministries, Children's Ministries, Pastoral Care, and Other Duties. The strengths and experience that Pastor Chamie would bring to these areas was presented.

- **UNIQUE ASPECTS**

The husband-wife relationship between the senior pastor and the associate pastor will require that the church Council develop a management/oversight body to support the ongoing church leadership. Plans for this are already underway. It was noted that this dynamic is not unique within the ELCA. There are many examples of spousal couples serving successfully as pastors at the same church. Her candidacy has been approved by the Synod given that the United Methodist Church is a 'full communion partner' with the ELCA. Approval has also been given by the UMC after Pastor Chamie initiated discussions with her immediate supervisor.

Michael Feltner summarized the reasons why Pastor Chamie is uniquely qualified for the position of associate pastor at Ascension.

- Her educational background and prior pastoral experiences, both at Ascension and elsewhere.
- She meets or exceeds 95% or more of the desired traits and qualifications in the position profile.
- Her record of outstanding leadership and service in the Ascension community.
- Her ability to be a role model.
- Her strong desire to advance the work of Ascension Church in our community and world.

Video from Pastor Chamie

Via video, Pastor Chamie shared the reasons leading her to apply for this position and her desire to return to the Ascension community.

Practical Matters – Carrie

Ascension's constitution, by-laws, and policies and procedures will guide the approach to the reporting structure for daily and long-term operations of One Ascension.

- **Reporting Structure and Accountability**

Currently the Council president prepares and administers the senior pastor's annual review. That will continue and, going forward, the Council president will also be responsible for the associate pastor's and for Pastor Steve's annual reviews.

- **Team Dynamics**
Council holds high expectations for the Executive Team. This team consists of Ascension's pastors, the Director of Operations, the ECC director, and the Day School principal. Team dynamics will be positive as long as each member has a clearly defined job description, each member understands the gifts, strengths and weaknesses of the other members, there is a culture of trust, and excellent communications are employed by all.
- **Time Off**
The call letters stipulates that time off for the associate pastor, either vacation time or sabbatical time, may not be simultaneous for more than two weeks. Also, sabbaticals must be staggered.

At this point, Pastor Tim left the meeting to assure that congregation members would feel free to ask any questions regarding Pastor Chamie's nomination.

Questions & Answers – Susie Lundeen Smuck

Chuck Mork What would be the start date for Pastor Chamie?
RESPONSE: October 1st.

Helen Cox What is the United Methodist Church's position on this? Could Pastor Chamie be reassigned to a UMC church in the future?
RESPONSE: Pastors in the UMC are not called but are assigned to their churches.
Pastor Chamie will retain the title of minister in the UMC but will change her status from Elder to Deacon. Elders are assigned to churches, deacons are not.

Ruth Rarick: Will Pastor Chamie resume her role as the Chapel leader?
RESPONSE: She will have a strong relationship with the ECC and school.

Vote to Call Associate Pastor

A motion was made (Dean Chandler) and seconded (Pete Swavely) to proceed with the vote to call Pastor Chamie Delkeskamp as Ascension's Associate Pastor.

The ballots were collected and counted by Council members. Voting results: 140 Yes, 5 No, 4 Not Completed.

Compensation Package - Kaylee

The Ministry Site Profile submitted to the Synod at the beginning of the search process included the compensation details that would be offered to the associate pastor candidate. The 2024 Synod guidelines regarding compensation as well as a review of the church's 2024-2025 budget factored into the various compensation elements. These include:

- A competitive salary
- \$5,700 auto allowance
- Health benefits completely covered
- 10% retirement contribution
- 28 vacation days
- 2 weeks of continuing education

- \$3,000 expense account
- 3 month sabbatical every 7 years

Pastor Chamie's experience warrants a competitive salary. A relocation package and housing loan is not needed. The compensation package is already built into the 2024-2025 budget.

Vote to Approve Compensation Package

A motion was made (Ed Klodt) and seconded (Dean Chandler) to approve the Associate Pastor compensation package as presented.

Discussion:

A motion was made (Pete Swavely) and seconded (Dean Chandler) to suspend a written ballot vote with a voice vote.

No discussion.

The motion for a voice vote passed unanimously.

The motion to approve the compensation package passed unanimously.

Final Comments - Carrie

The congregation was asked to refrain from announcing the results of this meeting on social media until Wednesday so that Pastor Chamie would have time to share the news with her congregation.

Heart-felt thanks were given to Pastor Steve for his additional time and effort over the past six months to help with the pastoral load.

Closing Prayer – Pastor Steve

Adjournment

A motion was made (Chuck Mork), seconded, and passed unanimously to adjourn the meeting.

The meeting was adjourned at 1:28

Respectfully submitted by Rachael Bowen

**Ascension Lutheran Church
Annual Meeting
Sunday, September 22, 2024
Sanctuary – 11:10am**

The congregational annual meeting was called to order by Council President Carrie Leonard at 11:10am

Mission Statement of Ascension Lutheran Church

We are called to create opportunities for all people to become devoted followers of Christ.

Motto

Invite, Grow, Serve

Opening Prayer

Ashley Steere, School Board President

Approval of Agenda – Carrie Leonard

A motion was made (Pete Swavely) seconded (Bonny Chick) and passed unanimously to approve the agenda as presented.

Approval of minutes – Carrie Leonard

Congregational meeting June 23rd, 2024.

A motion was made (Dave Festerling) seconded (Scott Searway) and passed unanimously to approve the minutes for the June Congregational meeting.

Presentation of the Annual Report – Carrie Leonard

Ratification of Budget – Dave Harkins, Council Treasurer

Dave presented a slide of the budget highlighting;

- The 5% ask/increase in giving which is challenging and yet to be fully realized.
- Savings from unfulfilled staffing budget.
- Budget in good shape even though weekly offerings are down.
- Review of cash funds.
- School budget, both sides producing a surplus.
- Foundation all positive.

Discussion of budget as presented;

Valerie Krump raised a question about her ministry needing more funds and wondering why she can't secure more dollars from unrestricted funds.

Pastor Tim suggested she have this discussion with the Pastors at another time.

It was moved and seconded and passed unanimously to ratify the budget as presented.

Old Business

Land Sale Update – Kaylee Searway, Director of Operations

Kaylee presented the status of the sale of the properties that border Erbes.

- City having issues with Lot Lines & Sewer system.
- SUP (Special Use Permit) applied for.
- We owe 1.2 million on the ECC building at 5.4% interest.
- Generous buyer paying that interest as we await final sale.
- Confident we will move forward, sell the property and pay off that loan.

New Business

Bylaw Amendment – Carrie Leonard, Council President

Amendment to BYLAW 10.02d; The School Board may, at it's own discretion, form special subcommittees from time to time to serve the ALC School's purpose and needs. Such special subcommittees may consist of **persons who are not members of the congregation or school board**. All special subcommittees, however, shall be chaired by a school board member who has sole responsibility for the subcommittee's actions.

Dick Krum asked if all school board members have to be members of the congregation, and the answer was YES.

It was moved (Sharon) and Seconded (Steve) and the congregation unanimously agreed to suspend a written ballot to vote to approve the amendment as presented above in red.

The Bylaw Amendment was unanimously approved by the congregation.

2024/2025 Vision – Pastor Tim Delkeskamp

Pastor Tim shared an overview of the activities that have been going on at ALC & School.

- ECC – Jenni McCoy has a large staff and there is a waiting list to get in.
- ALS – We have K-8 and Rich is building it.
- GMT – All the many teams and Pastor Steve's mentorship of these.
- There are 4 services that many staff take part in executing-Jenelle/Lan
- Call Committee did a great job and we have Pastor Chamie on board.
- Youth Search Committee worked hard and Jennifer Avalos is on board.
- Kaylee, Jeff, Cam and Jude are keeping our campus Young and in shape.
- We are a well-used campus and scheduling is thru Diane.
- Foundation is doing well, Stephano heading up.
- Finance Dept is doing a great job – Dave, Mike and Cam
- Church Council is providing great Leadership.
- Prayer teams are active and thriving.
- Sunday School under Jenni Klemp has really grown this year.

GOALS to achieve by 6/2025.

- Youth Ministry – Create critical mass, Jennifer Avalos , new Youth Director to re-ignite our programs with Teens.
- Children's Ministry – Improve and grow Sunday School and VBS.
- Generosity – Teaching all people the transforming power of abundance and generosity.
- Accountability – Biblical accountability in church staff as a model for the whole church community.
- Identity – Help members and visitors understand who we are.

Pastor Tim closed the vision with – Fellowship is important, We are Ascension, Meet on the church patio for Burgers and Hot Dogs!

Carrie Leonard asked the staff to stand and be recognized.

Closing Prayer – Pastor Tim Delkeskamp

Adjournment 11:48 – A motion was moved and seconded to adjourn which was unanimous by the congregation.

Ascension Lutheran Church**Budget Summary**

Fiscal Year July 1 - June 30

		Church '25 - '26 Budget	Church '24 - '25 Budget	Church '24 - '25 Projected Actual	Church '24 - '25 Variance	Church '26 - '25 Budget Change
Revenues:						
Offerings (Church)	(A)	1,568,409	1,515,371	1,472,293	(43,078)	53,038
Other Revenues	(B)	47,280	49,680	48,910	(770)	(2,400)
Total Revenues:		1,615,689	1,565,051	1,521,203	(43,848)	50,638
Expenditures:						
Salaries & Benefits	(C)	1,332,178	1,260,727	1,205,475	55,252	71,451
Allocated Staff Expenses	(D)	(253,453)	(213,912)	(210,234)	(3,678)	(39,541)
Benevolences		54,068	54,068	54,068	-	-
Programs / Committees		64,179	61,319	44,093	17,226	2,860
Administrative Expenses	(E)	111,899	102,300	86,847	15,453	9,599
Property Maintenance	(F)	100,242	100,770	90,951	9,819	(528)
Utilities & Insurance		108,418	107,928	106,978	950	490
Operating Expenditures		1,517,531	1,473,200	1,378,178	95,022	44,331
Debt Service		99,675	99,675	99,675	-	-
Total Expenditures		1,617,206	1,572,875	1,477,853	95,022	44,331
Operating Surplus / (Deficit)		(1,517)	(7,824)	43,350	51,174	6,307

Notes:

(A) An increase of 3.5% is incorporated in anticipated offerings. Actual increase from 24FY to 25FY through May = 4.8%.

(B) Other Revenues is based on actual rather than budgeted history.

(C) Salary/wage increases are based on an overall 3% increase. Numerous position changes affect the total number.

(D) Represents shared costs to the School/ECC for maintenance, finance & admin. Staff paid by church.

(E) Pending server replacement

(F) Property maintenance includes a \$25,000 contribution to the One Ascension maintenance fund; contingent on surplus.

Congregational Total Offering

	25 FY
Offerings to the General Fund	<u>\$ 1,325,727</u>
Congregational Benevolence thru 5/29/25	\$ 49,562
Designated Gifts thru 5/29/25	\$ 407,248
Gifts to School thru 5/29/25	\$ 131,098
Gifts to Foundation Grants thru 5/29/25	\$ 53,228
Total Giving	\$ 1,966,863
Total Benevolences	\$ 641,136
Percent of giving other than for budgeted expenses	33%
(i.e., earmarked for other than church operating expenses)	

Ascension Lutheran Church

Cash & Debt Review

FYE25 YTD through April 30, 2025

Cash

	April 30, 2025	May 31, 2024
	<u>\$\$\$'s</u>	<u>\$\$\$'s</u>
Cash	1,830,494	909,031
Liquid Receivables (ALS/ECC/Foundation)	81,405	158,772
ALC-ECC Investment Cash (A)	(723,215)	-
Total cash	<u>1,188,683</u>	<u>1,067,803</u>

Reserved Funds:

AGAPE (B)	832	34,199
Mission Possible	220,648	215,407
Garden Oasis Fund	50,172	52,672
Be the Blessing	16,256	54,363
One Ascension Maintenance (C)	122,460	54,599
ERTC (D)	73,744	-
 Benevolence and Programs Items	 208,839	 184,728
Total Restricted Funds	<u>692,950</u>	<u>595,968</u>
 Available Cash related to PPP	 216,101	 222,829
All Other Available Cash	<u>279,633</u>	<u>249,006</u>
Total Available Cash	495,734	471,835

Notes:

(A) Last year, a significant sum was transferred from the school cash account to the interest bearing Church account.

(B) A \$50,000 grant was received for Agape in May (not recorded at the time of this recap)

(C) Based on surplus allocation of \$25K each for church, school and ECC.

Could be increased next year to reflect the recently received Reserve Study Analysis.

(D) Federal tax reduction based on employee retention during Covid

Unrestricted cash position improved by \$24K over the last year.

Ascension Lutheran School & Early Childhood Center
FYE 26 Budget vs FYE 25 Projection

	ALS			ECC		
	FYE 25 Projection	FYE 26 Budget	YOY Change	FYE 25 Projection	FYE 26 Budget	YOY Change
Revenue:						
Tuition/Fees/Ext.Care/SS (A)	\$2,157,437	\$2,468,580	\$311,143	\$2,668,778	\$2,791,279	\$122,501
Net Fundraising Receipts	\$167,025	\$160,890	(\$6,135)	\$0	\$0	\$0
Other Income	\$22,353	\$21,400	(\$953)	\$42,824	\$43,625	\$801
Total Revenue	\$2,346,815	\$2,650,870	\$304,055	\$2,711,602	\$2,834,904	\$123,302
Expenditures:						
Salaries & Benefits (B)	\$1,708,531	\$1,957,526	\$248,995	\$1,935,894	\$2,096,270	\$160,376
Allocated Staff Expenses	\$112,091	\$137,866	\$25,775	\$99,703	\$120,315	\$20,612
School/Admin. Expenses	\$228,899	\$271,033	\$42,134	\$130,674	\$139,897	\$9,223
Security	\$70,310	\$72,500	\$2,190	\$69,477	\$72,500	\$3,023
Property Service & Maintenance	\$134,830	\$145,125	\$10,295	\$123,943	\$131,702	\$7,759
Utilities & Insurance	\$96,400	\$96,580	\$180	\$107,686	\$108,098	\$412
Total Operating Expenditures	\$2,351,061	\$2,680,630	\$329,569	\$2,467,377	\$2,668,782	\$201,405
Operating Surplus (Deficit)	(\$4,246)	(\$29,760)	(\$25,514)	\$244,225	\$166,122	(\$78,103)
Debt Service	\$0	\$0	\$0	\$163,440	\$163,440	\$0
Prior Year Fin Aid Gifts Offset	\$47,287	\$35,000	(\$12,287)	\$0	\$0	\$0
Plus: Middle School Activation Fund	\$35,184	\$0	(\$35,184)	\$0	\$0	\$0
Adjusted Operating Surplus (Deficit)	\$78,225	\$5,240	(\$72,985)	\$80,785	\$2,682	(\$78,103)

Notes:

(A) School enrollment is budgeted at 190, compared to 170 in expiring year (2nd kindergarten class added).

(B) New kindergarten teacher added and office role upgraded to Vice Principal.

Ascension Lutheran Church Foundation
Fiscal Year 6/30/2026 Budget
Updated June 19, 2025

FYE YE Estimate 6/30/2025	FYE Budget Proposal 6/30/2026
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Support and Revenues:

Dividends, Interest, Realized/Unrealized Gain

(Loss) on Investments

123,554

0

Contributions

55,104

25,000

Total Revenues:

178,658

25,000

Expenses

Grants and Scholarships

(85,863)

(100,000)

Administrative Expenses

(12,888)

(13,000)

Total Expenses

(98,751)

(113,000)

Increase (Decrease) in Net Assets

79,907

(88,000)

Beginning Net Assets

1,754,140

1,834,048

Ending Net Assets

1,834,048

1,746,048

Ascension Lutheran Church

New Leadership Positions 2025/2026

Church Council



Creighton Van Horn / President Elect

Member of Ascension Lutheran since 1978, after graduating from California Lutheran College in business in 1978. He received his MBA from CLU and married his wife Beatriz in 1980 by Pastor Larry Wagner and they have been members since. He served two terms as Treasurer in the 1990's and served on Land Acquisition Task Force for 20 + years. He served most recently as fundraising help and project manager on the Early Childhood Center and Sanctuary Renovation.

He retired in June of 2025 from Lionscove, Inc, where he worked as Vice President of Investor Relations for the past 5 years. He has two children and 5 grandchildren. He and his wife Bea will be celebrating their 45th anniversary in October. He is firm believer in the One Ascension vision and is a strong advocate of lifelong learning as a member in the Old Boys Bible Study. He



Crystal Bryant / Secretary

Crystal Bryant is a mother, wife and 10 year member of ALCTO. She is a Property Marketer for AMS Craig LLC, her family's Agriculture and Property Management Business. In addition to working with her husband and family, she is also a Substitute Teacher for the Pleasant Valley School District, in Camarillo.

Crystal is a graduate of Arizona State University with a degree in Communications. After living in Arizona, Crystal moved to Dallas to work in Public Relations. She later worked in Sales & Marketing for a TX-based Fine Paper company, where she met her husband Matt. After nearly 20 years away they returned to her native Camarillo - in 2014 - to raise their family. Matt and Crystal have a 13 year old son, Ryder and a 10 year old daughter, Harper. They are a house divided between native Texans (Matt & Ryder) and the California Girls (Crystal & Harper) but all Dallas Cowboys fans!

In service at Ascension, Crystal is a substitute Sunday School Teacher, and recently served as a member of the 2024 Call Committee for the ALC Associate Pastor. You can also find her serving communion alongside Matt, Ryder and Harper.

(conts)



Steve Smuck / Treasurer

Why do you serve:

To be a good steward of the incredible resources we share at Ascension Church, the School and Foundation. Our family has benefited greatly from this community and this is a small way of giving back to help ensure these resources are available for others as well.

Family Overview: Joined Ascension as a Church member in 1988 and married Susan Lundeen there in 1990. Susan is also a (Past) Church Council President and currently serves on the Board of Regents at CLU. All three children have attended the ALS, Rebecca (24), Lauren (21), and Zachary (19)

Education: Bachelor of Science, Mechanical Engineering, Univ. of Hawaii // MBA, INSEAD, Fontainebleau, France. Licensed Professional Engineer (ME) in state of CA.

Currently Retired. Previous Occupations: VP of Engineering, Roberts Tool, Chatsworth, CA. Manufacturer of precision aircraft parts for commercial and military markets. Previous owner and President of Deltron Engineering, Burbank, CA. 12 years Civil Servant, US Navy Point Mugu and Port Hueneme.

Ascension Lutheran Church Board, (PAST) Member, President and Treasurer

Ascension Lutheran School Board, (PAST) Member, President

Ascension Foundation Board, (PAST) Member, Investment Sub-Comm.

With Kari Gravrock, led the last offering of Dave Ramsey's Financial Peace University (9 week class on Biblical financial living)



Michael Feltner / Member at Larger

Michael Feltner, Ph.D., is currently in his 37th year at Pepperdine University where he serves as the Founding Dean of the College of Health Science. Michael and his wife, Michele, a professor at California Lutheran University, have been members at Ascension since 1997. After becoming a member, Michael has been actively involved in many committees and activities at Ascension, including, most recently, serving on the 2024 call committee. Michael and Michele have two children, Maddie and Max.

School Board



Matt Hurdle / Board Member

Matt is a teacher who has worked in Christian education for the past 15 years. A San Diego native, Matt attended Pepperdine University where met his future wife, Hannah. Matt has a M.A in American Studies and B.A. in Economics from Pepperdine, a professional certificate from UCLA in Charter School Policy, Finance, and Administration, and California Administrative and Teaching Credentials. Over the past decade, Matt has led a group of high school students to serve in Romanian orphanages with Heart of Hope Ministries. In 2012, Matt and Hannah were married by Pastor Tim and are now proud parents to Ascension Lutheran School students Joanna (7) and Athena (5).

(conts)

Foundation



Mike Kelly / Board Member

Mike Kelly is a retired high school teacher and guidance counselor at Thousand Oaks High School. He and his wife Linda have been members of Ascension for forty five years. They have three adult children and seven grandchildren, all living in Ventura County. Mike has been a past council president and he and Linda are active longtime Life Group members.

Ascension Lutheran Church
2025/26 Lay Leadership Ballot

Church Council– President Elect

- ☐ Creighton Van Horn
- ☐ _____

Church Council– Secretary

- ☐ Crystal Bryant
- ☐ _____

Church Council– Treasurer

- ☐ Steve Smuck
- ☐ _____

Church Council– Member At Large

- ☐ Michael Feltner
- ☐ _____

School Board– Board Member

- ☐ Matt Hurdle
- ☐ _____

Foundation– Board Member

- ☐ Mike Kelly
- ☐ _____