



MESSIAH LUTHERAN CHURCH

Congregation Leadership

Purpose

The purpose of this policy to lay out the short and long term leadership structure of Messiah Lutheran Church in line with its *Constitution, Bylaws and Continuing Resolutions*.

Officers of the Congregation

Chapter 11 of Messiah's *Constitution, Bylaws and Continuing Resolutions* lays out the duties of all five Officers, who are elected on an annual basis at the March meeting of the Congregation Council. Chapter 13 discusses the role of officers as the Executive Committee of the congregation, tasked with developing the Council's agenda and assisting the Pastor in making decisions in between meetings of the Council.

Position	Name
President	Suzanne Collins
Vice President	Rachel DeTeso-Mathis
Treasurer	René Dunda-Martin
Secretary	Karen Keenan
Financial Secretary	Penny Incitti

Congregation Council

Chapter 12 of Messiah's *Constitution, Bylaws and Continuing Resolutions* lays out the duties and powers of all nine elected Council Members (in addition to called pastors and deacons). Council Members are elected to either a partial or full three year term at the Annual Meeting of the Congregation and take their seats in March of that year.

Name	Term
Eric Cawley	20-23
Karen Keenan	20-23
Crystal Murray	20-23
Suzanne Collins	21-24
Rachel DeTeso-Mathis	21-24
Kimlee Marquise	21-24

Amended by vote of the Congregation Council on 11/14/2022.

Kristen Olochnowicz	22-25
Penny Incitti	22-25
René Dunda-Martin	22-25
Rev. Dustin Longmire	N/A

Community Center Advisory Board

Chapter 13 of Messiah’s *Constitution, Bylaws and Continuing Resolutions* lays out the duties and powers of the (up to) nine elected Community Center Advisory Board Members (in addition to called pastors and deacons). Advisory Board Members are elected to either a partial or full three year term at the Annual Meeting of the Congregation and take their seats in March of that year.

Name	Term
Rachel DeTeso-Mathis	21-24
Pete Jones	21-24
Penny Incitti	21-24
Sunny DeLory	22-25
	22-25
	22-25
Kimlee Marquise	23-26
	23-26
	23-26
Rev. Dustin Longmire	N/A

Ministry Committee Chairs

Chapter 13 of Messiah’s *Constitution, Bylaws and Continuing Resolutions* lays out the duties and powers of all ministry committees and their respective chairs. New ministry committees are created, modified or disbanded by a vote of the Congregation Council or the Congregation to amend to relevant portion of Messiah’s *Governance Policy* with a description of that ministry committee’s purpose.

Ministry	Chair(s)
SOCIAL ACTION MINISTRY TEAM (w/ Crystal Murray as Council Liaison)	
Social Justice	???
Community Service	Pete Jones
Bread of Life Food Pantry	Judy Becker Jill Becker

Produce Pantry	Karen Keenan Suzanne Collins
Community Center Advisory Board	Kimlee Marquise
Creation Care	Nancy Stuebner
SICM Delegates	??? ???
FAITH FORMATION MINISTRY TEAM (w/ Sue Collins as Council Liaison)	
Adult Education	Merle Longwood
Sunday School	Cheryl Borski
Cradle Roll & Nursery	Allison Bode ???
Youth	Kristen Olochnowicz
FELLOWSHIP MINISTRY TEAM (w/ Karen Keenan as Council Liaison)	
Lutheran Men in Mission	???
Women of the ELCA	Jill Becker
Care & Concern	Sheri Lamb Gladys Cath
Young Adults	???
Kitchen	Rich Becker Karen Kreisler
Over 55 Gang	Barb Hallett
Welcome	???
Arts & Culture	???
STEWARDSHIP MINISTRY TEAM (w/ Penny Incitti as Council Liaison)	
Communications	Tom Collins
Grant Writing & Community Funding	???
Health & Safety	???
Personnel	Pete Jones
Property & Grounds	Steve Friebe
Mission Support	Penny Incitti

Archives	???
Budget & Finance	Kristie Becker
WORSHIP & MUSIC MINISTRY TEAM (with Kristen Olochnowicz as Council Liaison)	
Worship & Music	Emily Russo
Choir	???
Prayer	???
Altar Guild	Jill Becker

Elected & Appointed Committees

Chapters 5 & 13 of Messiah’s *Constitution, Bylaws and Continuing Resolutions* lay out additional committees and positions elected or appointed on a regular basis.

Nominating Committee

Develops a slate of leaders for elected positions for the following year’s Annual Meeting of the Congregation. Elected at the Annual Meeting of the Congregation.

- Penny Incitti (Chair)
- Eric Cawley
- Karen Keenan
- Crystal Murray

ELCA Upstate New York & Hudson Mohawk Conference Assembly Delegation

Represents the congregation at the current year’s ELCA Upstate New York Synod & Hudson Mohawk Conference Assemblies. Elected at the Annual Meeting of the Congregation.

- Sheri Lamb
- Rebecca Jones

Audit Committee

Oversees an annual internal audit of the congregation’s finances and works with external auditors as needed. Every year one member is elected at the March Meeting of the Congregation Council.

- Neal Fisher (Chair) | 2022 - 2025
- Kristie Becker | 2021 - 2024
- Cam Jacobs | 2020 - 2023

Mutual Ministry Committee

Supports and encourages the work of the rostered minister. Appointed to two year staggered terms jointly by the President and the rostered minister in the month of February.

- Christine DeMento (Chair) | 2022 - 2024
- Jody Fleming | 2022 - 2024
- Merle Longwood | 2021 - 2023
- Jean Jones | 2021 – 2023

Temporary Task Forces

Chapter 13 of Messiah’s *Constitution, Bylaws and Continuing Resolutions* also provides for the creation of short term task forces to complete various tasks. Task forces are created, modified or disbanded by vote of the Congregation Council or the Congregation to amend this document.

Congregations Lead Initiative Task Force

Participates and connects the congregation with the work of the ELCA's Congregations Lead Initiative. Created by a February 2022 vote of the Congregation Council.

- Tom Collins
- René Dunda-Martin
- Kristen Olochnowicz
- Sarah Olochnowicz

Community Center Redevelopment Task Force

Works with consultants from the New York State Council of Church's "Who Is My Neighbor" Process to continue to work of redeveloping the Trinity Community Center Property. Created by a December 2022 vote at the Annual Budget Meeting of the Congregation.

- Neal Fisher
- Laurie Lumbra
- Kimlee Marquise
- Adrienne Westfall

Capital Improvement Task Force

Lead decision makers who worked with our contractor to complete accessibility upgrades to the Worship Center. Created by a December 2022 vote at the Annual Budget Meeting of the Congregation.

- Neal Fisher
- Brian Maki
- George Small