



Council Minutes September 27th, 2018

IN ATTENDANCE:

*Paul Bulgerin	Alissa Burgos (Secretary)	*Peg Lade (Worship)
*Pastor Heidi Borkenhagen	Open (Treasurer)	*Wendy Freeland (Fellowship)
Mike McGraw (President)	Jen Jacobson (Christian Education)	*Lisa Bernd (Director of Involvement)
Kerry Feutz (Past President)	*Kelly Klug (Outreach)	Sarah Brogni (Property)
Mike Moran (President Elect)	*Melissa Schmidt (Christian Care)	

(*) present at meeting

The meeting began at 7:26 P.M. with President Elect Mike Moran presiding.

Peg wasn't present at the beginning at the meeting so we didn't have a reflection to start the meeting

✓ Approval of the August 2018 minutes

Pastors and DI Reports

PASTOR PAUL'S REPORT:

Fall Stewardship: Earlier this month I sent an email to the council executive with my thoughts on a proposed 2019 church budget. I will share those thoughts with you at the council meeting on September 27, but here is a brief breakdown.

I would like to keep our budget increase to a minimum of 2-3%. This would mean \$12,000-18,000. Again, with the huge increases in the past years with our building program, I think the congregation does need a year or two of smaller budget increases.

The bulk of our 2019 increases should be dedicated to staff in three ways.

1. Staff should receive salary increases
2. We should look at having the congregation pay a portion of the employer's Social Security for the pastors. Even though pastors are salaried, in the eyes of the IRS they are self-employed, so they pay the full 15.2% of Social Security/Medicare. Both Pastor Heidi and I have spoken with Kristin Nielson, assistant to our bishop, and, while she doesn't have a specific percentage, she has said that most congregation pay the employer's 7.6% of Social Security. 2019 could be a year where Grace starts to pay at least part of the employer's portion.
3. Erica has asked for a few additional hours since she has found that her work load has expanded beyond the hours initially proposed. Katie is requesting she rearrange her hours to work more during busy times and less during slower times (this should create no additional hours annually). Also, in 2017 we gave Lisa additional duties, and a salary increase, when we gave her the building manager duties, but we did not give her any additional hours to do this added work.

Lisa recommends that we budget money for carpet cleaning and window cleaning. When we had a custodian those were done by him, but that is no longer the case.

Ed Borkenhagen is retiring from his position in January 2019. We are looking for someone to fill his position.

We should also look at working to increase the percentage in our benevolence giving.

We will have two reductions in our 2019 budget from 2018. This is the money we budgeted to repair the north door and wall outside the worship center (work being done) and the additional funds for technology improvements. The total for these two comes to around \$6,000, I believe.

The congregation has approved using some of the remaining "Grow In Grace" funds to cover possible budget deficits for the next few years, so we do have that to keep in mind as we plan our 2019 budget and our fall 2018 steward program.



Council Minutes September 27th, 2018

The two Sundays for stewardship will be October 14 and 21, with members returning their commitment card starting on October 28.

Nominating Committee: This group will meet briefly on Sunday, September 30, to begin their work of finding candidates for the church council. We will be filling the roles of president-elect, Worship Chair and Council Secretary. *(If this is not correct please let me know!!)*

Jen Jacobson has agreed to fill the unexpired term for Youth and Family Ministry and then be elected to a full term.

We also need to find a candidate to fill the unexpired council treasurer's term following Ed Eckert's resignation from council this summer.

"God's Work Our Hands": We had crews do eight different projects on September 8 and 16, along with preparing and serving the meal to our volunteers. I did a rough head count and it looks like we had around 80 people involved. Grace had the largest group participating at the Outreach for Hope bike ride on September 8.

I'm making notes to improve things for next year, so please let me know if you have suggestions.

Thrivent Builds Mission Trip: Registrations are now open for the February 10-17, 2019 trip to work with Habitat for Humanity in Sebring, Florida to rebuild homes destroyed by Hurricane Irma in 2017. We will have space for twelve people to go on the trip, and I think we have a good chance to fill all twelve spots.

Ed Borkenhagen's Retirement: I have met with the executive committee to begin working to find a replacement for Ed who is retiring in January.

Diakonia Classes: I am currently teaching the New Testament class for our synod's Diakonia program. This class runs for three hours on Tuesday evenings. It will end on October 9.

New Members: We are holding classes for new members on September 23 and 30 and will receive our new members into the Grace family on Sunday, October 7.

Confirmation: Wednesday evening classes for seventh and eighth grade began on September 12. The first class for the ninth graders will meet on September 23.

Youth Activities: We have planned monthly activities for the Junior Youth Group (grades 6-8) and the HYPE group (grades 9-12). The dates have been set for the 2019 Boundary Waters Canoe Trip. This will be held July 6-13, 2019.

Sabbatical Presentation: I am making my presentation to the congregation on the "In the Footsteps of the Apostle Paul" trip on Saturday evening, September 22.

PASTOR HEIDI'S REPORT:

Worship: I'm working on themes for Advent. I've been considering an Advent theme that could tie in to Star Wars. I'll be discussing it with Worship Planning and I'm also meeting with Katie Eippert and Erica Dimmett to see how this could work with the Sunday School pageant.

I'm meeting with a group of youth who have indicated that they are interested in helping lead some aspect of worship on October 14. I will talk about the various aspects of worship, what they mean, and how to lead them. I'll work with the kids to find times to participate, and I think we should have a larger discussion about changing some things regarding leadership in our worship in the coming months (mostly involving how we include the kids).



Council Minutes September 27th, 2018

Book Group: I chose "The Power of Simple Prayer" by Max Lucado for the Fall book group. We will meet 4 weeks in October. There are 10 people in the class.

Lydia Circle: We resume our monthly meetings, continuing our study of women in the Bible.

Grace Brochure: Roger Harpt and I have been working on a brochure to promote Grace's facilities in the community. It would be something we put on the website, as well as send to groups who may be interested in using our space. It has information about the different spaces we offer and how to reserve them. I'd like the council to look it over at the meeting and give their feedback.

Reconciling in Christ Discussion: On Saturday, October 13 I'll be attending an event the synod is hosting to help congregations get info on what it means to be RIC and what the process is. I'll be inviting some people from church who may be interested in being in the group to help facilitate the discussions and the welcome paragraph writing should we choose to move forward with this.

Communion Instruction: The survey was very helpful for me to assess First Communion interest for a variety of ages and to see who might be interested in classes. I'm going to use the results in my planning going forward. People still wanted to keep classes in November. I'll take the info and use it to choose a curriculum and then dates.

Weddings: I officiated one wedding in late August and have one coming up in October.

Staff Building: We discussed schedules for the staff and there wasn't a good weekend to fit this in during the Fall. With that and also looking at a new staff person coming on board in January, we decided to wait until after they start. We are looking at February 9 as a possibility.

Staff Goals: We are meeting in a couple weeks to discuss what we are working on and what our plans are for Fall/Advent.

Marquette Pastoral Leadership Group: I attended a session this month on issues in Rural life. It was a nice balance to the focus we have had at most sessions on urban issues. I learned about the challenges of education in rural areas, and also about mental health issues that dairy farmers face. I observed at several points that there are many overlapping issues in rural life and in church life- declining numbers, trying to do more with less, financial challenges, keeping up with technology, competing with mega-farms/mega-churches.

DIRECTOR OF INVOLVEMENT: (Lisa Bernd)

New Members: We will be receiving new members on Sunday, October 7. Council will need to approve our new members. Emily Davis & Nathan Alvarez, Tiffany Hughes & her son Dane, Scott & Carlee Brooks & their daughters & Hannah & Blake Karnitz, Brandon & Rebecca Fox.

Time & Talents: I will be bringing a copy of the Time & Talents form to the meeting for everyone to look at & make their updates/changes.

Luther Storage Room: Erica & I have cleaned out Luther. It looks amazing! We moved, relocated, boxed, threw away & rearranged & made the storage room usable again.

Bids: I have been getting bids to have the carpet & windows (inside & out) cleaned. The carpet hasn't been cleaned since we have been in the building & it has been almost two years since the windows have been done.

Emergency Plan: I know an emergency plan book was started for each room at Grace. Does anyone know where that is & the status on it?



Council Minutes September 27th, 2018

New Service Contract: Pure Mechanical came in earlier this month & rebalanced the building as we had discussed during our last meeting. I have also signed a new service annual service contract with them. Mike contacted Southport & let them know we would no longer be in need of their services.

Sunday School & Confirmation: I have updated Servant Keeper when the new Sunday School registrations have come in, made new name tags & got the attendance sheets ready to go for the beginning of the program year. I also got all of the confirmation attendance information updated for Pastor Paul.

Blessings Box: Has a new date been set to put up the blessing box? I am getting complaints that it is still in the gathering area.

Regular Things: I also continue doing the weekly inset, Grace Notes, the Good News, responsibility emails, entering contributions, e-giving & the million things that come up daily.

Attendance Report

Attendance was discussed.

Open Issues

a) Crossways Camping Ministry Presentation (Chris Beloin)

- Shared a video
- 7th, 8th and 9th graders go to the camp through Grace, it's a great experience
- Program Impact – trying to get kids involved at younger ages
- Capital campaign – looking for support from Grace. Campaign will start next year
 - Looking for a decision from Grace within the next month or so
 - Would need a leader assigned
 - We could look at using endowment funds, maybe ask for a special offering throughout the year, maybe tie it into lent
 - Motion made to support by Wendy too approve, seconded by Kelly. Motion approved to support the fun

b) Long Range Planning

- Pastor Heidi had nothing to add at this time

c) Blessing Box Installation

- Will start Saturday 9/29 weather permitting

d) Building HVAC

- Pure Mechanical came in last month and balanced the building.
- Moved the thermostat so it doesn't get the direct light
- Signed a maintenance contract
- Mike sent an email to the current vendor letting them know we will not renew with them

Committee Reports

CHRISTIAN CARE: (Melissa Schmidt)

New member class 9/30 and welcome orientation on October 7th

FELLOWSHIP: (Wendy Freeland)



Council Minutes September 27th, 2018

We had the board painting class last night with 17 participants. It was a wonderful evening with everyone taking home a beautiful handmade one of a kind piece. There was a lot of interest from others who could not make a Tuesday evening, going to schedule another one in Feb or March on a sat morning or afternoon.

Fellowship spent \$7 on refreshments

Looking forward to start planning the luau for the Moana sermon series.

Pastor Heidi....I may have a surprise for you and the kids/congregation. Girl scout troop to come in and teach hula/dance lessons.

FINANCE: (Ed Eckert)

- Total income for the month was \$45,900.94 – (was \$42,887.21 in July) – a little better than July, and a typical Summer month – still below what we should average (\$51,500.00).
- Budget Expenses for the month of \$48,989.90 were under an average month (we should average \$51,500.00 or lower). The only budget expense of note for this month was a \$218.35 bill for 'Robe Cleaning'. The annual budget for that is \$75.00, but Heidi had all the robes cleaned this time – it is usually just a few of them. The WeEnergies bill edged up again from \$1,539.43 in July to \$1,773.13 this month-most likely due to a lot of hot days in that period.
- Total income for the year is currently behind total budget expenses by \$16,613.41 – again, not terrible for this time of year, and primarily because of lagging income, not excessive expenses.
- Our budget cash went from -\$24,345.07 at the end of July to -\$27,434.03, dropping \$3,088.96 in August. That's better than the drop of \$5,439.88 in July – so we are still 'bleeding' cash, but not as fast. Still not good, but still not unusual at this stage of the year.

OUTREACH: (Kelly Klug)

Winter drive for All Peoples Church. Need a bigger box for supplies, will bring in. Will come FR or Sat to pick up food for family sharing.

PROPERTY: (Sarah Brogni)

Work has begun for the north entrance to the church. We are waiting for the custom door to be finished being made. (the entrance isn't standard size) When completed the north entrance will have new siding, gutters (we didn't have any before) and a new door. Hopefully this will help with water that is coming into the church and any "critters" that have had the opportunity to come in through the rotting wall.

The project will come under budget and hopefully will be completed before the middle of Oct.

WORSHIP: (Peg Lade)

The WPT met on September 4th, 3 of our members were not in attendance.

- Opening devotion led by Peg.
- Pastor Heidi presented the service plans. Pastor Paul is teaching a class that meets during our team's meeting time and therefore he was not at this meeting and will not be at the October meeting.
- The shared drive issue has stalled a bit and may not be introduced in the near future due to technical problems.
- Rehearsals for the bell choirs has started as of September 24th. Now all the music groups, Jubilation choir, Praise Team and bell choirs are rehearsing regularly and adding to the worship services on a regular basis.
- We discussed the time for both the Christmas Day and Dec. 30th services. We agree that it would be helpful to have them both be at the same time. 9:00 am or 10:00 am? TBD



Council Minutes September 27th, 2018

- Eryn announced that the Christmas choir/bells special program this year will be a set of lesson and carols. Last year's program was a "cantata in a box" – this year's will be similar in nature but is being put together by Eryn. We used this format two years ago and the intent here is to alternate years.
- Vince has changed the number of songs that he will be using for the Praise Team services. Several good suggestions came out of the discussion at our meeting, such as: using a piano interlude for communion and using the Ancient Words chorus as a liturgy for the readings. Both of these things will help Vince and his team to more easily prepare for services.
- Our next meeting will be Oct. 2nd.
- Deb will be doing giving devotion at the Oct. 2nd meeting.

YOUTH AND FAMILY MINISTRY COMMITTEE: (Open)

Youth Education Coordinator Position:

- Sunday School is up and running again! We have 106 students in 3K-5th grade Sunday School. We've added several new families with our new members. Lisa and I also removed several students who no longer attend, so this is a fairly accurate number of students and an increase in total families. On a typical Sunday we have about 75% attendance with those students.
- Pastor Heidi, Erica and I met today and picked out script for the Youth Education Christmas Program. The Youth Education Christmas Program will be on Dec 16.
- Oct 28 will be Bring a Friend Sunday for our 3K-5th graders. We will be playing Bible Olympics with all of the kids together during Sunday School that day. In addition, it will be Trunk or Treat after second service.

Other Business

Next meeting Thursday October 25th

Lisa Bernd will not be present

Closing Prayer:

Peg her devotion as closing