



Council Minutes January 23, 2020

IN ATTENDANCE:

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

(*) present at meeting

The meeting began at 7:25 P.M. with President Mike Moran presiding.

Reflection led by Sarah Brogni

- ✓ Approval of meeting agenda
- ✓ Approval of the December 2019 minutes – with amendments

Pastors and DI Reports

PASTOR PAUL'S REPORT:

2019 Giving: We ended the year in a good way. We had anticipated receiving \$601,500 in offerings and other income for 2019. The actual total was \$607,500.

Our weekly offerings came in at \$600,500 and we estimated receiving \$597,500.

The other income came in at \$7,000 compared to an estimated \$4,000. A good portion of this was due to money earned from the Scrip program.

One Note from 2018 Giving: In case this comes up at the annual meeting, the annual report shows that we received \$14,227 in "Special Services and Misc. Income" in 2018, which is much higher than any other year. I believe that the extra money in this line reflects funds drawn from the contingency fund to cover the larger than expected deficit in 2018.

2020 Estimated Giving Increase: We have had a number of pledge cards come in since our December council meeting. As of now, it looks that we can count on an additional \$2,500 giving over my December projection.

The proposed budget in the annual report looks to show us expecting a giving increase, from all sources, of about \$26,000 which is about where we now stand.

Worship Attendance: Our 2019 weekly average was exactly the same as in 2018. We average 292 people in worship each week. I would personally like to see that average over 300. The Worship Planning Team is working up plans for a series of short videos encouraging worship attendance and the importance of taking time to worship our Lord. We will start work on these early this year.

I also plan to preach at least one message on the importance of inviting people to church; the most effective evangelism tool there is.

Nominating Committee: We have a full slate of candidates for the church council. James Newell has agreed to serve as president-elect. My thanks to Pastor Heidi who was successful in recruiting two of our new council members.

2020 Housing Allowance: I am asking that the council approve a motion stating that the portion of my 2020 salary designated as "housing allowance" be set at \$34,000. This would be included on my 2020 W-2 form.

Nicaragua Mission Trip: Final plans are being made for our February 3-12 trip to work with Missionary Meg Boren and the Circle of Empowerment (COE) in Nicaragua. I am going on this trip and using the time as my continuing education experience for the year.

One of the things our group will do is to attend a meeting about the new renal health education program the COE is developing. Renal disease is one of the major health issues in this area due to pesticides used in the sugar cane industry. Grace has given money, through our Endowment Fund, to help the



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COE purchase a TV and DVD to be used in showing videos that will educate people on how to avoid renal diseases.

RIC Update: Pastor Heidi is leading the next session on January 19 to discuss the possible RIC welcoming draft statement. We will then need to decide what other topics related to RIC the members of the church want to discuss and set up times for these.

Ninth Grade Mini-Retreat: Because of the small size of this year's ninth grade confirmation class we are not going on the typical weekend retreat at Pine Lake Camp. This has to do with the fees the camp would charge us for having a group less than ten people. Instead, I am holding a one day mini-retreat here at church on Saturday, February 1. Jessica Korrison will be helping with this.

Revising Our Grace Church Constitution: Mike Moran and I met twice with Steve Knowles to talk about the process for revising our constitution and some of the possible changes we might want to make. We briefly discussed this at the January 12 adult forum on the annual report and I will talk about it at the annual meeting.

A special "Grace Notes" on the constitutional changes was sent to the congregation on Thursday, January 16.

Discussion: Nice to see a good end of the year. Needing to change designation for housing allowance – Sarah motioned to approve, Kelly K 2nd & motion carried.

PASTOR HEIDI'S REPORT:

Worship: I'm working on the themes for Lent, which will center around the promises of baptism. There will be opportunities for people to bring in donations, as well as a plan for people to read through the New Testament during Lent. We may offer ways for people to connect over what they are reading, like signing up for small groups and having a table or two to discuss at the Wednesday meals.

I'm working on a special service for February 6 & 9 on the Lord's Prayer. This will go along with the kindergartners leading the prayer on Sunday at both services.

We are going to try a different kind of Maundy Thursday service, where the worship is done at tables. We discussed it at Worship Planning and I'd like to share a bit about it at council and get your thoughts also.

Graceful Christmas: A huge thanks to Ed and Linda Borkenhagen for their help with organizing and publicizing this. We got about \$2500 in donations of money or items. Thanks to all who donated.

Education: Kate Peterman is planning a women's Bible Study for Sunday evenings and asked for some help in choosing the curriculum and with planning. They will be studying the Gospel of Matthew, as this is the year that the lectionary focuses on that Gospel. It will be a good option for another lay-led group at Grace.

Christmas Sing-a-long: The sing-a-long was wonderful again. We had around 50 people there. Next year we will ask for donations again for a group like Family Promise, and continue encouraging people to come dressed in their fun Christmas gear. Thanks to Eryn for playing!

Reconciling in Christ: We are set for the meeting this weekend to go over the proposed welcome statement. We will look at offering it at another time if there is interest/need, and also developing other classes in the next month or two (such as story sharing from LGBTQ members).

Council Retreat: For the past several years, we have done a council mini-retreat near the end of February/beginning of March. Scheduling has been an issue in recent years. Is this something we would like to continue? If so, what do you think would be helpful for us to discuss? When would be times that you think would work best? We need to have all of council members there to do it.

Together In Mission: I encourage the council members to come to the "Together in Mission" event that the synod puts on every February. It is an impactful day with lots of great info and opportunities. We worship together, go to a couple workshops we select, have lunch and get to know members of area churches and people in our synod. This year the event is Saturday, February 15 from 8:00-2:45 at St.



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Matthew's in Wauwatosa. I am attending and hope you can, too. Let me know and I can help you register.

Discussion: All People's is having some budget issues for the year. Let's keep in mind how we can support them more through extra/special offerings this year.

Maundy Thursday – in fellowship hall around tables with meal; hand washing or feet washing optional.

DIRECTOR OF INVOLVEMENT: (Lisa Bernd)

Annual Report: The first part of the month was spent getting the annual report ready to go. All of the Parochial report & attendance information cannot be done until the year is over. Everything was done & run by the deadline.

Updated E-Giving: E-giving was updated for 2020.

Scheduled Clean Up: I scheduled a clean-up of the kitchen, tables & chairs & pews. I would like everything cleaned up for lent.

Building Updates: I have been working with The Village of Grafton on getting everything ready for the first vote in February. I met with Kaity from the village on Wednesday to plan everything out for the first vote. They also held a meeting with their election inspectors.

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

Discussion: Village of Grafton Voting Update

1st election Feb 18th – nice to have a smaller one early to get logistics figured out. Only able to come in through portico doors; police officer will be on premise all day and cop car outside. Insurance will be covered if needed by the city.

Clean Up day- Feb 11th at 10AM

Attendance Report

Attendance was discussed.

Committee Reports

CHRISTIAN CARE: (Melissa Schmidt)

No report provided

FELLOWSHIP: (Wendy Freeland)

Setting up Lenten meals – still one date open

FINANCE: (Lynda Lalley)

2019 turned out well; only needed \$38,732 from contingency. Audit was completed and it went well. Cash balances needed to be cleared out; need to make more clear the difference between cash balances vs contingency. Approximately \$75k left in the contingency at of 2019.

Portico – health insurance clarification – this will be discussed at annual meeting

Scrip – will begin tracking this income

OUTREACH: (Kelly Klug)

Grace play coming along March 15th

Videos will be main priority – focus on play (invitation), new member family, family that sits in the same pew every week and why, middle school kids, new members or charter members pair up. Will start in Feb.

Do have new microphones – let pastors know as they are still be adjusted.

PROPERTY: (Sarah Brogni)

Snow removal bills are coming in however still not in timely fashion.

WORSHIP: (Kelly Olson)

Meeting held – January 7, 2020; Attendees –Pastor Heidi, Pastor Paul, Eryn Durlam, Tori Saunders, Debbie Donovan and Kelly Olson



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Assessing 2019 Christmas Worship Services:

- Overall, December attendance was good.
 - Sunday, Dec. 22 was light, but expected.
- Christmas Eve worship attendance was up from 2018.
 - 3:00 was down, but 4:30 was up. 6:30 was good.
 - 4:30 ushers handled the big crowd very well and Pastor Heidi remembered to turn on the AC. 😊 There were some issues between the bulletin and Powerpoint at the 4:30 service, but Pastor Paul and Arcelia have determined how it happened and have created a check list to prevent the issue in the future.
 - Lisa Bernd had to make a lot of last-minute calls to line up volunteers to help with the Christmas Eve services (especially for ushers @ 6:30) because people hadn't signed up prior.
 - Further discussion:
 - Should try to have nursery coverage for these services. Could we pipe the services into the nursery or hire someone? Kelly will ask the Technology Committee what needs to be done/cost/equipment to pipe the services and/or stream them on a screen in the nursery. This could be a Thrivent grant item or funds could come from undesignated memorials.
 - Bells need time to warm up for 6:30 before people are allowed to come into the Worship Center. Deb and Eryn will coordinate warm up times.
 - Should people be allowed to sit on the window ledges? Does doing so meet fire code? Pastor Paul will check with the fire marshall.

2020 Grace Play: 25 people came to the first meeting on 1/5, including some new faces. Pastor Paul will ask Vince to help with music for the play. The date for the play is March 15.

January 19 Sermon: Pastor Paul and Pastor Heidi plan to preach together on how Christians are to deal with conflict and disagreements in the church, a message we all need to hear on a regular basis.

Worship Video Update:

- The team continued our discussion on our 2020 goal for creating videos that encourage worship. Topics included types of videos, what themes/messages to emphasize, who would film/edit them, how will they be used and shared, how to promote the idea to the congregation and who we might ask to participate.
 - Videos will be short. 30 – 90 seconds.
 - We plan to include charter members, families, new members, music ensembles, kids of all ages
 - May have a question for people before or after worship
 - We'll ask Adon Burgos and Carl Harms to film/edit
 - Videos could be shared during announcements, on the screen, in the weekly Grace Notes, and on Facebook.
 - Pastor Paul will start an email string with some of his ideas, then we will continue the discussion via email to keep it moving.

Google Doc Check in:

- The Pastors, staff, and music leaders have been using shared electronic documents for service planning and details for a little over a year now. It has been working well. Eryn suggested that the docs are labeled by year and church season; ie 2020 Epiphany.

Microphones: The Pastors and other worship leaders now have the new headsets. It's a work in progress and there are still some things to work on. Please assist by letting them know if you are having difficulty hearing them during worship.



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Lenten Theme & Sermon Series: Pastor Heidi shared a couple of options for Wednesday service Lenten themes. The team liked one called 'Living Our Baptism', exploring the baptismal promises we make when we affirm our Baptism and ways to put these promises into practice.

Maundy Thursday: Pastor Heidi asked what we thought about doing a combined meal and worship service; worship at tables, focusing on Jesus at the table with his disciples for the last time before his death. The team liked the idea. We also talked about possibly coordinating the service with St Ben's.

Good Friday: Eryn asked about slots for special music.

NEXT MEETING: March 10 @ 6:30

YOUTH AND FAMILY MINISTRY COMMITTEE: (Jen Jacobson)

- Sunday School
 - Upcoming Events:
 - Feb 9: 5K students lead The Lord's Prayer in Worship
 - Feb 16: All-Family Event (Learning about Communion)
 - April 5: 3K-5K Play Bells in Worship
 - April 26: 1st-5th Graders Sing in Worship
 - May 3: 3K-5K Sing in Worship
 - 5K Lord's Prayer Event
 - 5K students and their families met during Education Hour to learn about The Lord's Prayer. The kids learned about why The Lord's Prayer is important and made a pillowcase with the prayer on it to help them practice it.
 - The kids will lead the prayer during both services on Sunday, Feb 9
 - All Family Sunday School Event: Feb 16
 - We will be holding an All-Family event during Sunday School to learn more about communion. This is a cross-generational event, and anyone is invited to attend.
 - We will be sharing a meal, just as Jesus would have done in his life
 - I'm applying for a Thrivent grant to cover the cost of the meal and supplies
- Make a Splash for Jesus
 - We have tentatively reserved the date of Sunday, July 19.
 - We will get a Thrivent grant to help cover the cost of the pool rental
- Vacation Bible School
 - Will be held August 3-7
 - Save the date info has gone out to families and staff

Other Business

Pastor Paul, Mike, & Steve Knowles – work on constitution will bring up in annual meeting and multiple votes needed.

Terms of council members – possible exec stay at 3 year but the chairpersons go to 2 year

Custodian position – cost comparison completed - could be able to utilize cost more efficiently. Committee will be formed to start this process: presidential position, property chair, DI, Pastor Paul.

Chantel will be having a paint night at church for work get together and was seeking approval to serve wine at the event. All council members in approval.

Annual Meeting Prep

Church Council ballot – written ballot – Lisa has ready

Quorum needed – 10% - 68 needed



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Synod – 3 people

Staff support committee - Melissa Schmidt & Valerie Buchman stepped down staff birthdays, anniversaries, etc.

Closing Prayer: Pastor Paul