



Council Minutes November 15th, 2018

IN ATTENDANCE:

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| *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 7:30 P.M. with President Mike McGraw presiding.

Reflection led by Mike Moran

- ✓ Approval of meeting agenda
- ✓ Approval of the October 2018 minutes

Pastors and DI Reports

PASTOR PAUL'S REPORT:

Stewardship Update: As of November 8, we have received just over 100 pledge cards. The amount pledged comes to about 60% of our anticipated pledged giving for 2019.

Of these about 65% have increased their giving, about 30% have kept it the same and about 5% have reduced their giving for 2019.

There are still a lot of commitment cards still out a great many variables to consider. We don't know what the remaining faith commitment cards will show, but, as of today, factoring known increases and decreases, we have an increase of about \$11,000 for 2019. We are hoping for \$18,000, so we have a good start.

We will know more as the remaining cards come in.

Time and Talents: Sunday, November 11 is Time and Talents Sunday. My sermon for the day is based on some of the needs we have for volunteers at Grace. I am emphasizing certain ministries and activities where we have special needs.

Thrivent Builds Mission Trip: We stand at eight people going with several others considering joining our group. We raised money for one member to go, but, unfortunately, this member has decided that the trip will not work for a variety of reasons. I will talk to those who donated money to see if they would like their donations returned or applied to general trip expenses.

We are hopeful that the "cork Pull" fund-raiser at the holiday craft fair will help us bring in money to defray some trip expenses for our volunteers. I was quite pleased that over fifty bottles of wine were donated.

Staff Mission Reviews: I have met with two of the office or music staff so far. I have another review set for next week and hope to finish them up by the end of the month.

Nominating Committee: Work is slow here, as committee members have been out of town and not been able to talk with potential candidates. We met last week and hope to have some answers from people by the weekend.

Worship Attendance: Attendance has generally gone up in October and November, and November 4 was best attendance we've had this fall, but it is still lower than I would like. Pastor Heidi and I sent out a special "Grace Notes" this week about the importance of regular worship attendance.



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PASTOR HEIDI'S REPORT:

Worship: The special Advent Dinner and Holden Evening Prayer Worship will be on Thursday, November 29. We will be eating and worshipping in the Gathering Space for a different, warmer feel around the fireplace.

I am preaching two Sundays in Advent, relating themes of Advent to Star Wars. It should be a fun and engaging topic!

I helped Eryn Durlam, providing Bible verses to accompany the special service with choir and bells on December 9.

I'm beginning to plan the Christmas Eve services and am coordinating with the musicians.

We got more sign ups from kids to help lead worship. I'll talk with Lisa about how we will incorporate them.

Reconciling in Christ Discussion: I have been busy with other things but hope we can take this up again at council in the New Year.

HYPE: We continue with our "Scary, Gross and Weird Stories of the Bible" curriculum. There are also a couple service projects planned for December- Baking cookies for shut ins and helping with the Birthday Party for Jesus.

Outreach: I brought the coats and winter gear down to All People's, and asked Linda Muth, their volunteer coordinator, if there was anything we could do for Christmas for APC. She suggested collecting religiously themed books and videos. Thanks to the Youth and Family Ministry Team for making this the suggested donation for the Birthday Party for Jesus!

Grace Brochure: I am meeting with Roger Harpt on Thursday to go over the updated brochure he has been working on and that council gave feedback on.

Communion Instruction: Classes with the new curriculum are complete. It was a very engaged group of young people. I am now meeting with each child/family individually to make sure they understand what Holy Communion is, and to answer any questions. We will be officially celebrating First Communion on December 2.

Marquette Pastoral Leadership Group: I attended the final session and graduated this two-year program. It was very enriching, and I am thankful for the ways it has challenged me and helped me continue to grow, as we always should be doing.

DIRECTOR OF INVOLVEMENT: (Lisa Bernd)

Stewardship: I am continuing to work on entering the stewardship information daily for Pastor Paul.

Time & Talents: I spent the earlier part of the month preparing the envelopes for Time & Talent Sunday. Now I am getting the completed Time & Talents sheets in. I am going to start the process of removing all last year's responsibilities from Servant Keeper & then I will enter all our new information.

Emergency Plan: Thank you Kerry & Mike for getting all the information for the Emergency Plan room books. I will get the books made in the next month.

Service Contract: We did our winter preventative maintenance on our heating system.

Fire Inspection: We are our fire inspection on Tuesday, November 13. We passed. They will be back in May.

Blessings Box: We have a wonderful blessing box & I totally had the wrong information on what was happening. So, after a little fact finding, talking & thinking - I tried to come up with some ideas on how to get the word out on this awesome congregation & community opportunity.



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The door on the front of the box was not closing correctly. Jim Scott offered to fix it.

I called Kate the District Office to see if we can put an article in the District weekly folder to let everyone know we have a blessings box. We met the criteria & we can put an article in the newsletter. It goes out to the district on Monday's.

Blessing of the Blessings Box - could we do that on our Thanksgiving Eve service (I know it is short notice). Since it is a time to be thankful & to share our blessings, I thought it fit. Also, could we use some of the donations we collect for Family Sharing to stock the box?

Signage- I was thinking we could put a banner at the end of the sidewalk to direct people to the box. I will check with Steve LaMaster at VIP if he could make one.

Continual care for the box - Pastor Paul said we can talk about it at our council meeting to find the right group to care for it.

I will write up an article for our publications letting everyone know it is there & to have them let everyone know it is available in the community. I can put it in starting next week.

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

1. Long Range Planning
 - a. Nothing new to report
2. Status of the emergency plan
 - a. Final version has been sent. Just need to get it printed.
3. Blessing Box
 - a. Still need to figure out how to maintain the box and who will care for it.
 - b. It was discussed Outreach will care for the box and perhaps could be an annual confirmation project.
 - c. An article is being written to put in the Grafton school district newsletter. This will promote its existence.
4. Recruitment of Council Members
 - a. Talking to people this week but do not have any candidates yet
5. Ed Borkenhagen's Job Position
 - a. We have two candidates.
 - b. Pastor Paul will meet with one of them 11/16 informally. Will reach out to the second person as well.
 - c. Will schedule a follow-up formal interview
6. Katie & Erica's Hours
 - a. They have been trying to balance their hours. They are more used to their jobs now and can better balance hours at various times throughout the year.
 - b. A recommendation was made to leave them both salary and let them work the adjusted hours they are proposing.
 - c. Motion was made to reduce Katie's hours to 17 and increase Erica's to 17. Salaries will be adjusted accordingly.
 - i. The motion was seconded and approved.
7. Plush Bear Program
 - a. The program was discussed and decided Grace will not be doing this.
8. 2019 Budget



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- a. Looking for a 3% increase in giving. Too soon to know what our actual final number will be.
- b. Proposed budget was discussed with more to come in December.

Committee Reports

CHRISTIAN CARE: (Melissa Schmidt)

No Report

FELLOWSHIP: (Wendy Freeland)

- The Pie Social is next Weds after Thanksgiving service and I have not put out signup sheets or announcements in bulletins. The good thing is, this is a long running event at Grace and I am hoping that we still have a nice turn out. We always have way more pies and people then sign up. I will be putting a sign up at the worship doors this evening before service with details AND Pastors Paul and Heidi, if you could please mention in announcements that no sign up is needed " just bring yourself, pie if you wish, and appetite"
- Also, I am hoping to have an update on possible luau dancers for Moana series by tonight's meeting. Thinking about having dancers during the party. Will also have a night to play Moana before the series starts. This will be in February.

FINANCE: (Open)

- Total income for the month was \$52,664.01 – (was \$37,781.63 in September) – a good income month – exceeded what we should average (\$51,500.00).
- Budget Expenses for the month of \$53,363.81 were high (we should average \$51,500.00 or lower). The only exceptional Budget expense for this month was the final payment for the repairs to the external door at the North end of the worship center (\$2,940.07). The WeEnergies bill dropped quite a bit from \$1,712.27 in September to \$1,291.44 this month.
- Total income for the year is currently behind total budget expenses by \$31,744.00 – holding steady this month.
- Our budget cash went from -\$41,864.82 at the end of September to -\$42,564.62, dropping \$699.80 in October. That's the smallest drop since April – but hoping for an actual increase in both November - December to make a lot of this up.

OUTREACH: (Kelly Klug)

No Report

PROPERTY: (Sarah Brogni)

- The north entrance to the church is completed. When the weather gets warmer again, we have to paint. It will be a "special project" for next year.
- I know we need to find someone to fix the "leaking" around the vents in the ceiling. Will co-ordinate with Lisa on our next step.
- Snow removal schedule is almost final, looking for one more person to add to the group so we have 5 teams and then everyone will be on a 5-week rotation. Grace note request has been submitted for this.
- More lights have gone out throughout the church. We still have a pretty good stock of light bulbs, so Dave Polka will be replacing them as needed.
- Nativity Set will be going up at the end of the month.
- If anything needs repair or updating, please let me know.

WORSHIP: (Peg Lade)



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- The WPT met on Oct. 30 (this is our November meeting moved up to accommodate schedules)
- Tori opened the meeting with a devotion.
- Pastors Paul and Heidi presented their worship service plans for the upcoming Sundays and Holidays.
- After checking with Eryn – the \$90.00 budget item for organ music should stay. It is being used. The Jubilation choir budget only includes music used by the choir. Organ only music is needed as well and comes out of the \$90.00-line item.
- The keyboard repair/quote for repairs is an ongoing item. We don't know if we can get someone to come to the church to assess the problem. Eryn will check as she has time.
- Tori and Pastor Heidi are interested in working with Katie Eippert's team on ideas for getting the children more involved in the worship services. Katie has sent me a plan and I will be sharing that with my team at our Dec. meeting. She would like to get started in Jan/Feb timeframe.
- Our next meeting is Dec. 4th at 6:30pm.

YOUTH AND FAMILY MINISTRY COMMITTEE: (Jen Jacobson)

We met on November 12th we review our past months events and status of planning the upcoming events, as well as discussed ideas for children in worship.

- Recap of recent Events
 - Youth Lock-ins - JYG had 15 youth at their lock-in on October 19th and HYPE had 8 at their lock-in on October 27th.
 - KFC had a Fall themed event on October 21st, 10 youth attended
 - Reformation Sunday, October 28th combined Sunday School, Family Ministry, and Outreach with Bible Olympics Sunday School for Bring a Friend to Church and Trunk or Treat in the afternoon.
 - Bible Olympics brought together all the Sunday School Students and an estimated 10 friends and 24 plus volunteers for Sunday School, where groups of mixed ages worked together to complete different activities ranging from putting the books of the Bibles in order to scooter races. It was wonderful to see how nicely they all worked together. There was also a lot of positive feedback.
 - Truck-or-treat fed an estimate of 100 people, we planned for 120. We all felt that event went well and the set up inside (due to weather) worked well. We all liked Erica's idea for invited Grace's different groups to do a trunk to hopefully make this a Cross-Gen event.
 - Craft Fair – November 10th. Food was sold in Fellowship café style and in the gathering space as a coffee bar, a Thrivent grant was used to cover most of the food cost. There were about 30 volunteers for the day. Although it wasn't widely used childcare was also offered. The food areas and the bake sale made about \$840, proceeds will be used to help with the cost of the 7th grade camp and the Boundary Waters Trip.
- Upcoming Events
 - Movie Night on Friday December 7th dinner at 6pm movie starting at 6:30pm. Katie has sent an invite to the leader of each Grace Group. We are hoping for this to be a Cross-Gen event. We will have Christmas chat cards at the tables to promote conversation across the generations.
 - Children's Christmas Program and Birthday Party for Jesus on December 16th
 - Children's Program will follow the Advent theme of Stars with worship at 8:30 and 10:30am. Katie is working on finalizing the actors.
 - Birthday Party for Jesus will occur between the services. We are collecting new or gently used religious books for All Peoples Church. Erica is lining up the older youth groups to help.



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- Christmas Eve Early Worship is being written and planned by Katie. She shared her plan of 3 stories for story time with songs and other worship aspects.
- Children and Worship. We discussed ideas for engaging Children during worship such as a Pray Ground and ideas from the book *Parenting in the Pews* which encourages teaching children how to worship. Katie has reached out to Peg to see if we can do a joint project seeing as the Worship Committee are looking at more ways to involve Children in Worship too. We hope to have discussions with parents and try implementing some of the ideas from the book in January.
- Updates on Sunday School and the different Groups were provided in written reports from Erica and Katie. They will also provide those updates in their own Council Reports.

Other Business

Closing Prayer: