

Grace Lutheran Church Council Minutes February 25, 2010

In Attendance:

√ Pastor Paul Bulgerin	√ Dave Polka	√ Melanie Arndt
Pastor Heidi Borkenhagen	Sue Bremer	√ Jon Eifert
√ Ruth Schmidt	√ Lisa Bernd	√ Lisa Bernd
√ Janet Sladky	√ Roger Goecks	√ Tom Fugate
√ Bob Dries	√ Sharon Gastrau	√ Jon Aspenson

The meeting began at 7:25 p.m. with President Janet Sladky presiding. Pastor Paul opened the meeting with a prayer.

DEVOTIONAL: Janet Sladky shared the devotional.

APPROVAL OF THE January 2010 MINUTES:

There was a motion to approve the corrected January minutes. The motion was seconded and carried.

PASTOR PAUL'S REPORT:

New Members: We are taking in a nice group of new members, all at the 10:30 a.m. worship service, on Sunday, February 28th. Please remember the brunch that follows the service that day.

Summer Worship: The discussions on whether or not to add a second service during the summer continues. We had a good conversation about this at the annual meeting. The key factor is whether or not we will be able to recruit singers for a summer praise team and when they would be able to practice. The Worship Planning Team will continue to talk about this at its March 2 meeting and it will also be something we discuss at our mini-retreat on March 6.

Noisy Children in Worship: The staff did discuss the growing decibel level in worship, especially at 10:30 a.m., and will take some tactful steps to encourage parents with noisy children to either take them out into the gathering area or in the nursery. We will do this through announcements in the worship handouts and on the screen and by reminding the ushers how to handle such situations in a polite manner. We love having children in worship, but don't want to have worship become too disruptive.

Sabbatical Plans: The Bulgerin's are working with a travel agent to help organize some of our plans for our sabbatical trip this summer. I continue to raise money for the trip by selling coins. Two families at Grace very generously gave unsolicited gifts to my sabbatical. I would like to request that the council consider allowing me to use an additional \$1500 from the sabbatical fund for some of my expenses for the trip. As of now I am planning to begin my sabbatical after the outdoors worship service in late June.

Dead Sea Scrolls Exhibit: Cindy Pitt is heading up plans for our visit to the exhibit on Saturday, April 24. On Sunday evening, April 18, I will lead a class on the Dead Sea Scrolls for those who are interested.

PASTOR HEIDI'S REPORT:

Vocation and Education Meeting: I am sorry I have to miss council tonight. I serve on the Program Committee for the ELCA's Vocation and Education Unit and they are meeting tonight. They are in charge of many aspects of our church's ministry- colleges, seminaries, camps, and campus ministries are a few. I will get to meet with other units and we will also spend time with Bishop Mark Hanson. I am glad to serve the church and represent Grace in this capacity. I will give you an update on what's going on in the ELCA from their perspective at our next council meeting.

Worship: I developed themes for sermons in Lent. The themes in March revolve around fear. We have some books and devotionals coming to go along with the theme, with extras to hand out to friends for evangelism tools.

Education: I continue with the prayer unit for the 7th graders on Sunday mornings.

High School Youth Group: There were 3 youth who came to the workshop on dating and relationships. It was a disappointing turn-out for the event in general. I have talked to some parents about doing an event like this at Grace, with the hope that more people would come. They seemed interested. On Sunday, February 28th the kids will stay after church for pizza and games. At the end of March we will have a lock-in. In May we are going to All People's and also to The Promised Land Paintball Park for their "Lutheran Day". They have Christian-themed games and I've heard good things about this place. Cost is \$55, all-inclusive for the day.

Mission Trip: The chili dinner went very well and raised \$500-600 (I can't remember the exact number). The Palm Sunday Brunch plans are underway. I am looking for one more adult chaperone.

TNT: We had a great time at a basketball game February 13th. We had a few new people come. Right now a baseball game is planned for June and I am looking for some education/bible studies to do in April or May. We seem to be getting a lot of visitors and new members who are young, so I am hoping to keep the group growing and being more active in the future.

Caring for Creation: We cancelled the Wall-E showing because not many people signed up. We will plan a different event for Earth Day in April, possibly in conjunction with the Pet Blessing. We are meeting on March 15th to discuss what we want to do.

Coaching: For those of you who are new to council, I just began a pastoral coaching program. This means I set goals to work on and have someone to walk beside me and help me reach my goals to the best of my ability. I have continued my work with Pastor Diane Loberger. Below is a copy of the goals that we have set to work on in our contract. At each meeting, we pick a couple of goals to discuss and evaluate. It has been really wonderful so far, and extremely helpful in my work.

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Purpose: Coaching is a relationship that helps leaders develop their God-given potential so that they grow individually and make a valuable contribution to the kingdom of God.

Diane Loberger will coach Pastor Heidi Borkenhagen toward being the best leader and best pastor she is capable of being in her call at Grace Lutheran Church in Grafton, WI. Being the best pastor means:

- Heidi will work to discern her gifts and her place at Grace Lutheran Church as a pastor.
- Developing healthy conflict management skills.
- Seeing out and building stronger participation of young families in the congregational life of Grace.
- Building congregational affiliation at Grace among currently unchurched individuals.
- Visiting with 8 congregational families and individuals to get to know them.

AIM'S REPORT:

Wednesdays in Lent: I am writing skits and preaching for two of the Lenten Wednesday services. Pastor Paul and I work together in scheduling and organizing our 7th and 8th Grade Confirmation students to serve in various ways during our evening worship services throughout Lent. We also write questions to go with the sermon that the Confirmation Guides discuss with the students before worship.

Sundays in Lent: This year's Children's Message Theme is 'Extreme Love'. At the first week, each child received a cross door-hanger and a sticker for the cross. On the next five Sundays, they will also receive another sticker that is a visual reminder of Jesus' Extreme Love for us. There was some kind of goof up in the order which gives us many additional crosses so older kids and adults were happy to take them also.

Children's Message for Easter: This year I have chosen a Resurrection Butterfly Mini Paint Mat, which includes the Easter story in poem form, to give to each child. The mat comes alive with color when painted with water and is reusable. Jon, the cost of these (\$40) comes out of the worship budget.

Sunday School: This month our lesson focused on the story of The Good Samaritan and how Jesus calls us to show love to all people, even those we negatively stereotype. I also create a lesson each month for our Bible/Memory Station. This year we are getting to better know the Bible, including: how it's put together, what it's about, who's in it, how to use it, etc.

Confirmation Camp: Please see attached sheet for financial information.

Women's Brunch Bible Study: We will have two more classes focusing on our PTP – Perceptual Thinking Pattern. The women have been very interested in this study. I have met separately with three of them to make up information they missed when they could not attend.

New Members: As always, it was a joy to gather with our group of new members last Sunday. This group brings with it six new Sunday School students.

Outside of Grace: This Sunday, I will be attending and reading a lesson for Deb Ganzer's AIM commissioning at First United in Sheboygan. Deb is a Deaconess who has been on staff at First United for ten years. She just completed her Associate In Ministry Candidacy and I am looking forward to celebrating with Deb and her congregation. Pastor Heidi will in fill for the Children's Message and I switched Station duties for Sunday School so I could be gone this week.

Next week Thursday I will be gone much of the day. The AIM group that I facilitate meets at the Synod Office from 10:00 – noon and then I am having a lunch meeting with an AIM from a congregation in Racine.

On March 14th, I will be attending the installation service for Pastor Jeff Barrows as our new Greater Milwaukee Synod Bishop.

Dear 7th Graders and Parents,

Happy day after Ash Wednesday. Thank you so much, 7th Graders, for your work on our meal last night. You were very willing to pitch in where needed and did a great job. Thanks to all those who made soup. We got a lot of compliments on it. Thanks also to those who had to reach into your pockets to pay for ham and rolls. The meal went very well with not much left over.

Big thanks to those parents who worked in the kitchen either before, during or after the meal and to those who worked on setting up and/or taking down the furniture in Fellowship Hall. Special thanks to those who helped before, during and after the meal. We could not have done any of this without all of your help.

I have both good and bad news when it comes to money. I'll get the bad news out of the way first. When I gave you the first financial breakdown sheet, I forgot that I had padded the Confirmation Camp line item in the budget this year so that we could put some of the remaining funds in savings and use it towards next year. This year we have 14 campers and next year we will have 30. That will be a huge increase for our budget. The bottom line is that we will be taking \$150 per camper from our budget this year, instead of the \$165 I had on the first cost sheet.

The good news is that we collected \$725.50 last night. Our congregation is very generous when it comes to camp. I had to subtract \$77.50 from that to pay for the additional ham and rolls that weren't covered by families. I am also setting aside \$120 to help with gas costs for our to-and- from-camp drivers. That leaves us with enough to give each family \$35 of credit. Each year, we also donate a portion to All Peoples for their young people. We will take the remaining \$38 and add \$62 from the budget so we can send them \$100. The bottom line for you is below:

Total cost per camper, after our discounts	\$340
Your registration fee	\$100
Tour additional cost	\$55
Church's contribution	\$185

This meets Grace's goal of covering at least half of the cost through the budgeted amount and the fundraiser donations. It also gives us the bonus of giving each driver \$20 for gas.

As I mentioned at our meeting, if the cost is a problem for your family to cover, please let me know. You can choose to pay the whole \$155 by March 3rd or pay \$100 now and \$55 by the middle of June when we go to camp.

March 3rd is our due date for signed registration forms and \$100 checks payable to Grace Lutheran Church.

Please feel free to call or email me with any questions or concerns.

Lenten Blessings,
AIM Ruth

DIRECTOR of INVOLVEMENT:

This month we will take in 10 wonderful families to Grace. Christian Care and I will be hosting the New Member Reception on Sunday, February 28 after the 2nd service. We will be having a chili luncheon featuring many group leaders from the congregation. The group is filled with many talented people that will make great additions to our church family.

I am enjoying working in the office and doing many of my new jobs. It makes my days fly by. I am also looking forward to working with Ed Borkenhagen. I am excited to see what we can accomplish together and what new and exciting things will be ahead of me.

I am also thrilled to be on the Christian Care committee with Sharon as our new leader. I unfortunately missed her first meeting because I was sick.

OUTREACH MINISTRIES:

This is more of an update than report:

We have two trips to St. Bens on Friday, June 18th and Thursday, August 5th.

More importantly, Outreach will serve the Lenten meal next Wednesday, March 3rd in coordinate with All People's visit. COE will take our spot on the 24th.

Thanks,

Jon Eifert (Not to be confused with Jon Aspenson) (This could prove interesting for council records).

CHRISTIAN CARE:

A suggestion was made for the council to start wearing their name tags to worship, in hopes that the congregation will follow.

During the HS lock in the kids will again be going out to put door hangers with information regarding Easter worship at Grace.

Hoping to recruit more members!

PROPERTY:

I'm happy to report it's been a somewhat quiet month. We had some water coming in from the old roof near the bell closet that has since stopped. We also had some water coming in above the windows in the Sanctuary due to ice damming. Long term solutions to these problems are possible replacement of that old section of roof near the bell closet, and installation of heat tape along the roof edge around the Sanctuary.

Our door problems seem to have been solved, as we have not had any recent issues.

The Village of Grafton inspected our building and found a valve on the boiler that is no longer in compliance with the current building codes and needs to be replaced. Our heating and A/C contractor will be called to change the valve, as this requires a licensed plumber to replace. This required new valve will cost about \$800.00 including installation.

No other issues have been reported.

WORSHIP:

Welcome to Jon Aspenson: We are happy to have Jon as the new chair of the Worship Committee and thank him for his willingness to serve in this position.

Thanks to Jim: Jim Scott's term has ended as Worship Committee chairman and he is stepping down from the Worship Planning Team. We thank him for his fine leadership these past three years. Jim will continue to help with logistical planning for the outdoors worship in June.

Thanks to Cindy: Cindy has taken a position at St. Boniface Episcopal Church in Mequon. Her last Sunday playing at Grace will be February 14 and her final service will be the Ash Wednesday worship on February 17.

Ilona's Return: Ilona will return to the organ on Sunday, February 21. She will pace herself so that she doesn't overdo it. I have talked to Jane Braband and Jane is happy to play for the Wednesday Lenten "*Holden Evening Worship*" services. We also have contacted an organist from First Immanuel in Cedarburg to be "on call" if needed.

Easter Music Planning: At our January meeting we agreed that we would look at the music slots for the Holy Week and Easter services at this month's WPT meeting so that we can begin planning and have everything organized in advance.

2/2/2010 WPT Meeting Notes:

Palm Sunday

- Joyce is taking with Pastor Paul about the choir singing a special arrangement of "All Glory Laud and Honor" with the congregation as the children process in during opening hymn

Maundy Thursday Service

- The Koinonia choir would like to sing at the Maundy Thursday service
- Pastors Paul and Heidi are considering foot washing
- Deb is considering having the hand bells play

Good Friday Service

- Deb mentioned that the hand bells could fit in at the early part of the service

Easter

- **8:00am:** Deb and Joyce will coordinate between hand bell and Koinonia choir music
- **10:30am:** Vince is working on the music selection

Summer Worship Plans: We had a good discussion at the annual meeting on Sunday, January 24 about what to do this summer. Mariah Zach, the council secretary, took notes of the discussion and I have attached them to this handout for our discussion. *I would like the WPT to make a decision on the summer services at our April meeting so that we can take it to council and give the congregation good advance notice before summer arrives.*

2/2/2010 WPT Meeting Notes:

- Conversation regarding a summer celebration service included discussion about the availability and impact on praise team members

Lenten Wednesday Worship: Pastor Heidi has developed the themes for the Wednesday services. Pastor Paul and AIM Ruth will write skits for these services that will be performed by our Confirmation students. Students will serve as worship leaders and support during Lent by serving as ushers, greeters and reading the lessons.

Administrative Assistant's Position, Bulletins and PowerPoint: The interview team will make a recommendation to the council on a candidate for this position later this week. All interviews have been conducted. The new person will be in charge of all bulletins and PowerPoint presentations for worship. Until the new person is on staff John Walch will create the 10:30 a.m. Celebration PowerPoint and Lisa Bernd and Pastor Paul will work on the 8:00 a.m. PowerPoint.

2/2/2010 WPT Meeting Notes:

Additional Items

- WPT agendas and material will be emailed to committee members before future meetings.
- There is no longer a hold on the music budget.
- There was a reminder to make microphone/sound booth checks before the service begins.

PARISH EDUCATION:

The Parish Education Committee met on Tuesday, February 16, 2010. The following topics were discussed.

- Sunday School
 - Identifying an individual to work with the pre-school and kindergarten aged students in the area of music.
 - Recognizing Sunday School students for good attendance.
- High School Youth Group
 - March 27/28: Lock in to prepare for Palm Sunday Brunch.
 - March 28: Palm Sunday Brunch.
 - May 2: Visit to All People Church for worship and then Kopp's for lunch.
- Confirmation
 - 21 candidates are on track to be confirmed.
 - The usual Wednesday confirmation program is adjusted for the Lenten services.
- Junior Youth Group
 - Recently completed quake had outstanding speakers and bands. Better organized than last year.
 - 30 hour famine is February 27 and 28.
 - Relay for Life is July 30 and 31 and Grace will have a youth team.
- Vacation Bible School
 - July 19 – 23.
- Library
 - How to make better use of this resource?
- Special Funds Money
 - Money is available to support the Sunday School program.

FELLOWSHIP:

N/A

FINANCIAL REPORT: Donahue Accounting has taken over payroll and will hopefully be up and running with it in March.

There was a discussion regarding several line items in the budget that may be set very high. It was decided that we will revisit these three line items in November/December and if there is a surplus of funds we can reallocate the funds to benevolence.

There was a request for a Contingency Fund line item to be included in the written budget.

PERSONNEL:

Working on revising the staff handbook. Meeting at the end of March.

ONGOING BUSINESS:**Office Administrator**

Ed Borkenhagen accepted the Admin position and will start on Tuesday 3/9/10.

Council Mini-Retreat: March 6th at Grace from 9am to 1:30pm. AIM Ruth will be leading us in a Group Building Process on How we process information.

Topics to discuss – Summer Service, Setting Goals for the Year, New Building

Stewardship Council Position: Pastor Paul has been doing the Stewardship Chair position for almost five years. This position is listed in the by laws. It will need to be decided if we keep the council position of have Pastor Paul continue to fill this position. We discussed having this on the Time & Talent sheet for a 3 month position in 2011 further discussion is needed and will be brought up at the next council meeting.

Anti-Racism: May 1st from 9am-12pm was decided on for the presentation. This is a 2 person team who will come to our church and provide dialogue and discussion to better understand racism in our world today.

Congregational Leaders Event (March 13th): Janet Sladky and John Eifert to attend

Council Dinner: We decided to have this at Church, a sign up was passed around at the council mini-retreat and we are waiting on a date and time.

NEW BUSINESS:

Future Building Plans – Putting a committee together to revisit the building process

Website – Using memorial monies to revamp

NEWS/NOTES/SHARING

A Thank you note from Sue Wilterdink was received

A Thank you note from the Women's shelter in Port Washington "Lifeline for Women" was received.

CLOSING PRAYER: Pastor Paul closed the meeting with a prayer.