



Council Minutes November 17th, 2022

IN ATTENDANCE:

James Newell (Past
President)

*Kirstin Albiero (President)

*Scott Donovan (President-
Elect)

*Pastor Greg Van Dunk

*Rebekah Bryan (Secretary)

*Scott Nielsen (Treasurer)

Rachel Langer (Outreach)

*Lori Mathias (Worship)

*Erica Dimmet

*Brittany Lobner (Fellowship)

Joe DelCamp (Property)

Jen Jacobson (Christian Education)

Melissa Schmidt (Christian Care)

(*) present at meeting

The meeting began at 7:35 P.M. with President Kirstin Albiero presiding.

- ✓ Approval of the October 2022 minutes: There was a motion to approve the October 2022 minutes. The motion was seconded & approved.

Pastor and DI Reports

PASTOR REPORT:

No reports

Committee Reports

CHRISTIAN CARE: (Melissa Schmidt)

No report provided

FELLOWSHIP: (Brittany Lobner)

No report provided

OUTREACH: (Rachel Langer)

No report provided

PROPERTY: (Joe DelCamp)

No report provided

FINANCE: (Scott Nielsen)

November 2022 Treasurer's Report

October 2022 Financial Results

P&L

- Revenue was \$34k (\$10k unfavorable to budget)
- Expenses were \$41k (\$2k favorable to budget)
- Deficit of \$7k (\$7k unfavorable to budget)



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Grace Lutheran Church Income Statement - October 2022

| | October Actual | October Budget | Budget Variance | October '21 Actual | Prior Year Variance |
|---------------------------------------|-------------------|-------------------|--------------------|-----------------------|------------------------|
| Revenue | | | | | |
| Total Revenue | 33,849 | 43,429 | (9,580) | 33,064 | 785 |
| Expenses | | | | | |
| World Mission Subtotal | 3,542 | 3,792 | (250) | 3,542 | - |
| Rostered Ministry - Subtotal | 11,762 | 11,669 | 93 | 11,682 | 80 |
| Non-Rostered Staff Subtotal | 9,351 | 12,491 | (3,140) | 12,258 | (2,907) |
| Our Church Home Subtotal | 14,009 | 12,874 | 1,136 | 12,090 | 1,919 |
| Worship & Service Subtotal | 2,365 | 2,547 | (182) | 1,826 | 539 |
| Total Expenses | 41,029 | 43,372 | (2,343) | 41,399 | (369) |
| Surplus / (Deficit) | (7,180) | 57 | (7,237) | (8,335) | 1,154 |
| Amount To / (From) Contingency | (7,180) | 57 | (7,237) | (8,335) | 1,154 |
| Surplus / (Deficit) After Contingency | - | - | - | - | - |

Year-To-Date P&L

- Revenue was \$402k (**\$32k unfavorable to budget**)
- Expenses were \$434k (**\$1k unfavorable to budget**)
- Deficit of \$32k (**\$33k unfavorable to budget**)

Grace Lutheran Church Income Statement - October 2022

| | October YTD Actual | October YTD Budget | Delta Budget | Oct '21 YTD Actual | Delta Prior Year |
|---------------------------------------|-----------------------|-----------------------|-----------------|-----------------------|---------------------|
| Revenue | | | | | |
| Total Revenue | 402,480 | 434,292 | (31,812) | 436,533 | (34,053) |
| Expenses | | | | | |
| World Mission Subtotal | 37,667 | 37,917 | (250) | 37,667 | 0 |
| Rostered Ministry - Subtotal | 119,746 | 116,694 | 3,052 | 159,892 | (40,146) |
| Non-Rostered Staff Subtotal | 108,375 | 124,908 | (16,533) | 116,677 | (8,302) |
| Our Church Home Subtotal | 141,965 | 128,737 | 13,229 | 127,110 | 14,856 |
| Worship & Service Subtotal | 26,660 | 25,469 | 1,191 | 23,346 | 3,315 |
| Total Expenses | 434,412 | 433,724 | 688 | 464,690 | (30,278) |
| Surplus / (Deficit) | (31,933) | 567 | (32,500) | (28,157) | (3,775) |
| Amount To / (From) Contingency | (31,933) | 567 | (32,500) | (28,157) | (3,775) |
| Surplus / (Deficit) After Contingency | - | - | - | - | - |



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Balance Sheet

- Cash **decreased \$2k** in the month to \$147k
 - Contingency Fund **decreased \$7k** to \$68k
 - Project Funds **increased \$6k** to \$80k
 - Building Debt Reduction unchanged at \$0k

Grace Lutheran Church Balance Sheet - October 2022

| | October Starting Balance | October Ending Balance | October Changes | |
|--------------------------|-----------------------------|---------------------------|--------------------|--|
| Assets | | | | |
| Cornerstone Checking | 60,749 | 59,067 | (1,682) | |
| Cornerstone Money Market | 88,386 | 88,413 | 27 | |
| Total Cash | 149,136 | 147,480 | (1,656) | |
| Contingency Fund | 74,771 | 67,591 | (7,180) | <i>October '22 Operating Deficit</i> |
| Building Debt Reduction | - | - | - | |
| Project Funds | 74,364 | 79,888 | 5,525 | <i>October '22 Project Fund Change</i> |
| Total Assets | 149,136 | 147,480 | (1,655) | |
| Liabilities | | | | |
| Mortgage | 1,692,795 | 1,688,123 | (4,671) | |
| Total Liabilities | 1,692,795 | 1,688,123 | (4,671) | |
| | | Principal Payment | 4,671 | |
| | | Interest Payment | 4,025 | |
| | | | 8,696 | |

WORSHIP: (Lori Mathias)

WORSHIP PLANNING COMMITTEE MEETING TUESDAY, NOVEMBER 1, 2022

Members Present: Eryn Durlam, Kathy Brown, Tori Saunders, Dustin Lobner, Pastor Greg, Deb Donovan, Lori Mathias

Reports:

Pastor Greg: Reported on his schedule for the next two months. Updates were given on communion Sundays, including First Communion on November 20 and how the distribution will be done with music. Lori asked if we wanted to ask for Canned goods donations on Thanksgiving – yes. Lori will update on Grace Notes to have donations made to Family Sharing.

Since Howard Vrankin will not be preaching on Nov. 27, Pastor Turbin will preach in his place on December 4 and Pastor Greg will now be present on Nov. 27.

Families will be lighting the Advent Candles on each Sunday starting November 27.

Pastor Greg is coordinating with Pastor Paul for a Lent skit series for the youth.

Eryn: Choir Report-

The Festival of Christmas Music will be on Thursday, December 8 as well as on Sunday, Dec. 11.

Pastor Heidi asked if Grace wanted to join in on caroling with her churches in Cedarburg on Dec. 13 at Water Street Brewery. Eryn will check with Pastor Heidi for any issues on space.

Deb: Handbell Report -

Bells will now be playing once a month at both services. Eryn asked when handbells were performing in the service – probably between lessons.

The group will play their annual Christmas program at Lasata on December 12.

Kathy indicated she will be able to play the flute portion of the Christmas Eve handbell piece.



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Dustin: Technology -

Pastor Greg asked if special services can be streamed, and Dustin indicated he will coordinate with James.

New Year's Day service – Pastor Greg indicated there would be two other individuals with their own equipment that will need to be connected to our sound system. Dustin asked if they could get connected the week before. Pastor Greg will check with the other individuals.

Dustin announced that there have been a few people have volunteered for training to help with the sound board on Sundays.

A TV is now installed in the nursery, but no WiFi is available because of location. WiFi can be set up with a cable for around \$60, which would be considered a Worship Expense.

Finally, Dustin indicated he will be completing some rewiring during the Christmas break in the technology room.

Lori – There is a need for training of volunteers to set up communion, and this will be done in January, probably via video training for those that are interested.

The next Worship Planning meeting will be held on Tuesday, December 6, at 6:30 p.m.

YOUTH AND FAMILY MINISTRY COMMITTEE: (Jen Jacobson)

Youth & Family Ministry Team (YFMT) October 2022 Report

The YFMT didn't meet this month, but keep in touch as need be. Below is a recap of Education, Youth Groups, and other activity, and upcoming events.

Youth Education

Sunday School held Bible Olympics during Sunday School on October 30th, to go accommodate our encouragement of inviting a friend to Church, Sunday School, and Trunk-or-Treat. We had a good turnout plus some friends. Thank you to all of our Sunday School Volunteers that helped! This is one of the Sundays that is all hands on and we blessed with so many dedicated volunteers. The Sunday School rooms have good energy and we are averaging in the upper 20s each Sunday.

Confirmation is running smoothly at this time. 7th grade students will be trained to acolyte this week and will start acolyting January.

JYG and HYPE Sunday morning education hour has strong participation for both groups. They sometimes meet together as well.

Youth Groups

KFC (3rd-5th Grades) has yet to meet this year.

JYG (6th-8th Grades) will be having their JYG Thanksgiving on Sunday, Nov. 20th. They have been gathering monthly. Kate Peterman is planning service projects for them. They are organizing the Christmas Meals collection for our partners, All Peoples Church. Please watch for more information around church and support their efforts. They will also be shopping for holidays gifts for Lasata residents in December.

HYPE (9th-12th Grades) will be volunteering at Bob's Under the Bridge on Nov. 17 organizing donations. They also enjoyed some fellowship together when they went bowling for their October gathering.

JYG and HYPE also sold concessions and baked goods at the COE craft Fair on November 12th. Over a \$1,000.00 was raised at the "Grace Café" these funds helps with the cost of mission and youth trips. It also provides on-site food for the vendors and shoppers. It was reported that the youth had a good flow of



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people and a sense of an overall good job. Thank you to all the families that helped and all the bakers that donated baked goods. A Thrivent Grant was used to help cover the food cost.

Recap of Other Activity:

Trunk-or-Treat (October 30th): First thank you to everyone that decorated a trunk, it is the most trunks we have seen in many years and to Brittney for planning the meal on behalf of Fellowship. We are happy with the outreach effort as we saw many members and friends. It was wonderful to see so many people brought together in fellowship at Grace. Our youth did a great job with games and other activities. A Thrivent Grant was used to help cover food and supplies.

Nursery: First, thank you to Dustin, the Nursery now has a TV so we can stream/replay Worship into the nursery. A Thrivent Grant was used to help cover the cost. This allows parents to still enjoy worship if they choose to use it when there is no staff, as well as allowing the volunteer staff to see worship when there are no kids. We had the Nursery Staffed on November 6th, unfortunately it went unused. However, a HUGE thank you to Brittney, Ella, Emma, Ellie, Amelia, Emmeline, and Lila for helping clean toys and start organizing the nursery. This job needs to be finished still. We will staff the nursery again the first Sunday in December and reevaluate our path going forward until the proper staff is hired to maintain the nursery (I would assume with volunteers still).

Upcoming Events:

First Communion (November 17/20th): Pastor Greg taught Holy Communion Instruction on November 6th & 13th to our 13 children, mostly in 5th grade but a few 3rd and 2nd graders as well. We are excited to celebrate with them receiving their First Communion Thursday, November 17th/Sunday, November 20th. We are grateful Pastor Greg provided opportunity to our children and their parents.

Children's Christmas Program (December 18th): In just over a week, we will be in full swing prep for our Children's Christmas Program. Thank you to Jodi Doro who is leading music (singing 3k-5th, Rainbow Bells 1-2nd, and Chimes 3rd-5th) this year and has been practicing already with the children and to Jean Fugate for leading Rainbow Bells for the 3k-5k kids.. We have 11 actors and 15 readers from our older Sunday School and Youth. All of our Sunday School Students will sing and play bells/chimes. Between services on December 18th we will have our annual Birthday Party for Jesus. Our older youth will help run activities for the younger kids. We are using a Thrivent Grant for supplies for Birthday Party for Jesus as well as to refresh costumes in Grace's costume inventory.

Jennifer Jacobson
Youth and Family Ministry Team Council Rep

Other Business

- Minutes Approval
- Reports & Discussion
 - o Worship Planning
 - Non Perishable food collection-Thanksgiving. Taking donations over Monday after Thanksgiving.
 - Worship assistant needed for next Wed Thanksgiving service and Sunday after. Pastor Greg will grab someone.
 - o Fellowship
 - Upcoming-Pie Social, view of The Star (Friday, December 9 same time as last year. Erica will make popcorn. Youth and Family can help.)
 - o Youth and Family Ministry



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- Christmas Program-December 18th
- Youth projects/outings
- o Treasurer
 - 2023 Budget Approval/Questions
 - \$490,000 recommendation from finance team (same as 2022 actual)
 - 51 families increased their giving
 - 144 pledges (same as 2022)
 - Five first-time families pledged
 - ERTC – can't count clergy. Actual amount \$69,849, available in a few months.
 - Building and grounds committee needed. \$2,951 roof repair needed. Finance committee recommends taking it from sabbatical fund.
 - No more money for staffing at 490. Finance team recommended establishing \$30k by cutting benevolence by \$20k and \$10k from ERTC.
 - Reorganize job descriptions for children/youth to accommodate a Directory of Ministry role with Erica's help working with personnel.
 - Depending on years of experience of pastor, there is a net gain or loss.
 - In 2017 giving did not match pledges and Grace would be deficit spending for next several years.
 - 20% falloff in giving in anticipation of retirement and pastor transition
 - The search for a younger children and family staff person is already underway.
 - \$9900 endowment funds – Circle of Empowerment \$2000, Crossways \$500, music scholarship \$2400, adult literacy \$2500, Mount Peru coffee \$500, principal party \$2000
 - **Motion made to adopt endowment funds recommendation. Seconded. All in favor. Motion carries.**
 - Budget cuts are not related to endowment
 - Listening sessions for cutting benevolence to explain to congregation, answer questions, and initiate discussion. Add back to benevolence if we are under budget. If we want to see the church be the church it has been, this is what needs to happen.
 - Pat Murack call – despite our decline in giving, we are in a good place compared to other churches. We've cut benevolence in the past in Grace and have replenished it. Need to hire on what we need now. Christmas campaign - \$10k debt reduction additional for future staffing? (currently planning to ask for \$50k – letter is written and planning to go out Tuesday).
 - **Motion to adopt budget as laid out by finance team. Motion was seconded. All voted in favor. Motion carries.**
 - **Motion for \$500 gift to Sandy and \$1000 gift Dustin. Seconded. All voted in favor. Motion carries. Pastor Greg will check if memorials are designated.**
 - **Council approved Christmas gift for Jesus' birthday.**
- o DI & Attendance
 - Welcome area, can we revamp?
- Old Business
 - o Call Committee Updates
 - 1 candidate with scheduled second interview



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- Asked synod for other names, and they have none right now.
- o Nominating Committee-finalization. Scott D. will send out job descriptions.
 - Chris Eippert (President Elect)- YES
 - Pat Murack (Youth and Family Ministry)- YES
 - Kelly Arndt (Property)-YES
 - Avery Newell (Youth Representative)-YES
 - Lori Davis-YES
 - Sarah Dahl (RIC group/Outreach)- YES
- o Did we hear back from Steve Knowles on DI for Nominating Committee language? Scott D. will follow up.
- New Business
 - o Next Meeting's Date
 - **Confirm 12.15.22** or 12.22.22 @ 7:30pm

Closing Prayer: Pastor Greg
Meeting adjourned at 8:52.