

CONGREGATION COUNCIL MINUTES

Date: September 17, 2025

The September Congregation Council Meeting was held on 9/17/25

Council Members Present: Pastor Bannister, Ashdon Bobbie, Carolyn Cutilli, Alan Divver, Shannon O'Neill, Barbara Quinn, Jenn Shaw, Louise Woods, Janice Vallone and Mark Vallone

Absent: Bruce Roper, Carol Schlegel, Kiran Bodamer, Ken Woods, Anna Sweeney

The meeting was called to order by Alan Divver at 6:15 p.m.

The scripture was read by Carolyn Cutilli, and the prayer was offered by Pastor Bo.

PERSONS WISHING TO ADDRESS COUNCIL:

Jenn Shaw on behalf of the Property Committee. The Property Committee was scheduled to line stripe the parking lot on Saturday September 20th. They asked if they should also paint the curb line in the circle in front of the church and if so, should it be blue or yellow. It was decided that since that area was designated for handicapped parking that it should be painted blue. Secondly the Property Committee has on their 'to do' list painting fellowship hall. They asked if it should be kept a cream/beige color or if there was a desire to change that. It was decided that it should be kept a neutral cream/beige that would not clash with the exiting wood features.

MINUTES OF PREVIOUS MEETING: *It was moved and seconded to accept the minutes from August 20, 2025, as presented with the changes that were previously made. The motion was made and seconded by Barbara Quinn/ Carolyn Cutilli.

MOTION CARRIED

REPORTS:

Pastor Bannister – Attached Pastor presented that the synod has grants available

President, Shannon O'Neill – Awaiting Report

Finance Committee – Attached

- Ashdon shared that we have collected approx. \$800 from the vendors reserving spaces for the holiday bazaar. *It was moved and seconded to accept the Finance Committee's report as presented. The motion was made and seconded by Barbara Quinn / Ashdon Bobbie. **MOTION CARRIED**

Attendance – Attached

Property – Attached

Hatboro Community Cupboard – Attached

Kids & Family Ministry Team – Attached

Fellowship Connections – Attached

OLD BUSINESS:

Updates:

- Directory
 - Alan Divver shared that he and Shannon O'Neill spoke with Jess about the directory. They plan to discuss it further in Exec this month and will report on it at the October meeting.
 - Alan Divver suggested that we reach out again to see if we can get better response. Carolyn Cutilli suggested that we have folks opt in rather than opt out due to the privacy issue. Carolyn Cutilli asked if this is really a need or if we are spending too much time on this.
 - Council members shared that it would be beneficial to have at least a directory that includes pictures with names.
- Staff job descriptions/reviews/Compensation Packets and Policy
 - Shannon O'Neill provided an update. All reviews have been completed. Shannon needs to follow up with meeting summaries. Shannon shared that they may be moving to quarterly reviews to check in with goals.
 - The compensation packages still need to be completed. Shannon asked Pastor Bo if we have access to compensation packages from other churches to use as a guideline. Pastor Bo shared that he has asked for some examples but that is still outstanding.
 - Shannon shared that she needs to follow up with the staff members who have not yet signed their job descriptions.

Ongoing:

- Dedication flowers form revision for review
 - The changes to the dedication form included in the Council packet were approved. *It was moved and seconded by Shannon O'Neill / Jenn Shaw.
- MOTION CARRIED**
- Values
 - Shannon shared that the church's goals are going to be re-aligned.
 - Shannon shared that with all the financial issues we need to review what the priorities are.
 - We are hoping to encourage more participation from the congregation to meet some of these goals.
 - We will revisit the values that were presented at the June 2025 Council meeting. Excerpt from June 2025 meeting minutes: Shannon would like to organize St John's core values and asked Council for suggestions, in addition to the values Bo had submitted. Other suggestions were Service 4 and Nurturing, Supporting, Embrace and Respect and Inclusion, Transparency, and Accountability. It was suggested that we could add

values beginning with an “S” and a “T” for “ST” to complete the values of “JOHNS” that Pastor Bo had submitted.

- Goals
 - Carolyn Cutilli shared that she would like us to understand what our options are going forward if we continue to struggle. We should investigate what it would mean to merge. We should begin to educate ourselves and not wait until it becomes a necessity.
 - Pastor Bo shared that we should begin to build natural relationships with other churches in our area.
 - Carolyn Cutilli asked if we could have someone from Synod come to speak with council about what the merger process entails.
 - It was suggested that we should draft/design an action plan in the event that we need to consider merging.
 - On a separate topic, Janice Vallone asked who we know in the direct community. How can we reach out to our neighbors. Could we deliver flyers prior to events to invite the community. Janice/Jenn suggested that the flyers include not only information about the current event but also the scheduled events for the season along with the worship schedule and sacraments offered.
 - Janice suggested that we announce it at church and ask that the congregation take a few and distribute to neighbors or local businesses.
 - Shannon O'Neill shared that we distributed information at the parade last year and we should plan to do similar 'favors' again for this year's parade
 - Louise Woods asked if we were still planning to go back to using the hymnals. Pastor Bo shared that he would like to along with providing bibles in the pews. There was some discussion around how we could do that since the hymnal space on the backs of the pews is already full. We will need to revisit.

NEW BUSINESS:

- Aplos benefits (executive session)
- A Motion was made to go into Executive Session with staff stepping out of the meeting. It was moved and seconded by Alan Divver and (Unknown)
- A Motion was made to leave Executive Session and have staff return to the meeting. It was moved and seconded by Alan Divver and (Unknown)

CALENDAR:

Ashdon Bobbie shared that the calendar is getting very crowded and hard to print on one page per month. Jenn Shaw suggested that we list the events that happen every 5 week on the side rather than on the calendar days. Janice asked if we could post the calendars on the bulletin boards around the church.

October – changes: No WW on Tuesday evening

November – changes: No WW on the day of the Bazar

CORRESPONDENCE:

None

CARES, CONCERNS and CELEBRATIONS:

Pastor Bo and council members shared their cares, concerns and reasons for celebrations.

Shannon has announced that she will be resigning as Council President and that Alan Divver would become the acting President until the next term. Shannon asked that the Council members consider stepping up to fill the Vice President's position to help Alan.

NEXT MEETING: October 15, 2025

Meeting Leader: Shannon O'Neill

Scripture: Barbara Quinn

Prayer: Pastor Bo

Refreshments: Jenn Shaw

*It was moved and seconded by Alan Divver / Mark Vallone to adjourn the meeting at 7:55 p.m. **MOTION CARRIED**

Respectfully submitted,

Jenn Shaw Council Member