



Council Minutes October 25th, 2018

IN ATTENDANCE:

*Paul Bulgerin Pastor Heidi Borkenhagen	*Alissa Burgos (Secretary) Open (Treasurer)	*Peg Lade (Worship) 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 Pastor Paul

- ✓ Approval of meeting agenda
- ✓ Approval of the August and September 2018 minutes

Pastors and DI Reports

PASTOR PAUL'S REPORT:

Fall Stewardship: October 21 is the second Sunday of our stewardship program. The faith commitment packets will be available to members following the worship services. I have asked Mike McGraw to speak during the sermon that day to talk about the council's recommendation to begin paying part of the employer's half of the pastors' Social Security taxes. I thought this would be better coming from Mike than from me.

Members are asked to begin turning in their faith commitments on October 28. I encourage all council members to take the lead and be generous in their 2019 faith commitments.

2018 Giving: You have seen the September financials. This September, as was the case last September, was a very low giving month, lower than some summer months. While we are behind for the year, we are actually in better shape than we were at this time last year. Taking into account that we have lowered our estimate of non-pledged giving for this year by \$10,000 from last year, our current financial numbers, if giving ends up like last year, should bring us pretty close to our estimated giving for the year.

We are running a planned deficit budget and are using some of the "Grow In Grace" funds to pay for it. We will do the same in 2019 and possibly for several years after that as we work to "grow into" our much bigger mortgage.

New Members: We received five families into membership in October. It's good to see that we continue to have a good number of visitors, many of whom are families with younger children.

Nominating Committee: The group is meeting for a second time on October 21 and will begin talking to potential council candidates next week.

Worship Attendance: After low numbers in September, similar to the last two Septembers, we have started to see an increase in worship attendance, but it's still not where I'd like it to be. I put an article in the "Grace Notes" this week about worshipping and will continue to hold up the importance of regular worship to our members.

Thrivent Builds Mission Trip: We have filled eight spots, the minimum needed, so the trip will take place. I have hopes that we may be able to fill all the available spots. I have put out a "Grace Notes" article asking for financial support for someone who wants to go on the trip but can't afford the \$650 cost.

Boundary Waters Trip 2019: Registrations have opened for the high school BWCA trip next July 6-13. We are initially reserving two groups, for a total of sixteen people, but can reserve a third group if we feel we will have the numbers to fill it. I will lead this trip.

Youth Ministry: I have been involved in the Junior Youth Group activities, including the lock-in to be held October 19. I've also been working with the HYPE group and will be at the high school lock-in on October 27.



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Confirmation: Classes are going well, although with the two small classes we currently have in seventh and eighth grade, I have had to make some adjustments to the curriculum. We have five, maybe six, of our eighth graders going on the retreat at Lutherdale Bible Camp in November. There are only seven students in this class. Classes will get bigger starting with next year's seventh grade class.

Staff Mission Reviews: I have begun to meet with our office and music staff for their annual reviews. I hope to complete these by early November.

I met with Mike McGraw for my pastoral mission review on October 10.

2019 Grace Play: I am working on a new play for 2019 and hope to have it done before Christmas. Rehearsals will begin in early January. I will miss three rehearsals in February, due to the ninth-grade retreat and the Thrivent Builds mission trip but will make arrangements for rehearsals while I am gone.

Diakonia Class: I finished teaching the synod's Diakonia New Testament class on October 9. I had six students in the class and enjoyed leading it.

Crossways Camps Capital Fund Appeal: Chris Beloin made a presentation on this at our September meeting. I encourage the council to approve Grace's participation in the appeal. We can designate some endowment committee money towards it, encourage members who want to support it to make a commitment and plan for a special offering for Crossways to be taken once a year over the course of the appeal.

We do need to designate someone to head up this work and be our contact with Crossways.

PASTOR HEIDI'S REPORT:

Worship: I met with Katie and Erica to discuss the Star Wars Advent themes, and shared some resources with them. They thought they could work with them for the kid's pageant and the children's sermons.

The kid's worship class was fun, with many of the kids trying out different aspects of leading worship. I am hoping as they try one or two things, they will be comfortable leading other things as well. Right now many of them signed up to be readers, with some also signing up to do prayers, ushering, greeting, and blessings. One will be the reader at the 10:30 service on Reformation Sunday! I also promoted this at the KFC event so other kids who hadn't signed up could start thinking about doing so on Time and Talents next month.

I baptized Nicholas Walker on October 14.

Book Group: This is the last week for the study on prayer. We had 10 people sign up for the 4-week class.

Reconciling in Christ Discussion: I attended this synod event and got some information on what it will mean to be a Reconciling in Christ church. I can share this at council when we have time for it.

Communion Instruction: I have the dates planned and publicized. I am doing two longer sessions, with some "homework" in between for the kids 2nd grade and up, and one session with some "homework" for the kids 1st grade and lower.

Siebert Foundation Conference: I attended the "Change or Die" conference that is put on for free by the Siebert Foundation. It is a time for Lutherans of all backgrounds to gather together and learn.

Weddings: I officiated at the wedding of Carlie Delcamp and Steven Rundquist on October 6. Carlie grew up at Grace and her husband will be joining the church now.



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Alzheimer's Walk: Thanks to Trudi Biefeld for organizing a Grace team for the Alzheimer's Walk in Ozaukee County. There were several members who participated including me and my family.

Adoption: I was honored to attend the adoption of Isabella (Izzy) Koppa. I even got to say a prayer in the courtroom at the judge's invitation.

Staff Goals: We shared some goals together and will check in on them in a couple months. This is a very busy time for all of us, with lots happening at church.

Fed for the Journey: I attended this dinner and time of sharing that the synod hosted. It was a really nice time for Bible Study, having a meal together, and getting to know other people and churches. If they offer it again, I will be strongly encouraging council members to attend!

Marquette Pastoral Leadership Group: We have our final session in November. It has been invigorating for me to learn more about social issues and how we as a church can respond to them. It has helped me in my preaching and in my conversations with members and leaders in our community.

DIRECTOR OF INVOLVEMENT: (Lisa Bernd)

Stewardship: Most of my month has been filled with doing stewardship mailings. We had our first congregational mailing go out October 10 (single sheet letter to the congregation). The stewardship packets were prepared & ready for Thursday, October 18's service (pledge card, two letters, e-giving form & return envelope). I am prepared to start entering the new pledges starting next week when they are returned.

New Members: We received new members on Sunday, October 7. They were not approved by council. Could you please make a motion & approve our new members? Emily Davis & Nathan Alvarez, Tiffany Hughes & her son Dane, Scott & Carlee Brooks & their daughters & Hannah & Blake Karnitz, Kent & Robin Hansen & family.

Time & Talents: Time & Talents Sunday is November 11. I will begin working on the new sign up forms next week. If you would like to make any changes or have any suggestions, just let me know. There is still time to update information.

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? I would really like to get this posted in all of the rooms at Grace.

Service Contract: We will be doing our semiannual service check soon. I am waiting on a scheduling call from the company.

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. Approval of New Member
 - a. Council voted to approve all new members.
 - i. Motion was made to approve the five new families: as Grace members Emily Davis & Nathan Alvarez, Tiffany Hughes & her son Dane, Scott & Carlee Brooks & their daughters & Hannah & Blake Karnitz, Kent & Robin Hansen & family.
 1. Motion was seconded and approved.
3. Status of the Emergency Plan



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- a. Kerry sent this to Mike and Lisa and it is done except for adding the building map.
4. Recruitment of Council Members
 - a. Nominating committee met and will start recruiting Sunday 10/29.
5. Ed Borkenhagen's Job Posting
 - a. Listed on Grace's site, facebook, and ELCA site. We have had no interest yet.
 - b. Ed's retirement is January 20th
 - c. Will think about also posting on other job sites and announcing it in church.
6. Katie & Erica's Hours
 - a. Both are willing to go hourly and work 17 hours each (from 15 for Erica and 20 for Katie). Would go 35 to 34 between the two of them. They are currently salaried employees. They both have certain times of year that are busier than others and it makes sense to work varied hours weekly depending on workloads. Concern is camp times and the extended hours, but they will work that out.
 - b. Thinking about making them hourly with a cap 5% going over their hours annually. This may be a proposal for one year and then revisit.
 - c. No final decisions were made.
7. Pastors Social Security
 - a. Proposing to pay employers half of SSN. 15.2 total 7.6 paid by employers typically but Grace would pay 3.8% toward "SSN".
 - b. No final decision was made.
8. 2019 Budget
 - a. Proposing to increase income by 3% to \$632,420.
 - b. Added \$15,000 from contingency to our income. This is down from \$20,000 for 2018.

Committee Reports

CHRISTIAN CARE: (Melissa Schmidt)

October 7th was the new member reception where we had 5 families join Grace.

FELLOWSHIP: (Wendy Freeland)

No report

FINANCE: (Open)

No report

OUTREACH: (Kelly Klug)

All People is looking to do some dinner nights. Looking to see what nights would work and who would organize and attend.

Received a good variety of adult and kids coats and hats/scarves. Taken to All Peoples.

PROPERTY: (Sarah Brogni)

The final work is completed for the north entrance to the church. It has been completed under budget which is always great. The last step is to paint the siding and door. It has been primed and can wait until the weather is more agreeable in the spring.

WORSHIP: (Peg Lade)

The WPT met on Oct. 2nd – 3 team members were not in attendance.

- Deb opened the meeting with a devotion.
- Pastor Heidi presented the service plans for the upcoming weeks. She is planning some references to Star Wars in the coming sermons – The Force Awakens on Dec. 2, and The New Hope for Dec. 23rd.



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- There was discussion around the budget for next year and it was decided to stay with the same numbers as last year. That would mean \$750 for each of the 3 music groups. I have submitted that budget request to Mike McGraw.
- Eryn has taken up the request to have the old keyboard evaluated and get a quote for any recommended repairs.
- We have confirmed that on both the Christmas Day and Dec. 30th there will be one service at 9:00am.
- Erin suggested that we move the first hymn at the 8:30 service so that it isn't right before the "All Glory Laud and Honor" in the liturgy.
- We had a discussion about doing some new things for the children at worship services. Tori told us about something she had seen at another church. The children were given instruments (percussion) to play along with the last song of the day. It was also suggested that they could listen for a particular word clue in the service/sermon? and then clap or something when they hear it. More ideas/discussion will surely follow but these were some good ideas.
- We are changing our meeting schedule for the November meeting – it will actually be in October! We will meet on Tuesday, October 30th at 6:30.

YOUTH AND FAMILY MINISTRY COMMITTEE: (Jen Jacobson)

Sunday School

Upcoming Events:

- Oct 28:
 - Bring a Friend Sunday & Trunk or Treat
 - During Education Hour we'll be playing Bible Olympics with everyone together. Thanks to all of our teachers and extra volunteers who make this event possible.
 - After second service our YFMC will be hosting Trunk or Treat
- Dec 16:
 - Christmas Program & Birthday Party for Jesus
 - The Christmas Program will take place at **8:30** and 10:30 services.
 - The kids have already started practicing their music
 - I'm working to finalize the Christmas Program and start determining what students we'll need for roles and volunteers
- Christmas & Advent
 - I'm in the process of determining what we'll need for Advent for our kids and children's messages
 - I'm working on determining what I want to do for the Children's Christmas Eve service
 - Nursery
 - We have been keeping attendance in the nursery, and it is being utilized at almost every service. I'm having troubles keeping the 10:30 service staffed with volunteers. Will be working on recruiting more volunteers as part of Time & Talents

HYPE:

- Sept. 9th HYPE Cookout – 8 attended
- October 7th Road Rally – 9 attended
- Education Hour is doing very well. Pat and Heidi are using a new curriculum this year.
- Dates for the Boundary Waters Trip have been set for July 6-11, 2019.
- Next Events:
 - HYPE Lock-in on October 27th
 - Craft Fair on November 10th

JYG:



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- Sept. 29th Let the Games Begin – 12 attended
- October 19th JYG Lock-In – 15 attended
- Next Events:
 - Craft Fair on Nov. 10th
 - Lasata Shopping Dec. 2: We applied for and received a Thrivent Action Team for this event.

KFC:

- September 23 KFC Meeting – 12 attended
- October 21 – 8 attended

Craft Fair Update:

- JYG and HYPE will be selling food again this year at the Craft Fair on Nov. 10
- New this year: We will be providing child care during the craft fair and having a bake sale.
- Sign-up Genius has been distributed. Most spots are filled.
- Thrivent Action Team was applied for to cover the cost of the food.

Parent Fellowship Hour:

- Eryn and Zach Durlam are facilitating PFH this year. They will be meeting the 2nd and 4th Sundays of the month.

Confirmation:

- 8th Grade Confirmation Camp is on November 9-10th at Lutherdal

Overview/highlights from our Meeting:

At the YFMT meeting in October we primarily discussed our budget request, within that discussion we talked about the participation numbers and the use of Thrivent grants. We also quickly touched bases on upcoming actives.

- As a group we were pleased to see the participation among Sunday School and Youth Groups, especially the Youth Groups having about 49% of the age appropriate Church membership participating.
 - Sunday School
 - 106 Children in Sunday School (3k-5th Grade)
 - Around 75% attending regularly
 - Several new families with children have joined over the last year
 - Youth Groups

<i>Youth Group</i>	per event	Active In Group	Membership in Church	% of Church Membership that are Active
<i>KFC - 3-5th grade</i>	12-18	20	43	47%
<i>JYG (6-8th not including Confirmation events)</i>		25	42	59%
<i>HYPE (9-12th)</i>	10-12	20-25	52	38%-48%
<i>Total in Youth Groups</i>		65-70	137	47-51%

- Use of Thrivent Grants
 - 1 Used for VBS participation bag
 - 3 hopeful still for 2018 (for the craft fair and for SS Christmas cards)
 - 1 declined

Events: (more details normally found on Katie and Erica's reports)

- Youth Group Lock-ins – JYG on 10/19 & HYPE 10/27. Hope to have adult wake for most if not all of the night, by taking shifts.
- Sunday School Bring a Friend Day for Bible Olympics on 10/28 to line up Trunk or Treat.
- Trunk or Treat 10/28, outreach event with games, lunch, and Trunk or treating. HYPE will help prepare for the event during their Lock-in.
- Craft Fair – 11/10



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Next Meeting:

At our next meeting we will discuss the craft fair, Christmas program and worship, as well as few topics suggested to us. We will also follow up on how the Nursery staffing is going and our other regular activities.

Other Business

Next Meeting – Thursday, November 25, 2018

Closing Prayer: