

Messiah Lutheran Church ELCA- Congregational Council Meeting

Sunday, June 22, 2025 - 11:00 am | Fellowship Hall

LEADERSHIP TEAM

Reporting Group	Leader	Council Liaison	Action	Notes
MINISTRY TEAMS				
Care	Illy Wood	Susan Hamilton		
Disciple	Mary Williamson	Carolyn Lawhorn		
Invite	Kate Spears	Mary Ellen Whitson		
Serve	Connie Cole	Jack Wilder		
Worship	Jane Mason	Martha MacCabe		
SUPPORT TEAMS				
Badenhop	Mary Ellen Whitson	Rick Christian	x	Sound system/streaming
Connect	Michele Wilson	Susan Hamilton		
Finance	Steve Hess	Judy Mennel		
Personnel	No Leader	Rick Christian		
Property	Jon Driskill	Cristall Mount	x	Blessing Box discussion
SPECIAL GROUPS				
BAM (Disciple)	No Leader	Carolyn Lawhorn		
DJC (Serve)	L. Wilder, M. Driskill	Jack Wilder		
Fellowship (Invite)	C. Lawhorn, J. Mennel	Cristall Mount		
Policy (Support)	Mike Driskill	Angela Kronau		
Stewardship (Finance)	Tom Cole	Martha MacCabe		
WELCA (Disciple)	Anne Tinker	Cristall Mount		
STAFF				
Parish Nurse	Mary Sophia Hawks	n/a		
Interim Senior Pastor	Pastor Mark Cerniglia	n/a		
Director of Music	Mary Phillips	n/a		

AGENDA:

1. Call to Order: Angela | Meal & Opening Devotion by Martha MacCabe
2. Approval of May Minutes
3. Finance Update - Steve Hess
4. Correspondence, updates, building use requests, etc.
5. Committee Reports
 - a. Clarify how to proceed with improving the function of the sanctuary sound system & streaming services.
 - b. Blessing Box discussion (page 16)
6. Other Business
 - a. Review of MSP updates (pages 20-32)
 - b. Review of Inactive Members List
7. Adjourn with prayer

NEXT COUNCIL MEETING: Sunday, July 20, 2025 at 11 am, Devotion & Meal: Carolyn Lawhorn

UPCOMING DATES:

Council Reports Due to Carrie: July 9, 2025

Executive Committee Meeting: Tuesday, July 19 at 6:30 pm via Zoom

Messiah Lutheran Church ELCA- Council Meeting
Sunday, May 18, 2025, at 12 noon | Fellowship Hall Messiah

Members present: Judy Mennel, Rick Christian, Angela Kronau, Cristall Mount, Susan Hamilton, Martha MacCabe, Pastor Mark Cerniglia, Steve Hess

Members absent: Jack Wilder, Carolyn Lawhorn, Mary Ellen Whitson
e t Tom Cole, Michele Wilson

2025 CONGREGATIONAL COUNCIL		
Name	Term Ends	Title/Liaison
Pastor Mark Cerniglia		
Rick Christian	2027	BADENHOP / PERSONNEL
Susan Hamilton	2026	CARE/CONNECT
Davin Henrik	2026	PERSONNEL/INVITE
Steve Hess	Appointed	
Angela Kronau	2025	POLICY
Carolyn Lawhorn	2026	BAM / DISCIPLE
Martha MacCabe	2027	WORSHIP / STEWARDSHIP
Judy Mennel	2027	FINANCE
Cristall Mount	2026	FELLOWSHIP/WELCA/PROPERTY
Jon Toth	Appointed	
Jack Wilder	2025	SERVE / D&J

AGENDA:

1. Call to Order: Angela called the meeting to order at noon.

2. Opening Devotion by Angela Kronau

In absence of Mary Ellen Whitson; Angela led the devotion using Matthew 5:13. This passage we are reminded that Jesus compares his followers to salt and light in the world; urging them to preserve goodness and shine brightly.

3. Approval of March 2025 Minutes

It was noted that Phillip Gulley, a Quaker pastor, was the author and reference of the March devotion that Judy Mennel shared. Judy M. made a motion to approve the March Minutes, Susan Hamilton seconded the motion and Council approved the motion unanimously.

4. Stewardship Update- Tom Cole, leader of the Stewardship committee, requested that council pass a resolution establishing a moratorium of all funding raising activities by or on behalf of the congregation, sponsored organizations and outside organizations, including any publicity, e-news, appeals during worship services, appeals on the congregational website, and meetings of sponsored activities, beginning September 17, 2025 through October 26, 2025. This will help with "donor fatigue" and will allow only the stewardship fund raising drive for the congregation's general fund. Also to separate the fund appeal from the appeal for time and talent. Tom recommended reading "Stewardship 101" and "Giving to God" by Mark Allen Powell. Ask the congregation to give 13 months of giving in a 12 month period and the congregation to pray about increasing their giving. Judy made a motion to accept this request, Rick seconded; unanimously approved.

5. **Columbarium Fee Increase** - Tom Cole requested on behalf of the Columbarium Trustees that council approved pricing for the 32 new columbarium niches as follows: \$1,000 for a sign niche; \$1,800 for two niches. Cristall made a motion to approve this request; a second was made by Judy Mennel; all approved.
6. **Finance Update – Steve Hess**
Steve H. updated Council on the March and April financials. See April Finance report for other items of note.
- **2025** April Income and Spending plan **\$29,648** per month
 - **April General Fund Income** was **\$3,746 above plan**. (13%)
 - o General Fund income is **\$4,832 below** plan YTD. (4%)
 - o General Fund Income is **\$10,689 below** last year at this same time. (9%)
 - **April General Fund Expenses** were **\$3,831 below Plan**.
 - o General Fund Expenses are **\$9,403 below** plan YTD.
 - o General Fund Expenses are **\$14, 816 below** last year at this same time.
 - **April General Fund Unrestricted Cash** reserves have increased to **\$38,075**
 - o This is **5.6** weeks worth of cash.
 - o No extra spending recommended until we decide on the pastor pay package.
 - o At this level of unrestricted cash, I recommend General Fund spending at plan.
7. **Approval of New Pastor Compensation Plan - Presented by Angelia and Steve.**
The proposed new pastor compensation plan was presented totaling \$93,549. This is \$5,580 more than the 2025 budget plan allowed. After much discussion about various reductions of spending to compensate for the new Pastor compensation package; it was decided to reduce Synod giving by \$5,580 this year. The new pastor's moving and travel expenses of approximately \$4,000 +/- (based on the last pastor's move) shall be taken from the unrestricted cash. Judy made a motion to accept and Rick seconded; all approved.
8. **Technology Support for Messiah (AvonaTech vs. i4C)**
Michele Wilson presented the differences between using our current support by AvonaTech and a new company i4C. After discussion of the pros and cons of each. It was recommended to the council that i4C be hired for our tech support. The cost of initial setup will be \$1,485 plus \$349 a month for basic services of telecom and wifi. Any troubleshooting onsite or remote will be at the cost of \$200 for the 1st hour and \$125 every hour after. See Michele presentation for details of differences. Judy made a motion to approve and Susan seconded; all approved.
It was also proposed that use of the undesignated memorial funds be used for the initial setup cost. of \$1,485 and to overspend monthly on our current phone plan for the remainder of the year. Martha made a motion to approve and Rick seconded; All approved.
9. **Correspondence, updates, building use requests, etc.**
Several Building Use Agreements were noted in the council packet. It was noted that the Executive Committee is now to review and approve these and future requests. No action taken.

10. Committee Reports - no further actions needed.

11. Extension of Pastor Mark's Contract

- Pastor Mark updated Council on his contract extension due to the expectation that the earliest Messiah might have a pastoral candidate to vote on will now come no earlier than June. For that reason, he requests that Council extend his contract through August, 2025. Martha M. made a motion to extend Pastor Mark's contract through August, 2025. Susan moved to accept and Judy seconded; All approved.

12. Change date of June Council meeting

Since the regularly scheduled Council meeting in June falls on June 15th which is Fathers Day this year, Council agreed to change the June meeting date to June 22nd. New council meeting time this summer will be 11:00 instead of noon.

13. Other Business

- A housekeeping reminder will be sent out in the E-News about making sure lights are turned off and doors securely locked.

14. Adjourn with prayer

- Angela. requested that Council adjourn the meeting.. Judy made a motion to adjourn and Rick seconded the motion; all approved.

- **Submitted by: Cristall Mount in Carolyn Lawhorn absence**
Date: May 19, 2025

NEXT COUNCIL MEETING: Sunday, June 22 at 11:00 am

Devotion & Meal: Martha MacCabe

UPCOMING DATES: Council Reports Due to Carrie: Wednesday, June 11, 2025

Executive Committee Meeting: Tuesday, June 17, 2025 at 6:30 pm via Zoom

MESSIAH LUTHERAN CHURCH
Monthly Summary for the Month of May 2025
Percent of Budget Year = 41.7%

Messiah Mission	Monthly Activity	YTD Activity	YTD 2024 Activity	2025 Full Year	
				Budget	% of Budget
Mission Contributions	\$ 28,689.04	\$ 142,446.85	\$ 146,265.83	\$ 355,771.00	40.0%
Mission Expenses					
Wider Church Mission Support	\$ 1,200.00	\$ 6,000.00	\$ 4,000.00	\$ 14,400.00	41.7%
Staff Expenses	\$ 10,568.84	\$ 52,952.33	\$ 63,157.20	\$ 147,699.00	35.9%
Leadership Support	\$ 643.29	\$ 1,253.17	\$ 898.43	\$ 1,440.00	87.0%
Supplies and Other	\$ 1,336.00	\$ 7,555.04	\$ 7,149.64	\$ 16,724.00	45.2%
Facility Expenses	\$ 12,438.58	\$ 66,658.32	\$ 73,932.42	\$ 170,363.00	39.1%
Ministry Support	\$ 86.58	\$ 1,041.56	\$ 1,527.82	\$ 5,145.00	20.2%
Total Mission Expenses	\$ 26,273.29	\$ 135,460.42	\$ 150,665.51	\$ 355,771.00	38.1%
Balanced Budget Adjustment	\$ -	\$ (7,000.00)	\$ (12,000.00)	\$ (7,000.00)	
Impact on Available Unrestricted Cash	\$ 2,415.75	\$ (13.57)	\$ (16,399.68)	\$ (7,000.00)	

OWLS Program	Monthly Activity	YTD Activity	YTD 2024 Activity	2025 Full Year	
				Budget	% of Budget
Contributions	\$ 30.00	\$ 130,404.19	\$ 124,090.69	\$ 124,677.00	104.6%
Expenses	\$ 11,819.63	\$ 45,703.58	\$ 48,421.46	\$ 124,677.00	36.7%
Impact on Owls Program Fund	\$ (11,789.63)	\$ 84,700.61	\$ 75,669.23	\$ -	

				Month Ending
Available Unrestricted Cash				Total
Cash				
Operating Checking Account				\$ 233,460.53
Savings Account				\$ 40,274.34
Columbarium Savings Account				\$ 4,457.28
Total Cash				\$ 278,192.15
Designated Funds				
Badenhop Fund				\$ 143,511.82
Building Maintenance Fund				\$ 14,903.08
Memorial Gifts Balance				\$ 7,694.85
Columbarium Fund				\$ 4,457.28
Sharon Olson Fund				\$ 8,946.88
Other Designated Funds				\$ 29,961.84
Total Designated Funds (Incl. OWLS)				\$ 209,475.75
Liabilities, Prepaids, and Equity				\$ 28,225.86
Available Unrestricted Cash				\$ 40,490.54
Memo: Total Earnings from Mena Eckerd Fund				\$ 1,051.82

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Treasurer's Report as of May 2025

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Account #	Account Name	Period Activity	Monthly Budget	YTD Balance	Annual Budget	% of Annual Budget
Income						
General Mission & Operating Contributions						
4.100.100	Unrestricted Offering	25,714.28	26,500.00	124,576.00	318,000.00	39
4.102.100	Badenhop Building Use	1,600.00	1,600.00	8,000.00	19,200.00	42
4.103.100	Loose Offering	313.10	307.00	1,829.91*	3,683.00	50
4.110.100	Interest and Dividends	0.33	0.00	1.65*	4.00	41
4.115.100	Coffee Hour Proceeds	63.00	56.00	360.64*	668.00	54
4.125.100	Building Usage Fee/Donation	415.00	525.00	4,070.00*	6,300.00	65
4.130.100	Miscellaneous	0.00	0.00	0.00	0.00	0
4.135.100	Thrivent Choice dollars	0.00	76.00	692.00*	916.00	76
4.140.100	Balance Budget	583.33	583.00	2,916.65*	7,000.00	42
	Subtotal General Mission & Operating Contributions	\$28,689.04	\$29,647.00	\$142,446.85	\$355,771.00	40
OWLS Program Contributions						
4.200.100	Badenhop Fund Earnings	0.00	10,390.00	130,242.19*	124,677.00	104
4.210.100	OWLS Offerings	30.00	0.00	162.00*	0.00	0
	Subtotal OWLS Contributions	\$30.00	\$10,390.00	\$130,404.19*	\$124,677.00	105
Designated Funds Contributions						
4.300.100	Sharon Olson Fund Income	0.00		5,100.00		
4.510.100	Altar Flowers Income	90.00		884.00		
4.513.200	Building Maintenance Fund Income	400.00		4,037.00		
4.519.100	Columbarium Inc	0.04		0.55		
4.540.100	Creekmore Music Endowment Income	3,567.22		3,567.22		
4.550.100	ELCA Domestic Disaster Relief Income	0.00		2,000.00		
4.670.100	Memorial/Honorarium Gifts Income	0.00		977.75		
4.680.100	Mena Eckerd Endowment Fund Income	0.00		1,063.88		
4.780.100	Staff Gifts Income	0.00		50.00		
4.836.100	WELCA Cluster Meeting Fund Income	730.00		730.00		
4.837.100	WELCA Eggs for CareCuts Income	50.38		131.90		
4.840.100	World Hunger Income	0.00		40.00		
	Subtotal Designated Funds Contributions	\$4,837.64		\$18,582.30		
	Total Income	\$33,556.68	\$40,037.00	\$291,433.34	\$480,448.00	57
Expenses						
General Mission & Operating Expenses						
5.100.100	Synod Mission Support	1,200.00	1,200.00	6,000.00	14,400.00	42
5.100.110	UT Campus Ministry	0.00	0.00	0.00	0.00	0
5.100.120	ELCA World Hunger	0.00	0.00	0.00	0.00	0

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Account #	Account Name	Period Activity	Monthly Budget	YTD Balance	Annual Budget	% of Annual Budget
5.100.130	Seminarian Support	0.00	0.00	0.00	0.00	0
	Subtotal Wider Church Mission Support	\$1,200.00	\$1,200.00	\$6,000.00	\$14,400.00	42
5.105.100	Sr. Pastor's Salary	4,000.00	3,811.00	20,000.00*	45,737.00	44
5.105.200	Sr. Pastor's Housing	1,188.26	1,250.00	5,701.04	15,000.00	38
5.105.300	Sr. Pastor's Social Security	248.00	657.00	1,240.00	7,889.00	16
5.105.400	Sr. Pastor's Moving Expenses	0.00	392.00	0.00	4,700.00	0
	Subtotal Sr. Pastor's Compensation	\$5,436.26	\$6,110.00	\$26,941.04	\$73,326.00	37
5.110.100	Sr. Pastor's Pension	0.00	456.00	0.00	5,473.00	0
5.110.200	Sr. Pastor's LH&D Benefits	342.00	1,000.00	1,710.00	12,000.00	14
	Subtotal Sr. Pastor's Benefits	\$342.00	\$1,456.00	\$1,710.00	\$17,473.00	10
5.115.100	Sr. Pastor's Auto Expense	147.00	60.00	478.80*	720.00	67
5.115.200	Sr. Pastor's Book Allowance	0.00	33.00	0.00	400.00	0
5.115.300	Sr. Pastor's Continuing Education	0.00	67.00	1,000.00*	800.00	125
	Subtotal Sr. Pastor's Expenses	\$147.00	\$160.00	\$1,478.80*	\$1,920.00	77
5.120.200	Assoc. Pastor's Housing	0.00		50.26		
	Subtotal Assoc. Pastor's Compensation	\$0.00		\$50.26		
5.140.100	Administrative Assistant Salary	1,792.73	1,571.00	7,149.95	18,855.00	38
5.140.200	Administrative Assistant Soc. Sec.	137.15	120.00	552.52	1,436.00	38
	Subtotal Administrative Assistant Compensation	\$1,929.88	\$1,691.00	\$7,702.47	\$20,291.00	38
5.140.240	Administrative Assistant Pension	0.00	16.00	188.56*	188.00	100
5.140.250	Administrative Assistant Health Ins.	0.00	59.00	717.70*	706.00	102
	Subtotal Administrative Assistant Benefits	\$0.00	\$75.00	\$906.26*	\$894.00	101
5.135.100	Director of Music Salary	2,520.84	2,521.00	12,604.20	30,250.00	42
5.135.200	Director of Music Soc. Sec.	192.86	198.00	964.30	2,370.00	41
5.135.300	Director of Music Cont. Ed.	0.00	0.00	0.00	0.00	0
	Subtotal Director of Music	\$2,713.70	\$2,719.00	\$13,568.50	\$32,620.00	42
5.150.100	Nursery Attendant Salary	0.00	0.00	0.00	0.00	0
5.150.200	Nurse Attendant Soc. Sec.	0.00	0.00	0.00	0.00	0
	Subtotal Nursery Attendant	\$0.00	\$0.00	\$0.00	\$0.00	0
5.155.100	Supply Clergy (Honorarium)	0.00	73.00	595.00*	875.00	68
5.155.200	Supply Organist (Honorarium)	0.00	25.00	0.00	300.00	0
	Subtotal Supply	\$0.00	\$98.00	\$595.00*	\$1,175.00	51
	Subtotal Staff	\$10,568.84	\$12,309.00	\$52,952.33	\$147,699.00	36
5.160.100	Synod Assembly	643.29	100.00	1,253.17*	1,200.00	104

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Account #	Account Name	Period Activity	Monthly Budget	YTD Balance	Annual Budget	% of Annual Budget
5.160.200	Leadership Programs	0.00	20.00	0.00	240.00	0
	Subtotal Leadership Support	\$643.29	\$120.00	\$1,253.17*	\$1,440.00	87
5.170.100	Office Equipment	638.09	583.00	3,160.31*	7,000.00	45
5.170.200	Computer Maintenance	50.00	67.00	250.00	806.00	31
5.170.250	Computer Hardware & Software	141.20	139.00	706.00*	1,667.00	42
5.170.300	Office Supplies	238.56	79.00	1,282.36*	951.00	135
5.170.400	Postage	0.00	8.00	87.60*	100.00	88
5.170.600	Bank Charges/Service Fees	203.55	361.00	1,773.67	4,333.00	41
5.170.650	Background Check Fees	46.95	42.00	46.95	500.00	9
5.170.700	Kitchen/Coffee Supplies	0.00	26.00	0.00	309.00	0
5.170.800	Publications	0.00	0.00	0.00	0.00	0
5.170.900	Electronic Communications	17.65	88.00	248.15	1,058.00	23
	Subtotal Supplies and Other	\$1,336.00	\$1,393.00	\$7,555.04*	\$16,724.00	45
5.175.100	Utilities	2,139.00	2,994.00	16,260.00*	35,925.00	45
5.175.200	Telephone	361.90	357.00	1,809.50*	4,285.00	42
5.175.300	Property - Repairs	0.00	1,370.00	542.80	16,443.00	3
5.175.400	Property/Liability Insurance	1,052.72	896.00	5,263.40*	10,748.00	49
5.175.500	Worker's Compensation Insurance	53.00	79.00	265.00	950.00	28
5.175.600	Building Maintenance - Contracts	405.85	333.00	2,084.33*	4,000.00	52
5.175.610	Building Custodial	1,250.00	1,250.00	6,250.00	15,000.00	42
5.175.620	Mowing, Trimming & Landscaping	450.00	167.00	450.00	2,000.00	23
5.175.630	Trash Service	387.11	317.00	1,851.47*	3,800.00	49
5.175.650	Cleaning/Bathroom Supplies	0.00	95.00	186.82	1,144.00	16
5.175.700	Mortgage Principal	5,117.11	4,965.00	25,431.89*	59,580.00	43
5.175.800	Mortgage Interest	1,221.89	1,374.00	6,263.11	16,488.00	38
	Subtotal Facility Expenses	\$12,438.58	\$14,197.00	\$66,658.32	\$170,363.00	39
	Subtotal Office and Facility	\$13,774.58	\$15,590.00	\$74,213.36	\$187,087.00	40
5.180.100	Disciple - Adult Faith Formation	0.00	63.00	122.00	750.00	16
5.180.150	Disciple - Children & Youth Faith Formation	0.00	2.00	95.78*	25.00	383
5.180.200	Care - Congregation Care	0.00	14.00	0.00	170.00	0
5.180.300	Care - Fellowship	0.00	0.00	0.00	0.00	0
5.180.390	Connect	0.00	8.00	0.00	100.00	0
5.180.400	Invite - Publicity	0.00	33.00	0.00	400.00	0
5.180.450	Support - Stewardship	0.00	25.00	0.00	300.00	0
5.180.500	Worship - Worship & Music	44.08	225.00	542.76	2,700.00	20
5.180.550	Worship - Worship & Music - Altar Supplies	42.50	58.00	281.02	700.00	40

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Account #	Account Name	Period Activity	Monthly Budget	YTD Balance	Annual Budget	% of Annual Budget
	Subtotal Ministry Support	\$86.58	\$428.00	\$1,041.56	\$5,145.00	20
5.190.100	Balance Budget Adjustment	0.00	0.00	7,000.00	7,000.00	100
	Subtotal General Mission & Operating Expenses	\$26,273.29	\$29,647.00	\$142,460.42	\$362,771.00	39
OWLS Ministry						
5.225.100	Parish Nurse Salary	4,416.66	4,417.00	22,083.30	53,000.00	42
5.225.200	Parish Nurse Social Security	311.20	314.00	1,556.00	3,763.00	41
	Parish Nurse Compensation	\$4,727.86	\$4,731.00	\$23,639.30	\$56,763.00	42
5.227.100	Parish Nurse Pension	265.00	265.00	1,325.00	3,180.00	42
5.227.200	Parish Nurse LH&D Insurance	817.07	897.00	4,085.35	10,759.00	38
	Parish Nurse Benefits	\$1,082.07	\$1,162.00	\$5,410.35	\$13,939.00	39
5.230.100	Parish Nurse Auto Expense	235.20	200.00	576.80	2,400.00	24
5.230.300	Parish Nurse Continuing Education	0.00	163.00	535.00	1,950.00	27
	Parish Nurse Expenses	\$235.20	\$363.00	\$1,111.80	\$4,350.00	26
	Subtotal Staff - OM	\$6,045.13	\$6,256.00	\$30,161.45	\$75,052.00	40
5.280.100	Fellowship Events - OM	674.50	600.00	2,416.83	7,200.00	34
5.280.200	Office Supplies - OM	0.00	20.00	0.00	240.00	0
5.280.300	Postage - OM	0.00	33.00	109.15	400.00	27
5.280.400	Medical Devices, Storage & Upkeep - OM	0.00	53.00	250.29	640.00	39
5.280.475	Middle School Program Support - OM	0.00	283.00	0.00	3,400.00	0
5.280.480	Building Use - OM	1,600.00	1,600.00	8,733.00*	19,200.00	45
5.280.500	Publications - OM	0.00	10.00	356.86*	125.00	285
5.280.600	Transportation - OM	0.00	25.00	176.00*	300.00	59
5.280.700	Care Assistance	3,500.00	1,510.00	3,500.00	18,120.00	19
	Subtotal OWLs Ministry Support	\$5,774.50	\$4,134.00	\$15,542.13	\$49,625.00	31
	Owls Ministry	\$11,819.63	\$10,390.00	\$45,703.58	\$124,677.00	37
Designated Funds Expense						
5.300.100	Sharon Olson Fund Expense	1,636.72		3,881.39		
5.305.100	Balance Budget Expense	583.33		(4,083.35)		
5.510.100	Altar Flowers Expense	135.00		1,145.50		
5.517.100	Children and Youth Faith Formation Expense	0.00		99.93		
5.519.100	Columbarium Exp	55.90		13,937.46		
5.540.100	Creekmore Music Endowment Expense	390.00		3,488.00		
5.550.100	ELCA Domestic Disaster Relief Expense	0.00		2,000.00		
5.670.100	Memorial/Honorarium Gifts Expense	0.00		733.00		
5.680.100	Mena Eckerd Endowment Fund Expense	0.00		3,000.00		

Messiah Evangelical Lutheran Church - Knoxville TN
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Account #	Account Name	Period Activity	Monthly Budget	YTD Balance	Annual Budget	% of Annual Budget
5.757.100	Serve Strategies Exp.	0.00		500.00		
5.836.100	WELCA Cluster Meeting Fund Expense	330.00		330.00		
5.837.100	WELCA Eggs for CareCuts Expense	105.98		504.87		
	Subtotal Designated Funds Expense	\$3,236.93		\$25,536.80		
	Total Expenses	\$41,329.85	\$40,037.00	\$213,700.80	\$487,448.00	39
	Difference	(\$7,773.17)	\$0.00	\$77,732.54	(\$7,000.00)	

* = Income/Expense exceeds amount budgeted to date

Messiah Evangelical Lutheran Church - Knoxville TN
Balance Sheet as of May 31, 2025

Thursday, June 5, 2025

Page 1 of 1

Account #	Account Name	Beginning Balance	Previous Period Balance	Period Activity	YTD Balance
Assets					
1.100.100	Operating Checking Account	129,551.29	245,461.88	(12,001.35)	233,460.53
1.200.100	Designated Funds Savings Account	40,272.69	40,274.01	0.33	40,274.34
1.250.100	Columbarium Savings Account	17,994.19	4,513.14	(55.86)	4,457.28
1.400.100	Thrivent Limited Maturity Bond Account	2,987.94	1,051.82	0.00	1,051.82
1.500.100	Land	16,300.00	16,300.00	0.00	16,300.00
1.500.200	Building	2,613,778.56	2,613,778.56	0.00	2,613,778.56
1.500.300	Pews, Organ & Furnishings	187,748.66	187,748.66	0.00	187,748.66
1.600.100	Pre-Paid Expense	4,627.62	3,220.95	(410.70)	2,810.25
	Total Assets	\$3,013,260.95	\$3,112,349.02	(\$12,467.58)	\$3,099,881.44
Liabilities					
2.000.100	Accrued Liabilities	0.00	666.68	(83.33)	583.35
2.100.100	Mortgage Payable	424,733.59	404,488.67	(5,117.11)	399,371.56
2.600.100	Deferred Income	23,973.00	36,888.68	(4,611.08)	32,277.60
	Total Liabilities	\$448,706.59	\$442,044.03	(\$9,811.52)	\$432,232.51
Fund Balances					
3.100.100	Unrestricted Operating Fund Balance	40,504.11	38,074.79	2,415.75	40,490.54
3.200.100	Badenhop Fund Balance	58,811.21	155,301.45	(11,789.63)	143,511.82
3.300.100	Sharon Olson Fund Balance	7,728.27	10,583.60	(1,636.72)	8,946.88
3.305.100	Balanced Budget Fund Balance	0.00	4,666.68	(583.33)	4,083.35
3.509.100	AV Equipment Fund Balance	599.99	599.99	0.00	599.99
3.510.100	Altar Flowers Balance	363.95	147.45	(45.00)	102.45
3.513.200	Building Maintenance Fund Balance	10,866.08	14,503.08	400.00	14,903.08
3.514.100	Brothers at Messiah Balance	528.89	528.89	0.00	528.89
3.517.100	Children and Youth Faith Formation Balance	7,498.35	7,398.42	0.00	7,398.42
3.518.100	Come to the Water Balance	302.75	302.75	0.00	302.75
3.519.100	Columbarium Fund Balance	18,394.19	4,513.14	(55.86)	4,457.28
3.540.100	Creekmore Music Endowment Balance	8,274.78	5,176.78	3,177.22	8,354.00
3.590.100	Feeding Ministries	604.14	604.14	0.00	604.14
3.620.100	Landscaping Balance	662.21	662.21	0.00	662.21
3.630.100	Library Balance	637.52	637.52	0.00	637.52
3.670.100	Memorial/Honorarium Gifts Balance	7,450.10	7,694.85	0.00	7,694.85
3.680.100	Mena Eckerd Endowment Fund Balance	2,987.94	1,051.82	0.00	1,051.82
3.710.100	Music Program Balance	316.75	316.75	0.00	316.75
3.715.100	One Year To Live Balance	1,621.00	1,621.00	0.00	1,621.00
3.716.100	Open Doors Balance	458.82	458.82	0.00	458.82
3.757.100	Serve Strategies Balance	1,656.80	1,156.80	0.00	1,156.80
3.780.100	Staff Gifts Balance	0.00	50.00	0.00	50.00
3.793.100	Summer Art Program Balance	1.65	1.65	0.00	1.65
3.836.100	WELCA Cluster Meeting Fund Balance	0.00	0.00	400.00	400.00
3.837.100	WELCA Eggs for Carecuts Balance	639.61	322.24	(55.60)	266.64
3.840.100	World Hunger Balance	0.00	40.00	0.00	40.00
3.855.100	Youth Room Renovations Balance	426.46	426.46	0.00	426.46
3.857.100	Youth Scholarships Balance	1,950.00	1,950.00	0.00	1,950.00
3.999.999	Equity & Fixed Assets Balance	2,391,268.79	2,411,513.71	5,117.11	2,416,630.82
	Total Fund Balances	\$2,564,554.36	\$2,670,304.99	(\$2,656.06)	\$2,667,648.93
	Total Liabilities and Fund Balances	\$3,013,260.95	\$3,112,349.02	(\$12,467.58)	\$3,099,881.44

APPENDIX F: Building Use Agreement

This form is to be completed by the responsible person of a building and must be on file at least one week prior to the Administrative Assistant/Building Use Coordinator prior to church office; a copy will be provided to the responsible person.

No signature, amount, or approval.

event that takes place in the MLC room availability with the Ad-original will be kept on file in the room of building reservation.

Your date is not firm until deposit and agreement

Building User Information

Name of Event: Sons of Norway Juletre fest
Sponsoring Organization: Sons of Norway
Purpose of Gathering: Chr. celebration
Date(s) of Use: Sun., Dec 14, 2025 Anticipated number in attendance: 50
Time of Event (beginning & end times): 2-7 p.m. Anticipated time of set up: 2 hr.
Area/Room(s) to be used: Fellowship Hall
Name & Position of Responsible Person: Bonnie Pederson
Address: 713 Cessna Rd., Knoxville, TN. 37919
Primary Phone Contact: 865-748-8044 Secondary Phone Contact: NA
Email: bonniepederson@comcast.net

Agreement

- ☒ I/we have read the Building Use Policy and Building Use Expectations and agree to abide by all rules and expectations set forth therein.
- ☒ I/we agree to pay Messiah Lutheran Church the amount of * reduced fee for the use of the church facilities as detailed above.
\$50 - Member Rate for 5 hours + free 2 hours set up window.
- ☒ I/we agree that all fees and deposits will reach Messiah Lutheran Church at 6900 Kingston Pike, Knoxville, TN 37919, one week in advance of the use start date. If donations are not paid and cleared before the use start date, permission for the use of Messiah Lutheran Church facilities may be revoked.
- ☒ I/we agree to abide by the expectations spelled out in this document and to complete the Departure Check List(s) and Church Key Agreement (if applicable). Messiah Lutheran Church agrees to provide the church facilities as they are. (MLC does not provide set up or cleaning.) Fees will defray costs for air conditioning/heating, water, bathroom facilities, janitorial service, and electricity.
- ☒ I/we agree to return used space to the configuration and condition in which we found it.
- ☒ I/we agree to hold Messiah Lutheran Church, congregational members, Congregation Council, and church employees harmless and free of any claims of liability which may result from any injury or loss of property.
- ☒ I/we agree to accept full responsibility for any such claims from persons in attendance of this event. I/we agree to be liable for any damages or incident which may occur in connection with this event.

Signed: Bonnie Pederson Date: 1/29/25

Approved: _____ Date: _____

** member of MLC requesting consideration for a reduced fee for this group.*

Messiah Lutheran Church
BADENHOP FUND STEERING COMMITTEE (BFC) MINUTES
June 10, 2025

ATTENDING

Mike DRISKILL, *Parish Nurse* Mary Sophia HAWKS, *Treasurer* Steve HESS, Martha MACCABE, *Chair* Mary Ellen WHITSON (Absent: Pr. Mark CERNIGLIA, *Council Liaison* Rick CHRISTIAN, Paul JONES)

COUNCIL ACTION REQUIRED: Clarify how to proceed with improving function of the sanctuary sound system and streaming services.

MEETING MINUTES

1) General Notes

- a) MSH called the meeting to order with prayer at 2:04 PM.
- b) We received a thank you note from Second Harvest. Our contribution supports 6000 meals this year.
- c) Mike will forward this year's BSC meeting notes to MSH. They were lost in a computer failure.
- d) Questions about the sanctuary sound system remain.

2) Financial Report

- a) Steve forwarded the May financial report this morning.
- b) Five months (42% of year) is complete. Planned annual spending so far is below this at 37%.
- c) BFC will pay for MSH's new phone from MLC's new provider. Provider is still pending Council vote on this, MSH will prepare a PO for their consideration.

3) Parish Nurse Activity Report

- a) No report was submitted this month.

4) Member Watch

- a) Member A: Having issue with a scooter that will not charge. All-Med of East Tennessee cannot diagnose it, repair possibly \$200. They have a good used one available at \$850. MSH moved we buy this one, seconded and approved.
- b) Several members currently have Covid. MSH noted the current strain is highly transmissible and reminded everyone to take all appropriate precautions.

5) Transportation Needs

- a) No new items of note this month.

6) Medical Device Lending

- a) Note item under "Member Watch" above; no other items noted.

7) Other Care Assistance

- a) Discussed donation to Interfaith Dental Clinic "Smiles On 60." Mike moved we donate \$1000; seconded and approved.
- b) Martha's friend: feeling better but still awaiting a needed blood test. MSH will contact her to coordinate the time. She is receiving help cleaning her house and CAC is helping to maintain her yard.

8) NEXT MEETING - 2:00 PM, Tuesday, July 8, 2025 - via Zoom.



DISCIPLE COMMITTEE MINUTES

Tuesday, May 27, 2025

Committee Members Present: Mary Williamson, Angela Kronau, Michele Wilson, Jenny Adams, Carolyn Lawhorn (Council Liaison)

Committee Members Absent: David Achodo, Pastor Mark Cerniglia

Meeting held: ☐ In Person ☒ via Google Meet

Music Camp – not as many kids as we hoped but it is happening. Supplies aren't needed right now for each section – each leader is taking care of their 'part'. If supplies or snacks are needed, we have money in our budget that can be used.

Committee Fundraising Event for Building Maintenance Fund – We will host a Bake Sale on Sunday, July 27th along with the "Brunch". The Fellowship Committee will not call for desserts on that Sunday to help with the sale. More details will be planned at our July meeting. Michele will do the promotional pieces to start in July.

Children's Sunday School & Adult Learning Hour

Committee will begin to recruit Sunday School teachers for 2025-2026 season. Michele Wilson, Angela Kronau and Connie Cole would like to teach Middle School age students. Mary Williamson will send an email to the current teachers to see if they are willing to continue. Michele will send Mary W. the flyer that we used last year for her to 'tweak' and then we can share via the eNews.

On Sunday, September 7th we will host a Ministry Fair and Sunday School Kick Off event. It will be a party to get all generations excited about the start of our Faith Formation for 2025-2026! We'll have a scavenger hunt (intergenerational), meet the teachers, party theme. The information boards from the Ministry Fair last year are still intact and can be used again!

Actual classes will begin on Sunday, September 14th.

Other

- Michele will invite Carrie Parrot to our July 2025 meeting to share information about AFFIRM.
- The next Theology Pub is on Friday, June 27 at Bearden Beer Market.

ACTION ITEMS FOR COUNCIL

N/A

Next Meeting – Tuesday, July 22 @ 6:00 pm via Google Meet

Minutes submitted by: Michele Wilson



__May 25__Property__ COMMITTEE MINUTES

Day/Date of Meeting

Committee members present: N/A

Committee members absent: N/A

Guests present: N/A

Meeting held: ☐ In Person ☐ via Zoom

OLD BUSINESS

1. Successful work day on 8 March
2. Need to install parts to repair bad Gas stove pilots
3. Converting existing Fluorescent Lighting to LED. LED Lamps have been ordered – Lamps have arrived and are currently stored at Messiah. Need to develop a team and plan to execute install of lamps.
5. Storm damage cleanup to be scheduled – Funding needed.
6. Ille Wood's Garden Club has offered to supply three – Leyland Cypress trees to replace trees lost along the driveway due to storms – Trees will need to be planted.
7. The circulation pump purchased to keep the previous kitchen water heater operational has been listed on Ebay for sale with the hope some of the \$800 purchase price can be recouped and put toward other building maintenance issues.
8. The ability for Carrie P to remotely release the front door via the phone system seems to have stopped working - Being investigated.

NEW BUSINESS

1. Property would like to put forward that a laptop be purchased primarily for use with the Fellowship Hall Sound System. This laptop is in addition to the proposed hard drive replacement for the Sanctuary streaming computer.
2. Annual Sprinkler System and Backflow Preventer testing scheduled for 23 June by Morristown Sprinkler.
3. The Food Box in the East Parking lot is an issue. See accompanying photo. Additionally, there was a mess made in the compartment on the left end of the Food Box discovered on Sunday 8 June. It was cleaned up but then the mess shown in the photo showed up on Tuesday 10 June.
4. The trash container adjacent to the food box needs repairs/ upgrades if the Food Box is to remain. – Property will address.

ACTION ITEMS FOR COUNCIL

Request Council discuss whether or not Messiah continues to provide the Food Box and who is in charge of stocking and maintaining the food box. See accompanying Photo

Next Meeting: *TBD*

Minutes submitted by: Jonathan Driskill, Committee Chair

Image Date: June 10, 2025



Pastor Mark's Report to the Council

June 22, 2025

There have been a few setbacks this month. When I returned from the mission trip to Guatemala, I tested positive for Covid, the first time I'd had it. This necessitated the cancelation of my trip to Germany, and I have been in quarantine ever since. Martha MacCabe also tested positive, as did Pastor Stephen Friedrich and two of the members of Peace Lutheran.

More significantly, while I was on the mission trip, the Council received word that the Pastoral candidate they had considered, had declined the offer made to her. Therefore, the Call Committee has had to request new names from the Bishop's office. It is helpful that Bishop Strickland was reelected to a second term at the Synod Assembly that was also held during this time, so we will continue to work with Pastor Jonathan Hemphill.

I appreciate the reflection that the Council put into updating the Ministry Site Profile to better reflect the current situation of the congregation. I hope that my continued presence with you all will help to mitigate any sense of discouragement over the Call process. Once again the Council has had to appoint a new member of the Call Committee to replace one member who could no longer continue.

Currently, my contract continues through the month of August, but we can revisit that in July or August. I do need to be gone August 31 and September 7, in order to help my friend Sandy prepare to move to her new Call as a missionary with the Lutheran Church of Costa Rica. I am helping her transport her stuff to a storage unit near my house in Columbia, SC, where I can watch over it for her during the four years she will be in Costa Rica. This cross-country move will also enable me to visit my son, Adam's family in Colorado Springs as they welcome a new baby into the family.

I heard very positive things about the Summer Music Camp that Mary Phillips ran, along with volunteers from the congregation. And we are excited to be receiving new members on Sunday, June 29.

Respectfully submitted,
~Pastor Mark Cerniglia

Report to Council

May 11 – June 15, 2025

Mary Phillips, Director of Music

Sunday, May 11 – the choir sang, and Evan Ciorciari played a trombone solo as prelude.

Sunday, May 18 – Rick Christian played guitar and sang for the offertory.

Sunday, May 25 – Confirmation Sunday – children, bells, flute, piano and choir on the anthem

Sunday, June 1 – Mary Williamson sang a solo for the offertory

Sunday, June 8 – Pentecost Sunday – the choir sang two anthems

Sunday, June 15 – the flute choir will play the prelude, and the bells will play the offertory.

Choir Practice and Bell Rehearsals – Summer Schedule:

The choir will practice on Sundays after church once a month and then sing the following Sunday. The bell choir will do the same this summer, with rehearsals after church on Sundays and then playing the following Sunday.

Flute Choir

We had flute choir rehearsals on March 30, May 4 and May 25 and will play on June 15. We have a guest musician coming on June 15 to play bass flute with our flute choir. She will also play during communion.

Music Camp June 9-13

We have had several informal meetings with the volunteers who will be helping with the Music Camp: Anne Driskill, Jenny Adams, Pastor Dave Bradford and Kay Bone. We had 12 children registered to attend.

We had an excellent week with the children and will have our final performance on Friday, June 13: puppets presenting the story of Noah and the Ark, demonstration of the Orff instruments, and presentation of a 20-minute musical. Thanks to Jenny Adams (puppets), Anne Driskill (art), Kay Bone (refreshments). I taught the music and Orff instrument classes, but Jenny Adams was helpful in both these areas. We had 3 teenage helpers: Jack Parrott, Charlotte Rusk and Elias Rusk (Judy and Sonny Menzel's grandchildren).

Other:

Played for Kari McClure's funeral May 17.

I am accompanying Chloe Waller on her Oboe Recital, September 13, 4 pm in the Sanctuary.

Parish Nurse Activity Report-May-2025-Messiah Lutheran Church									Mary Sophia Hawks, BSN, RN, GRN, Faith Community Nurse				
Contacts	January	February	March	April	May	June	July	August	September	October	November	December	2025
Calls/Texts	84	57	74	62	49								326
Office Visits	3	4	12	12	18								49
Home Visits	5	7	4	3	6								25
Hospital Visits	1		1		5								7
Facility Visits	5	4	5	6	1								21
MD Visits/Transport	6	3	4	4	3								20
Consults/referrals	3	6	8	8	10								35
Total	107	81	108	95	92	0	0	0	0	0	0	0	483
Activities	3	2	4	5									14
Meetings	7	7	7	7									28
Special Projects	16	16	14	13									59
Training				2									2
Total	26	25	25	27	0	0	0	0	0	0	0	0	103
Activities				Special Projects									
OWL's (1)				Parish Nurse News/OWLS/Prayer Concerns (12)									
Monthly Report Preparation (1)				OWLS medical moment-update on CDC recommendations for COVID vaccines (1)									
Coordination of OWLS meals (1)													
Delivery of OWLS meals (1)												Hours	
Funeral (1) McCluer												Work	160
Quilt of Valor service (1) Featherston												Sick Time	16
Meetings				Continuing Education								Vacation	
Congregational Care (0)				UT Annual Alzheimer's Symposium (2)								Holiday	8
Badenhop Steering Committee (1) Zoom					2 days, 8 CNE's							Snow	
Meetings with Pastor Mark (6)												TOTAL	184 hours
												Mileage	336 miles

MINISTRY SITE PROFILE

Messiah Evangelical Lutheran Church

Knoxville, TN

Completed:



Evangelical Lutheran Church in America
God's work. Our hands.

The Ministry Site Profile (MSP) is intended for use by congregations and church-related organizations that are seeking to call a rostered minister of the Evangelical Lutheran Church in America, or a First Call candidate for rostered ministry. Congregations must complete the entire MSP. Church-related organizations may, with the concurrence of the synod bishop, complete only the required sections (Part I, III and IV). Once complete, this form is submitted electronically to your synod bishop for review and posting to the "Current Openings" listing on the ELCA website (www.ELCA.org/call).

Summary Description

Messiah is a Reconciled in Christ church. Our small but growing population of LGBTQIA+, people of color, our friends and neighbors in need, as well as our open communion table gives us joy and forms a vision to which God may be calling us. We think it is a vision that requires our congregation to reach out to our surrounding community to welcome all, including the aforementioned population, into our church building where a safe and welcoming worship space and fellowship is offered.

We value our worship experience at Messiah. Achieving a better understanding and interpretation of the Gospel and being energized by it will enable our congregation to better understand ourselves as we finely hone our call as a church family.

PART I: WHO WE ARE

Name and Location

CONGREGATION

CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION

Knoxville, TN, 37919

CITY, STATE, ZIP

Southeastern Synod (9D)

SYNOD

Medium city (50,000 - 249,999)

SIZE OF COMMUNITY

Messiah Evangelical Lutheran Church

NAME

05851

CONG ID

US

COUNTRY

Congregation - Organized

TYPE OF MINISTRY SITE

1954

YEAR ORGANIZED

Contact Information

Ministry Site (preferred contact information)

6900 Kingston Pike

ADDRESS LINE 1

ADDRESS LINE 2

Knoxville, TN, 37919

CITY, STATE, ZIP

US

COUNTRY

knoxvillemessiahlutheran@gmail.com

E-MAIL

www.messiahknoxville.org

WEB SITE

(865) 588-9753

PHONE

FAX

Chairperson of Congregation or Head of the Organization

Angela Kronau

NAME

983 Woodview Lane

ADDRESS LINE 1

ADDRESS LINE 2

Knoxville, TN, 37909

CITY, STATE, ZIP

US

COUNTRY



(865) 216-5135

DAY PHONE

arkronau@yahoo.com

E-MAIL

Chairperson of Call or Search Committee

Mary Williamson

NAME

201 Geneva Lane

ADDRESS LINE 1

(865) 680-6279

DAY PHONE

marywillia1014@gmail.com

E-MAIL

(865) 216-5135

CELL PHONE

FAX

Knoxville, TN, 37923

CITY, STATE, ZIP

(865) 680-6279

CELL PHONE

US

COUNTRY

FAX

EVENING PHONE

ADDRESS LINE 2

(865) 680-6279

EVENING PHONE

Demographics

Language Spoken

In the congregation/ organization

English

French

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

English

Spanish

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

Race/Ethnicity (In the Congregation)

Caucasian (95%)

African National (5% or less)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Race/Ethnicity (Surrounding Community)

Caucasian (75%)

African American/Black (15%)

Multi-racial (10%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Gender comparison

40%

60%

MALE

FEMALE

Age distribution

5%

5%

15%

15%

60%

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

1

0

2

1

1

0



Ministers of Word and Sacrament (PASTORS)	Ministers of Word and Service (DEACONS)	OTHER LAY PROFESSIONALS	SECRETARIAL SUPPORT	CUSTODIAL SUPPORT	OTHER
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Congregational Information

51 - 150	0 - 25	Single site
AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE

Distance members live from church facilities:

Community Type	5%	10%	80%
<input checked="" type="checkbox"/> 1/2 MILE Suburban	<input checked="" type="checkbox"/> 1/2 - 1 MILE College or University	<input checked="" type="checkbox"/> MORE THAN 1/2 MILE Farming	
<input type="checkbox"/> Inner City	<input type="checkbox"/> Mining/logging	<input type="checkbox"/> Ranching	
<input type="checkbox"/> Industrial	<input type="checkbox"/> Resort	<input type="checkbox"/> Retirement	

Budget of the Congregation/ Organization

	2023
\$371,416	\$475,000
TOTAL BUDGET FOR THE LAST FISCAL YEAR	TOTAL DEBT OF THE CONGREGATION/ ORGANIZATION AT THE END OF THE LAST FISCAL YEAR
\$20,121	\$126,221
MISSION SUPPORT TO THE ELCA/ SYNOD FOR THE LAST FISCAL YEAR	TOTAL SAVINGS, RESERVES, ENDOWMENT AT THE END OF THE LAST FISCAL YEAR

PART II: OUR VISION FOR MISSION

Trends in the Community Context of the Congregation or Organization

Characteristics:

Write a description of your community in terms of socio-economic status, demographics, primary areas of employment and lifestyle. The Demographic ZIP Code report for your primary ZIP codes may be helpful.

Population - The city of Knoxville had a population of 192,000 people as of 2022, with the MSA metropolitan area approaching 800,000. The median age of Knoxville residents was 33.4 years with a median household income was \$48,309. According to local media sources a household needs to earn at least \$64,224 to be considered middle class in Knoxville, and more than \$192,692 to be considered upper class. The largest ethnic groups in Knoxville are: White (Non-Hispanic) (72.1%); Black or African American (Non-Hispanic) (16%); Hispanic (11.9%). According to knoxvillechamber.com, the poverty level for all people in Knoxville is 13.1%.

The region's 23 post-secondary institutions, including the University of Tennessee's flagship campus attracts talented students from across the globe including graduates from four regional high schools that received Top 20 Best High School honors from U.S. News and World Report. The University of Tennessee is a top employer in Knoxville and nearby Oak Ridge National Laboratory, a major employer as well, attracts renowned scientists from around the world to complement the university appeal.

Sheltered by the peaks of the nation's most-visited national park, the Knoxville region offers adventure seekers two national forests, nine state parks and more than 1,000 square miles of waterways, plus an Urban Wilderness located just three miles from Downtown. From festival-laden streets to music-filled stages and captivating performances, creativity is steeped into the fabric of the valley. The arts gained an even greater foothold in 2016 when Knoxville was designated as the first Etsy Maker City in the United States. If you have a hobby, chances are Knoxville has a community or group for you including a robust selection of children and youth activities. Zoo Knoxville and the Knoxville Museum of Arts (KAMA) are wonderful educational and entertaining venues to name a few. Knoxville loves



sports and is home to the Women's Basketball Hall of Fame. The University of Tennessee's baseball team recently brought home the National Championship title and you have not experienced football until you have gone to a game at Neyland Stadium. Knoxville is also home to a professional soccer team, OneKnox, and a minor league baseball team, The Tennessee Smokies. Knoxville is the perfect big, little city with the hospitality you would expect from a Southern town and all the amenities of a big destination city.

Trends:

List three changes or trends within the congregation or organization which have occurred in the last three to five years.

Our older members provide the greatest monetary and operational support of our church. However, as these individuals continue to age and pass away without a sufficient number of younger members' to take their place we face continued challenges with gifts of time, treasure, and talent to support our church and programs. Messiah's children and youth programming is sparse and as a result we have difficulty keeping young families engaged in our congregation. In 2023 we started combined youth programming with other area ELCA churches including reestablishing our Vacation Bible School program facilitated by Lutheridge counselors.

Messiah is a Reconciled in Christ church. Our congregation, our friends and neighbors in need, as well as our open communion table gives us joy and forms a vision to which God may be calling us. We think it is a vision that requires our congregation to reach out to our surrounding community to welcome ALL into our church building where a safe and welcoming worship space and fellowship is offered.

We value our worship experience at Messiah. Achieving a better understanding and interpretation of the Gospel and being energized by it will enable our congregation to better understand ourselves as we finely hone our call as a church family.

Context:

List three ways the community in which you are located has been challenged by change and transition in the last three to five years.

COVID had a negative impact on our attendance. Some moved to other churches and others just never returned after the pandemic.

The Deane Hill neighborhood which surrounds Messiah, like many neighborhoods, suffered a diminished sense of community while in the grip of COVID. Gradually, with Messiah as a catalyst, its community association is rediscovering purpose and hope.

Housing costs have risen significantly in the last 3 years and there are many more unhoused individuals who count on the support of the church.

Programs:

Describe your congregation's or organization's current programs for mission and ministry.

Worship – Our Worship & Music Ministry provides diversified liturgical experiences throughout the year including a very active choir, bell choir, cantors, special music and ensemble musicians during festival Sundays. The team provides online weekly worship experience through YouTube. Messiah provides the unique aspect of a "Prayground" in our worship space so that our youngest members can enjoy being part of the congregational family during worship. As our congregation opens its arms to all individuals, our Eucharist table provides open communion to all people and children present, no matter the age, ethnicity, or membership.

Care - Caring for one another is integral in forming and sustaining this faith community. We care for our aged population with our OWLS ministry (Older Wiser Lutherans), which includes a full-time parish nurse on staff, a wide variety of social activities and health education, and visitations. We also care for one another with our Shepard groups and prayer chain.

Serve - We reach outside of our congregation to contribute monetarily and in most cases actively engage with Tyson House (campus ministry,), CareCuts (homeless ministry), Love Kitchen(food pantry), Justice Knox (community social ministry), Bridge Refugee Services, Pond Gap Elementary School (Title 1 community school), Compassion Coalition (resource for disadvantaged and disabled) and Family Promise.

Disciple - We believe discipleship and the faith formation of all generations is central to our purpose as a congregation and we hold in very high regard the development of faithful children, youth, adults, and families. We offer adult and children's Sunday School from September to May with a variety of rich topics and activities. Our Youth program is gaining traction with the recent combined efforts of other area ELCA churches to organize and gather and engage with our youth. We are also in the process of bringing back Theology Pub and adding a Parent's



Night out to support and build community for our active members.

Fellowship - Messiah is a place where people of all ages gather to remind ourselves of God's presence in our lives. Two traditional forms of fellowship are rooted at Messiah: WELCA (the ministry for women), and BAM (Brothers At Messiah, the men's ministry).

Invite - We seek to help as the face of Messiah in welcoming the stranger. The Invite team hosts and coordinates Village VIBE activities for the surrounding community.

Goals:

What are the primary goals of your ministry site (please refer to any Strategic Plan that has been adopted).

Goal 1: Appoint a search committee to identify and hire a new administrative assistant. This committee will be responsible for creating a job description for this position, as well as a budget adjustment for the year's outlay for this position.

Goal 2: Publicize and develop a public presentation of the property upgrades needed to be distributed at the February Congregational meeting, as well as in the hallway of the church. Prioritize the improvements needed by project and develop a timeline that lays out the sequence of projects to be completed. Fund-raising options will be included in the presentation, as well.

Goal 3: Identify a youth leader and develop a committee to support this summer's music camp (under the direction of Mary Phillips), Parent Night's Out program and other possible youth events.

Energy:

What is your congregation or organization really excited about right now?

We have an impressive list of new folks have joined the church including a refugee family. They are all people of faith.

Collaborating and developing programming for our children and youth that make the kids excited to be involved and satisfies the parent's needs for spiritual guidance and support of their family. Last Summer, four local churches formed a joint youth group endeavor. A different church hosts every month as 3rd-5th graders and 6th-12th graders meet for fellowship, games, and Bible study. This fall, we will also include some joint social activities. In addition, the last two summers, we have invited Lutheridge Day Camp (Lutheroad) to lead a week of camp at Messiah with participants from three local churches.

Partnership:

How does this congregation or organization see itself as a member and active participant in the Evangelical Lutheran Church in America and the synod?

We value the larger ELCA church and our Southeastern Synod greatly. Every year, we send at least 2 voting members to the assembly. In 2022 and 2024 we had one person self-nominate to attend the National Conference as a voting representative. We have a member that is on the SES Council.



Ministry Site Characteristics

AS A COMMUNITY

A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US
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We tend to be formal and programmatic.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We tend to be informal and spontaneous.
We have clearly defined goals and plans for our future.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We have no stated goals or plans.
We are racially and economically diverse.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We are demographically homogeneous.

OUR LEADERSHIP STYLE

We welcome ideas that are provoking and challenging.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We prefer ideas that are tried and true.
We rely on our leaders for direction.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We rely on group decision-making.
We have learned how to use conflict constructively.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We tend to perceive conflict as something destructive.

OUR PROGRAMMING

Our facilities are often used by community groups.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Our facilities are only used for our activities.
We train people to minister outside our walls.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We train people to minister inside our walls.
We focus on ideas and beliefs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We focus on skills and action.

OUR THEOLOGICAL PERSPECTIVE

We are obviously Lutheran in identify and practice.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are not very active in the synod and ELCA.
We focus on Biblical studies and doctrine.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We focus on contemporary issues and topics.



Purpose, Giftedness and Mission

Purpose

How does this congregation or organization understand its reason for being in the light of God's call to mission and service? Who are you? Why are you here?

We see ourselves as one big family - at times it has been dysfunctional, but with leadership, we work to build consensus in a caring and respectful way. We are a community of faith striving to live in Christ. We welcome ALL. This includes anyone who has been told they do not belong. We embrace racial equity, all ages, all ethnicities, all socioeconomic classes, all sexual orientations, all gender identities, all gender expressions, all family structures, all political affiliations, and all physical or mental abilities. We invite everyone to join us in this common life, fully sharing in the worship, rites, and sacraments of this church. We celebrate that our congregation is intergenerational and a place where God's love is shown in a true and authentic way. Messiah was the first church in Tennessee to be recognized as a Reconciling in Christ partner. RIC is an organization of laypeople, pastors, and congregations working for the full acceptance and inclusion of people of all sexual orientations and gender identities and expressions in the life of the church.

Opportunities are all around! For example, many members support Come to the Water, a nonprofit which sends students from schools across East Tennessee to a week of Christian summer camp. The faculty of a nearby school nominated thirty-two students who joined sixty-nine campers at Lutheridge. Messiah has served as the gathering locale for parent/camper meetings, and the embarkation point. For the majority of these youth, faith is not a part of their lives so camp is their first exposure. Does there lie, within this growing nucleus of youth, an opportunity for a vibrant youth and family ministry?

Giftedness

What are your gifts and resources for fulfilling this purpose? What are the congregation's or organization's top three assets and how are they being used? Are there obstacles that must be overcome to be able to use these gifts and accomplish the mission?

Asset #1 - Our members. The majority of our members are a group of people that truly endeavor to 'walk the walk', not just 'talk the talk'. We are generous with our time and our abilities - inside and outside of the church. We are faithful to the word of God. Attending worship and receiving communion each week fills our cup so we can go into the world to do Christ's work. It isn't just a social hour. Our members are diverse in their professional fields and willing to bring those talents to share within the life of the church. Obstacle: As our membership ages, we have fewer engaged members.

Asset #2 - Our building/location. We are located in a very visible spot on a well traveled road in Knoxville. It is a building that was well suited for the membership in the 90's. We open our doors to outside groups (for a minimal fee) to make ourselves a resource for the community. Obstacles: Building maintenance costs keep going up as we see our membership and income decrease. There are trees that have grown up so high that the visibility of our building is obstructed from the neighborhood we hope to connect with.

Asset #3 - Our staff. We have a full-time parish nurse generously funded by an endowment who meets the needs of our many older members and the younger members who have health challenges. She is a great resource for borrowing medical equipment, driving members to medical appointments, caring for members and their families as people reach their end of life. We are so blessed to be able to offer this ministry. We also have a part-time director of music and organist. She brings music to life for worship services and other special occasions. She is a very encouraging choir director and has recruited new members in her short time at Messiah. We have a wonderful part-time administrative assistant who works 20 hours per week.

Mission

In light of the way you have described your ministry context in this Ministry Site Profile, what are the top three mission priorities which, if accomplished, hold the most promise for the continued development of this ministry?



This is our mission statement: Through God's grace: we proclaim boldly, serve joyfully, worship faithfully, and welcome openly.

1) Showing God's love through service to our community.

2) Connect with marginalized communities in meaningful ways by offering: special worship services; small groups [Drop Off Service for Care Providers to have a few hours during the week for personal time], Parent's Night Out (provide child care one evening a month), Group for Widows, Group for those with addiction issues (alcoholism, drugs, food), safe spaces for our LGBTQIA+ community members; opening our doors for the unhoused during extraordinarily hot or cold weather snaps, hosting a 1x per month Farmer's Market where a portion of the food is donated to those in need.

3) Offering Adult Learning Hour sessions that connect the Bible to our calling.

References

Synod Bishop

Bishop Kevin Strickland	Southeastern Synod	bishop@elca-ses.org
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NAME	SYNOD	E-MAIL
(404) 589-1977		

DAY PHONE	EVENING PHONE	CELL	FAX
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Inside Congregation or organization

Cristall Mount	Vice President of Council	cmount68@aol.com
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NAME	ORGANIZATION AND TITLE	E-MAIL
(865) 300-7490	(865) 300-7490	(865) 300-7490

DAY PHONE	EVENING PHONE	CELL	FAX
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Outside Congregation or organization

Kristin Kennedy	Retired Administrative Assistant	hmmmnbird@gmail.com
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NAME	ORGANIZATION AND TITLE	E-MAIL
		(865) 599-8247

DAY PHONE	EVENING PHONE	CELL	FAX
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An ELCA rostered minister

Pastor Mark Cerniglia	Interim Pastor, Messiah Evangelical Lutheran Church	pastormark@messiahknoxville.org
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NAME	ORGANIZATION AND TITLE	E-MAIL
(865) 588-9753		(803) 586-0818

DAY PHONE	EVENING PHONE	CELL	FAX
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Anyone else who knows your setting well

Anne Tinker	President, WELCA	anne.tinker1952@gmail.com
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NAME	SYNOD	E-MAIL
(865) 363-8576		

DAY PHONE	EVENING PHONE	CELL	FAX
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PART III: LEADERSHIP NEEDS



The Leader we Seek

Roster Type:

- ☒ Minister of Word and Sacrament ☐ Minister of Word and Service ☒ In Candidacy/First Call

Solo Pastor

POSITION TYPE:

Master's Degree (seminary or graduate school)

MINIMUM DEGREE REQUIRED:

Full time call

FULL TIME/PART TIME:

Language Proficiencies

English/Fluent

PRIMARY LANGUAGE (PROFICIENCY)

French/Conversational

SECOND LANGUAGE (PROFICIENCY)

THIRD LANGUAGE (PROFICIENCY)

Experience:

- ☒ 0-3 years ☒ 4-9 years ☒ 10 -15 years ☒ 16- 20 years ☒ 21 + years

Top Five Ministry Tasks

The five most critical tasks required in this position.

- | | | |
|--|---|---|
| <input type="checkbox"/> Administration | <input checked="" type="checkbox"/> Building a Sense of Community | <input type="checkbox"/> Campus / Young Adult Ministry |
| <input type="checkbox"/> Chaplaincy | <input type="checkbox"/> Children's Ministry | <input type="checkbox"/> Christian Education |
| <input type="checkbox"/> Communications/ Media | <input type="checkbox"/> Community Organizing | <input type="checkbox"/> Conflict Management |
| <input type="checkbox"/> Counseling/ Social Work | <input type="checkbox"/> Early Childhood Administration | <input type="checkbox"/> Ecumenical Work |
| <input type="checkbox"/> Evangelism/ Mission | <input type="checkbox"/> Financial Management | <input type="checkbox"/> Global Service |
| <input checked="" type="checkbox"/> Innovation / Creativity | <input type="checkbox"/> Interim Ministry | <input type="checkbox"/> Interpret Theology |
| <input type="checkbox"/> Inter-personal Climate | <input type="checkbox"/> Ministry in Crisis | <input type="checkbox"/> Ministry in Daily Life |
| <input type="checkbox"/> Ministry with Seniors | <input type="checkbox"/> Multicultural Ministry | <input type="checkbox"/> Music / Worship / Arts |
| <input type="checkbox"/> Outdoor/ Camping Ministry | <input type="checkbox"/> Parish Nurse / Health | <input type="checkbox"/> Participant in the Larger Church |
| <input checked="" type="checkbox"/> Pastoral Care and Visitation | <input checked="" type="checkbox"/> Preaching / Worship | <input type="checkbox"/> Public Policy / Advocacy |
| <input type="checkbox"/> Recruit and Equip Leaders | <input type="checkbox"/> Self Care / Family Life | <input type="checkbox"/> Small Group Ministry |
| <input type="checkbox"/> Social Ministry | <input checked="" type="checkbox"/> Spiritual Formation / Direction | <input type="checkbox"/> Stewardship |
| <input type="checkbox"/> Strategic Mission Planning | <input type="checkbox"/> Teaching | <input type="checkbox"/> Volunteer Coordination |
| <input type="checkbox"/> Youth and Family Ministry | | |

Gifts for Ministry

The five gifts essential in this position, and the five that are very helpful in this position.

Top Priority		Very Helpful
Yes	Help people develop their spiritual life.	



	Help people understand and act upon issues of social justice.	
Yes	Provide care and nurture.	
	Be active in visitation of members and non-members.	
	Be effective in working with children.	
	Build a sense of community among the people with whom he/she works.	Yes
	Help others develop their leadership abilities and skills for ministry.	
	Be an effective administrator.	
Yes	Be an effective communicator.	
	Be an effective teacher.	Yes
	Encourage support of the Church's wider mission.	
	Work regularly in the development of stewardship growth.	Yes
	Be active in ecumenical relationships.	
	Be effective in working with youth.	
	Organize people for community action.	
	Be skilled in planning and leading programs.	
	Have a strong commitment and loyalty to the ELCA.	
	Understand and interpret the mission of the Church from a global perspective.	Yes
Yes	Deal effectively with conflict.	
Yes	Bring joy and good humor to relationships.	
	Be able to share leadership and work in a team.	Yes
	Be creative and innovative about his or her tasks.	
	Be able to use technology and media.	
	Appreciate cultural diversity in language and customs.	
	Have talents in the areas of music, arts and writing.	

Mutual Expectations

Please list the five primary areas of activity or focus that you wish your newly-called rostered minister to give special attention to during the first year of his or her ministry at this congregation or organization:

- A. **Meet, learn, and understand our church - Strive to meet, learn, and understand the Messiah congregation, Council and staff. Focus on getting to know the body of the church, who is who, the values, gifts, strengths, weaknesses, traditions, various ministries, and mission.**
- B. **Building a Sense of Community? Engaging with members to fulfill our mission of welcoming openly and thinking outside of traditional patterns. Our prayer is to grow our membership through offering worship and other events/services to younger people in our community.**
- C. **Help People Develop Their Spiritual Life? We need someone who will focus on the spiritual development of the congregation through theological and biblically-grounded sermons and other teaching opportunities.**
- D. **Bring Joy and Good Humor to our Relationships? Be willing to come to small group activities to show your support and bring enthusiasm to the work being planned by congregation volunteers. We also pray for someone who will develop a kind and respectful working relationship with the volunteers and staff members.**



E. Focus on our Mission and Vision? Providing leadership that honors the history of our church, but also focuses on the present and looks to the future.

Please list the five ways that this congregation / organization will support and encourage the rostered minister during the first year in order to help her or him accomplish these responsibilities:

- A. **Care for their physical and emotional well-being by allowing time for recovery from illness, injury, or surgery. Also, allow time off for doctor's appointments and preventive screenings. We will respect the pastor's privacy regarding personal health issues. We will encourage the pastor to set boundaries to protect themselves and honor those boundaries.**
- B. **Volunteer! We will sign up to help with tasks like reading, leading programs, helping with technology, singing, folding bulletins and much more!**
- C. **We will communicate! Share stories with the pastor about what God is doing in the different ministries within the life of the church. We will invite the Pastor to attend all committee meetings. Council members will help promote healthy communication.**
- D. **We will be teachable - open to new thoughts and ideas.**
- E. **We will encourage our pastor in continuing education and spiritual enrichment, providing both time and finances.**

Compensation

No	Yes
PARSONAGE	SOCIAL SECURITY TAX OFFSET
\$85,000 - \$90,000	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

Benefits

Yes	Yes	4 weeks
PENSION	MEDICAL	VACATION WEEKS
Yes	Yes	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	
Yes		
ARE BACKGROUND CHECKS REQUIRED		

Professional Expenses

Yes	No
AUTO / TRAVEL REIMBURSEMENT	PROFESSIONAL EXPENSES ACCOUNT
Yes	Yes
FIRST CALL THEOLOGICAL EDUCATION	CONTINUING EDUCATION



Comments:

Please offer any comment or explanation regarding the compensation package, especially as it compares to synodical recommendations or guidelines.

The maximum amount available for Define Compensation is \$87,969.

Auto/Travel Reimbursement - According to Synod guidelines.

Professional Expense Account - Our constitution states that our Pastor can purchase an item up to \$250. At a higher amount, Council will review request and either approve or decline the request.

Other Supporting Resources

Are you able to supply the following items, if requested?

Mission and Vision statement of the congregation or organization	Yes
Printed history of the congregation or organization	Yes
Strategic Plan: Goals and Objectives	Yes
Budget	Yes
Annual Report	Yes
Position description: Duties and Responsibilities	Yes
Communications Piece (publicity, newsletter, etc.)	Yes

PART IV: COMMENTARY

You are encouraged to offer information or commentary that will help the reader appreciate the vision, opportunities, challenges and nature of your ministry site. Use this opportunity to creatively promote and commend your ministry possibilities.

"Messiah is so special because it is inclusive, loving, supportive, and there is always a willing heart and helpful hand when it's needed. Messiah Lutheran Church is the fountain where I come to hear God's word and refresh my spirit. I feel God's love through the people." - Michele, 56

"I came to Messiah to find community. I wanted to worship with others who share the idea that all of God's children should be welcome and loved at church, regardless of their background, race, gender identity, political leanings, etc." - Kate, 42

[Messiah is] "juice at church (communion) and music with Ms Jenny" - James, age 6

"It means like love and peacefulness. It's a place where everybody is happy and everybody is kind."- Rowling, 9

"What Messiah means to me is learning about God, and a lot of Jesus stuff gets said, and a lot of people help each other. It shows people ways to keep on doing nice things to the world and nice things to other people. I love carrying the cross. It's so much fun! I love Messiah Lutheran Church!"- Eliana, 8

"Messiah is my spiritual family... welcoming, forgiving, loving, and full of grace. Messiah is a safe place to grow in faith, to question my beliefs without judgment, and to explore the Bible with an open mind"- Jenny, 64

"...Pastors have come and gone , members have left but the basic life of the church remains and if you pay attention , there is always something that keeps you coming back..."- Illy, 94

PART V: COMPLETION OF PROFILE



Discernment Process and Adoption

Please describe the process used to gather information, formulate responses, and officially adopt this Ministry Site Profile. (Approximately 100 words maximum).

Following extensive meetings with members of the congregation held by Interim Pastor Mark Cerniglia, information collected was given to Michele Wilson (Council Vice-President) and collated to identify answers to the questions raised in the Ministry Site Profile (MSP). With the assistance of Kristin Kennedy (Administrative Assistant), the MSP demographic information was completed. The call committee then collectively worked together to write, edit and rewrite the descriptive portions (Programs, Goals, Energy, Partnership, Purpose, Giftedness, Mission, Commentary and Summary).

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's board: **6/22/2025**

CALL PROCESS ADMINISTRATOR

The name of the person on the synod staff that the bishop has designated as the Call Process Administrator for this call process.

Jonathan Hemphill

NAME

(404) 589-1970

OFFICE PHONE

**Assistant to the Bishop for
Congregational Life**

TITLE

jhemphill@elca-ses.org

E-MAIL

Reference's Recommendation

Kristin Kennedy

NAME

DAY PHONE

(865) 533-8247

CELL

hmmmnbird@gmail.com

E-MAIL

EVENING PHONE

FAX