



Council Minutes May 21st, 2020

IN ATTENDANCE:

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| *Pastor Paul Bulgerin | *Jodi Doro (Secretary) | Wendy Freeland (Fellowship) |
| *Pastor Heidi Borkenhagen | *Lynda Lalley (Treasurer) | *Sarah Brogni (Property) |
| *Mark Barber (President) | Rachel Langer (Outreach) | *Lisa Bernd (Director of Involvement) |
| *James Newell (President Elect) | Melissa Schmidt (Christian Care) | *Jen Jacobson (Christian Education) |
| *Mike Moran (Past President) | *Kelly Olson (Worship) | |

(*) present at meeting

The meeting began at 7:16 P.M. with President Mark Barber presiding.

Opening Prayer Pastor Paul

✓ Approval of the April 2020 minutes with slight modifications by Pastor Paul; Pastor Paul moved to approve minutes; 2nd by Lynda - approved

New Business

Covid Discussion

Worship - Aim to start outdoor worship on June 14th- in the parking lot, musicians can be under portico, families stay sitting together, would look to get the service recorded to post online later that day. Idea to keep back row reserved for those wishing to stay in their cars to listen to the service. Pastor Paul made motion to move forward with outdoor service to occur on June 14th; 2nd by James – motion carried.

Small groups – quilters, ALC, and NA asked when they can come back to the area. When we start allowing this; need to create sign in sheet, only allow certain minimal areas to be occupied, and 1 set of restrooms. Areas need to be cleaned before and after the usage. Office will remain closed to prevent people from just stopping in. After building is cleaned on June 1st we will start allowing small groups. Lisa will work through scheduling of groups.

Worship options also moving forward – may need to make additional purchases for web cam, video camera, AM station broadcast option (Sarah knows some people that might have some of this equipment she will reach out). Zoom meetings with breakout group options.

Developing a Personnel Committee and moving forward – Dave Polka volunteered, Melissa is good option if willing, possibly Scott Schmidt. Council would need to appoint the members of the committee (not a congregation vote). Lisa will send out Personnel Committee handbook to entire council.

Pastors and DI Reports

PASTOR PAUL'S REPORT:

Worship Questions: The big issue for our council meeting this week is to decide upon a plan for moving forward with worship and seeing what steps we should take to begin in-person worship services again.

While I don't think we are near the point of beginning services in the worship center due to all the health and logistic concerns and issues involved, we can start to think about holding outdoors worship which exercise proper social distancing.

Pastor Heidi and I have discussed this briefly and would like to hold up the idea of having an outside worship service on Sunday, June 14 on the north lawn of the church property. We will need to discuss the music for this service and how we will have people sit. There will be no



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Holy Communion and we'll need to address the questions of wearing masks, singing and whether we allow people inside of the building to use the restrooms, etc.

Council members have received information and guidance from both the Greater Milwaukee Synod and the Wisconsin Council of Churches dealing with many other worship related items. We will plan to continue our weekly online worship services for the foreseeable future, even when we are able to resume some sort of in-person worship.

Using the Church Building: The council also needs to decide if we want to continue to have the church closed to everyone but staff members, or if we want to set a date and plan for allowing people back inside on a limited basis.

The quilters have asked about meeting as a group. Donna Harms has inquired about being allowed inside by herself to work on quilts using the special tables set up in the fellowship hall.

Church Finances: With the strong offerings we had in April and the PPP loans, which looks as though we have a very good chance of it becoming a grant, our finances are in good shape, at least for now. We will need to encourage regular giving as we start the summer months.

I plan to start working with our stewardship group in early summer to put together the theme, outline the schedule and begin working on the specific aspects of this fall's stewardship program.

Custodian vs. Cleaning Service: The council needs to put together a planning group to discuss and make a recommendation on whether we stay with our cleaning service or move toward hiring a part-time custodian. We need to do this work over the early summer months so that we have time to properly inform our cleaning service if we chose to move to a custodian. Did we have a group set to do this before the coronavirus took over everything else? If not, who would be good people to have on this group?

Discussion: Committee is in place for custodian/cleaning service; have been meeting and plan to bring recommendation to council

PASTOR HEIDI'S REPORT:

Worship: Continued from last month, a huge thank you to John Bernd and Dustin Lobner, who have spent a great deal of volunteer hours editing and putting together our online services! I think we need to discuss compensating them in some way since this seems like it's going to be going on for a long time, no matter what our in person worship ends up being (or not), we will need to provide online services for those who can't or don't feel comfortable coming out in large groups.

I continue to hear positive feedback about the services. If you have any thoughts or suggestions please let us know.

People are starting to inquire about doing communion in the online services. We will be discussing this as pastors and with the worship committee.

I will be doing a family-only funeral this weekend for a member who died. It will be 9-10 people.

Visitations: I edited our directory and assigned callers to each active family at Grace. Thanks to Jen Jacobson for her help organizing the member call list, and to all who offered to be callers.

We are going to have a break from calling everyone for a few weeks, and create a new targeted call list for our next round.

I continue to check in with shut-ins and those who need pastoral care in this time.

Outreach: We have had so many donations of gift cards and checks to our special peoples fund. I sent out a bunch of gift cards with notes last week, as well as a couple checks to struggling families. I am so uplifted by the thoughtfulness and support of our church community.

Synod Meetings: The synod continues to be very helpful. I attend whatever meetings I can that I think are relevant. Portico, our benefits provider, was the topic of one. They are doing an



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amazing job caring for our church leaders in this time. I can't thank you enough for your continued support of Pastor Paul and me and our families. It is a blessing to have health care, and support mentally and with financial questions also.

Yard Signs: I've been working with Steve Korinek on a design for some yard signs for Grace members. They are going to include the website, our logo and will say "Church isn't closed, it's moved here!". We are planning to use advertising budget money for this and print 50 signs.

Lydia Circle: We did a meeting online. It was really good to check in, pray together, share devotions and updates. We are planning to try it again this month.

Bible Madness: We will be having some fun as a congregation voting for our favorite Bible verses! I'm excited to see what people's choices are. Thanks to Jodi for the idea and to Katie for setting up the site.

Discussion: John Bernd and Dustin Lobner compensation for all additional work– options Pastor Fund, extra funds (Worship fund), or unassigned memorials. Look to do stipend on monthly basis. Since this is not in the budget this would need to get recalculated or could be asked of congregation to donate to this. Unallocated memorial funds could also be used. Voted to provide payment of \$500 to each was unanimously approved. Will work through budget at this time and look for offerings here after (if go over \$600 then it does go to taxes to be claimed)

DIRECTOR OF INVOLVEMENT: (Lisa Bernd)

Counting: I have been counting the offerings every Monday & taking it to the bank. I also continue to process e-giving.

Worship: I have assigned all readers & prayer families for the month of May. I will be assigning for June.

Building: I dumped water down all of the drains, had salt delivered & put in the water softener, met Mark from Paul Crandall & Assoc to address some roof leaking issues, met the woman from Batzner's, emptied office trash, vacuumed the office & front of the church, flushed all of the toilets & checked for water leaks. Crandall did come to fix the roof & with this rain, it again leaked in the same spot. They will be back again this week to fix it.

Annual Maintenance: I have scheduled all the annual building maintenance they will all be completed by the beginning of June.

Phones & Emails: I have the phone forwarded to my phone Mon – Wed every week plus most Thursdays & Fridays. I also send out daily Grace-Filled Check Ins, Grace Notes, & Holy Experiment each week.

Cleaning: I left Monique of Jaden's Angels our cleaning crew a message to start our cleaning service again. I will be discussing when she could begin cleaning the building again. The first time the whole building will need to be cleaned & then I will discuss what our options will be. I will keep you posted on what is decided.

Correspondence: I have been keeping in touch with people via cards, notes, calls & emails. I am enjoying this very much.

Discussion: Monique will come in Monday, June 1st to clean the entire building since it hasn't been cleaned in a long time and then will work through what areas need to be cleaned. Did purchase 100 disposable masks to offer to those at outdoor service. Celebration cups – individually wrapped wine & wafers \$100 for 500 combo pack – will be putting in order.

Attendance Report

Attendance was discussed.

Committee Reports



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CHRISTIAN CARE: (Melissa Schmidt)

No report provided

FELLOWSHIP: (Wendy Freeland)

No report provided

FINANCE: (Lynda Lalley)

Attached are the April financials. We look to be in good shape through April, partially due to the PPP loan and partially due to strong giving in April. Please let me know if you have any questions about the attached.

Discussion: Doing really well as some family members provided entire year pledge now; also using the PPP loan. Steve Knowles indicated that churches in our situation will most likely be forgiven via good faith. Loan is based on 5 year terms so new payments will be coming. Saving around \$5000 a month with only paying interest only on the mortgage.

OUTREACH: (Rachel Langer)

No report provided

PROPERTY: (Sarah Brogni)

No report provided

WORSHIP: (Kelly Olson)

No report provided

YOUTH AND FAMILY MINISTRY COMMITTEE: (Jen Jacobson)

We met virtually and May 14th Erica, Katie, Sarah Newall, and myself were all in on the call. We focused primarily on Virtual VBS, with updates on current programs.

Current programming and activities

Sunday School: Sunday School will end on May 24th. Online Sunday School held steady for the Month of April, but saw a big drop off for the first 2 weeks of May. Sunday School at church would have ended Sunday, May 17th. The staff discussed continuing it until the end of the normal School year. At the time of our meeting everything was set up for Sunday School through May 24th, we decided that will be our last Sunday School posting.

Youth Groups online activities will end on May 24th as well to match Sunday School.

Confirmation worship will be in fall, a PowerPoint was created for Sunday, May 17th Worship (what would have been Confirmation Sunday).

Graduation Sunday is still up in the air. Yard signs and a PowerPoint was created.

Youth Summer Cancellations

Confirmation camp was canceled

Mission trip was also canceled after survey allowing for input from the families signed up.

Virtual Vacation Bible School (VBS)

Katie found and purchased an online VBS program that has 3 stories, she is going to set it up for 1 story over three weeks, July 13, 20, and 27th. The program has a 25 minute video that has a story, game, cartoon about the story and verse. She would like to set it up with online worship where it is broken into links. If you do everything it would take about an hour to an hour and half.

Katie has been in contact with station leaders to help add a personal touch and areas of our in-person Grace VBS, in hopes to offer videos/ideas for crafts, snacks, and possibly even decorating (example chalk drawings on your sidewalk) as well as instructions by other Grace Families. This all is still in the early stages of planning but we are excited.

We talked about how to get the information out and if there should or shouldn't be a registration, either way we would want to it be an open thing even if registration wasn't



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completed. The main benefit of registration is if we can get a Thrivent grant we could offer goody/supply bags. We think we can word where it isn't a registration. We have not set our next meeting yet.

Katie

Sunday School Online Sunday School will continue through May 24. I have seen a decrease in online page visits beginning in May, so I think it is time to take a break from this. (I think a lot of families are feeling a little online virtual school fatigue, so this is probably part of it.) In early May, I sent out the picture message from all 36 members of our Grace Education Team. If you haven't seen it, check it out here: <http://www.gracegrifton.com/photos-and-videos.html> Normally in May, we celebrate our education staff during Teacher Appreciation Week and provide them with cake, etc. This year, we were not able to do that. But I am still incredibly thankful and grateful for all the work our Sunday School teachers put into our education program! In terms of what to do for Sunday School this fall, I want to wait until area schools have more information as to what they are doing. Once we have a better idea of what social distancing steps they will be implementing when school returns, that will help us figure out how to proceed as well. I will not reach out to volunteers until we have a better idea of what will be doable come fall.

Online LIVE Story Time I will continue doing online story time through the end of May. A special thank you to Tom & Jean Fugate and the Bernd Families for sharing a story and song with the group as well.

Children's Messages I continue to do a message at home each week. I presume I will continue to do this as long as we have online church. Obviously all TBD as things change and evolve. Thanks to the Burgos Family for doing the Mother's Day message. The Bernds will be doing the message this week.

Adopt a Grace Member Program 39 Grace members/families have been matched as part of this program. Volunteers have given gift cards, dropped off meals, written weekly notes, etc. I have gotten a lot of positive feedback from those on the receiving and giving ends that they have really enjoyed speaking with/helping someone they may not have met before.

Vacation Bible School We made the decision to not hold our "regular" in person VBS at Grace in August. With continued social distances guidelines, it was too difficult to safely ensure the program could continue. I am going to use the theme that we planned on using this year next year; everything that was already pre-purchased will be saved for next year.

Instead, we will be using a "quarantine friendly" VBS—Bolt Backyard VBS. This VBS comes with 3 sessions. We will release a lesson/session once a week for the weeks of July 13, 20 and 27. I am working to get a \$250 Thrivent Grant through Marcia Vrankin to help cover the cost of goody bags that we will put together for families. We will not charge anything for registration fees this year. If I do incur costs over the \$250 grant, there is money in the VBS account built up from previous year's fees that we have collected but not used. I am working with several families to help put together videos for each week. The format will be very similar with how we do online worship and Sunday School. A combination of watching an online video and in person activities. Adan Burgos has also agreed to put together a video of pictures that folks submit. So hopefully we will have a way to share our VBS activities at the end of the 3 sessions.



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Other Projects The Grace/ALC Food Drive for Family Sharing was on Saturday, May 2. The response was incredible!! We collected over 2,600 pounds of food and \$2,700 for Family Sharing. Thank you to Linda Borkenhagen for helping me that morning. I continue to help with the Grace phone call check ins as needed. I stop over by church on the days that no one is there to pick up the mail and make sure everything looks good in the building. I take a turn in writing a Grace-Filled Check In. I take turns with Lisa and Erica to answer the phones on Thursdays and Fridays as needed. Usually, we also have the outdoor pool service and pool rental in July. This winter I reserved a date at the pool, but I do not know if they will be opening and/or if they will have pool rentals with social distancing guidelines. I'm not sure if we would do it even if we can, but I want to wait and see what the Grafton pool decides first before deciding anything either way.

Closing Prayer: Pastor Heidi