



## Council Minutes March 2<sup>nd</sup>, 2019

### 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)	*Katie Eippert
		*Arcelia Magana

(\*) present at meeting

The meeting began at 9:00 A.M. with President Mike Moran presiding.

- I. Opening Prayer – Pastor Paul - Ambassadors of Christ and the Church
- II. Approval of Agenda - Motion to approve Melissa Schmidt; 2<sup>nd</sup> many; approved
- III. Icebreaking activity - M&M question activity
- IV. Katie Eippert – Quarterly Education Update to Council

Katie gave general background of what all occurs for education & children/youth during the year. Quarterly update follows.

- Sunday School

Upcoming Events:

- March 31: 3K-5K Play Bells in Worship
- April 7: 1st-5th Graders Sing in Worship
- May 5: 3K, 4K & 5K Sing in Worship
- May 19: Last Day of Sunday School
- “Moana” Movie Night: Jan 25

Thanks to a Thrivent grant, we got the pizza and popcorn paid for! Attendance was less than “The Star” movie, but we still had about 75 people here to kick off our Moana series. We hope to continue with a movie or two again next year.

- Moana All-Family Event

Our 3K – 5<sup>th</sup> graders and their families were invited to join us for a Moana All-Family event to tie into the 4 week sermon series. We played a fun game using pool noodles, beach balls and blindfolds that I learned at Pine Lake during Confirmation Camp. Families also made certificates for important faith mentors in their lives, a beach jar craft to remind them God is always with us and placed inspirational post it notes around church. For those in attendance, I received positive feedback. However, the weather was not good and attendance was very low that day.

- Polynesian Dancers at Sunday School Feb 24

Thanks to Wendy Freeland for organizing the Polynesian dancers at Grace! They spent Education Hour with our students and it was an incredible experience. The women shared a lot about their culture and Hawaiian heritage. They also showed the kids several dances and taught them one hula.

- Parenting in the Pews

The YFMT will meet and pull out a few ideas on this topic and share then with Pastor Heidi and the Worship Planning team. We are hoping to begin implementing these later this spring or in the fall. The goal of Parenting in the Pews is not to have children behave and be quiet in the pews, it is to help them to actively participate in worship at a young age and see that worship is for everyone! Kelly invited me to join the next Worship Planning Team meeting to collaborate with them on these ideas.

- Crossways Capital Campaign

Grace will be participating in the Crossways Capital Campaign to raise funds to improve all 3 of their camp sites. Grace has sent our Confirmation students to Pine Lake Camp (one of Crossways’ camps) for many, many years. We’ve also gone for Family Camp. I will be the lead at Grace for the capital campaign. Pastor Paul and Pastor Heidi are working on determining when we will be doing this campaign and what our goal will be. If you want to learn more about the Crossways Capital Campaign, visit their website: <https://www.crosswayscamps.org/campaign.html>

- Vacation Bible School

Planning for VBS is well underway! We placed our order for materials this week and will begin sorting through everything soon. We’ve sent out save the date reminders already. We’ll begin recruiting volunteers in May and registration will go out then as well.

- Make a Splash for Jesus

We’re tentatively planning on having Make a Splash for Jesus at the Grafton Pool on Sunday, July 21. The pool needs to finalize a few things before they can confirm the date, but they don’t see a problem.



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We met on February 18<sup>th</sup>, we primarily discussed ideas for Parenting in the Pews, we also discussed the use of more Thrivent grants, recap and gave feedback on the events since our last meeting in December, and got quick updates from Erica and Katie on the different groups. Erica Dimmet, Katie Eippert, Pat Murack, and Sarah Newell were present, Barb was unable to make the meeting.

- Parenting in the Pews - We recapped the ideas Katie highlighted from the book, we selected 5-10 that she was going to share with the Worship Committee. Parenting in the Pews is the idea of getting children involved and participating in worship at their level. In late 2018 we discussed working the Worship Committee because they were working on a similar goal and some of the idea would require them being on board. As an update Katie has heard back from Kelly, Katie was invited to join them at their next meeting in April
- Ways to utilize more Thrivent Grants – many of the YFMT members were at the annual meeting and heard the concern over the budget and the suggestion of utilizing Thrivent Grants (which we already use them for many of our events, such as Fundraiser Meals hosted by the Youth, Make A Splash for Jesus, Children’s Christmas postcards, and VBS gift bags). It was brought up that we can use them for youth service projects, and possibility for supplies for wider actives. We already used one for the Moana Movie night, instead of coving it by donations like the Star Movie night.
  - Another way to help generate some incoming money is by doing scrip fundraising (selling of gift cards to members where a percentage of goes to the church), which also offers Scrip Now on select gift cards.
- Recap of recent Events
  - Christmas Program & Birthday Party for Jesus (12-16) – we all thought it went well and was a fun program. It also fit the Advent theme of Star Wars. One idea for next year is to serve food on both sides.
  - Christmas Eve Children’s Worship (12-24) – those that went to it thought it was done nice and defiantly a format that would be repeated, there are plenty of children’s Christmas books
  - Moana Movie Night (1-26) – We were approved for a Thrivent grant which was great. It had a lower turn out than the “The Star” movie night, weather was noted as a possible reason.
  - All Family Sunday School Event (2-17) – we felt it went well and the kids and families seemed in attendance seemed to enjoy it. Again the the turn out was lower than expected the weather might have been a factor.
- Updates on groups – Erica and Katie quickly updated us on groups, they will provide more updates in their council reports.
  - Sunday School – will be hosting a Lenten Meal on March 20<sup>th</sup> to help the Albiero family honor their 9 year old friend who unexpectedly passed away while on a weekend getaway. The Albiero girls have planned the meal based on Xanders favorite foods.
  - JYG are doing a fundraiser of making Tie blankets and dog toys, a Thrivent grant is being used for this project.
  - HYPE – is doing a service project with the Jail Literacy program. Hopeful to get use a Thrivent grant
  - Nursery – Has been well staffed lately
  - Parent Fellowship – doesn’t seem to be meeting much anymore.

### V. Arcelia Magana – Welcome and January-February Financial Report

Get % of e-giving; make more of a push for E-giving to make that additional option to give more/at special times. Other options are being looked to provide more options to give this way or another way. Thrivent Financial – until end of March funds are still available for 2018. Time and talents sheet are only way of finding out who is member. Will sit down with Pastor Paul & Thrivent to discuss how this all works.

### VI. Special Discussion – Should we have a special offering appeal to reduce the amount of money we will need to use from the contingency fund in 2019?

Do not have to do one if we don’t want to; but using more than anticipated. Concern is if this will generate a negative or positive response to the annual giving. Meet with those members who originally gave idea to see how we want to do this and then discuss findings/plans at Council March meeting to vote.

Right now planning on a very intensive stewardship program for the fall.

Want to make sure there is an end in sight; don’t want to see special appeal this year and then again next year and the following year. Trying to be more transparent (3 & 5 year plan), maybe look to a survey to see why people aren’t coming to church. 2 special appeals in the last 5 years (youth ministry & advertising).

Want to target for \$40k increase for 2020 increase budget.

Annual fundraiser to knock down fundraiser chunks. (silent auction, looking for community-wide (outreach)

Wendy will look into more silent auction stuff for next meeting (possibly to tie into Fall Stewardship)



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### VII. Items and corrections from the 2018 Budget

Bill for boiler maintenance – occurred in 2018 but not paid until 2019; Mike move to approve bill; 2<sup>nd</sup> Sarah; motion approved.

Erica/youth - there was discrepancy in where funds were but all has been accounted for

### VIII. Approval of minutes from the December meeting

Minutes from Dec were approved in January meeting; January minutes will be approved at March meeting.

### IX. Pastors' Report: (Pastor Paul)

**Possible Special Offering:** At the annual meeting the suggestion was brought up by several members to take a special congregational offering to help reduce the amount of money we would need to use from the contingency fund in 2019. The church budget that was passed calls for us to use \$40,000 from the contingency to offset our offering shortfall for the year. At the mini-retreat I will share some ideas on how we could run such a special offering appeal and promote this idea to the congregation. We will ask the members of the council to share their thoughts on doing this. If we do decide to have a special offering, perhaps in early May, I feel that the council should vote to support it.

I'll have a handout for the council on Saturday that lays out some thoughts on this.

**Worship Attendance:** I'd like us to take some time at the mini-retreat to discuss ideas for encouraging more of our members to worship regularly. I want us to build up our worship attendance and stress to all Grace members the importance of being part of our worshiping community.

Please feel free to share any ideas you may have on this.

**Thrivent Builds Mission Trip:** Everyone who went on the February 10-17 mission trip to Sebring, Florida felt that it was a good and worthwhile experience. I found working with Thrivent Builds very helpful in preparing for the trip and recommend we continue to work with them. We have at least one member of the mission trip group who would be willing to take the Thrivent Builds training to be able to lead future trips. Our group will put together a presentation for the congregation, most likely in later March.

**Ozaukee County Habitat for Humanity Build:** I spoke this week with a representative from our local Habitat chapter about the scheduled build behind Sendik's in Grafton this spring. Plans are moving forward with this. Grace has committed itself to be a partner congregation for the build. This means that we would give \$5,000 in seed money (\$3,000 has already been given) and provide work and meal crews five times during the build.

We can give the remaining money later in the year. Once details and schedules are prepared, we can begin to recruit Grace members to participate in the build. We can apply for Thrivent Action Team Grants to help with the cost of the food.

I will touch upon this in my sermon on Sunday, March 31.

**Grace Play:** Rehearsals are going well for the March 10 play. Members of the congregation are being encouraged to attend (especially parents with children) and also to invite others to the play. I have submitted a press release to the local papers about the play and sent PR materials to all the congregations in our cluster inviting groups from these congregations to attend. A three-week sermon series, based on themes from the play, will be preached on March 17, 24 and 31.

**Boundary Waters Trip:** We have filled both groups for which we made reservations. We will have a total of sixteen adults and teens going on the July 6-13 trip.

**Discussion:** Local Habitat for Humanity build along with Thrivent Builds Mission Trip

Sarah will take training to be leader

New build; duplex behind Sendiks \$5k committed; already given \$3k – will take additional \$2k end of year from endowment. Wed/Sat build days 5 days and meals for the 5 days; 5 individual groups. Plan to use Thrivent Action Plan (quick turnaround to approve) to get meals for this. 10 congregations & other volunteers. Look to spread out dates spring/summer.

### X. DI Report (will be discussed at monthly March meeting, monthly notes follow here)

#### DIRECTOR OF INVOLVEMENT: (Lisa Bernd)

**Building Usage:** I have booked both of the groups that we discussed at our last meeting. I will still need someone to be in the building on Saturday, May 18. They will be arriving in the building 9:00 am. How will I go about getting someone secured for that day?

**Sign Up Genius:** I completed the Spring Sign Up Genius. We have 18 different volunteer opportunities for people to sign up for. This has been working really well. Everyone seems to be able to use it with ease. We periodically have a few spots that need to be filled but I can usually do that with a quick email or text to people to fill the spots.

**Building Updates:** With the cold snap – I contacted Pure Mechanical to see how to keep our building safe. They told me what I should do. I checked on the building daily while we were off to make sure that all was good. Even with my best efforts we still had a pipe burst. My husband, John, Mike Moran & Jim Scott got all of the water shut off & cleaned up. I have had the pipe fixed.



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We ran out of ice melt at the end of the January. I ordered 200 lbs to be delivered immediately & then another 200 lbs. to be delivered the following week. As of right now we still have about 250 lbs left to get through the rest of the winter. If we don't need it all we will be able to use it next winter.

Snow in the parking lot. We have a lot of snow in our parking lot. Jim's Maintenance stopped in last week to see what we would like to do with all of the snow. They would remove it for \$100 an hour. I did talk to Mike Moran & it was decided we against it for now. I also talked to Sarah Brogni & she wondered if they were contracted to remove our snow why we had to pay additional for snow removal. I also don't understand why it wasn't put on the grass to start instead of piles. Before next winter, I think that we need to figure out where we want the snow & contact Jim's Maintenance to tell them where to move it.

**Statements:** The end of the year statements went out at the end of January.

**Holden Evening Prayer:** I got all of the HEP cantors scheduled for Lent.

**Heating & Cooling:** We have had a few glitches with our system. I have been working with Pure Mechanical to fix them. We had the system shut down because snow gets into the blower. We also had the boiler shut off. I learned how to reset it with the help of Jose & save us a trip fee. Mike McGraw has been a huge help getting everything sorted out with me.

**Counters:** I had to make a counter week switch for one of our counting teams. I am also looking for a new counter for the 5<sup>th</sup> Sunday. Bob Dries has decided to step down.

**Palm Branches:** I have ordered the Palm Branches for Palm Sunday.

**Goals for 2019:**

**Reconciled in Christ:** As Pastor Heidi talked about last year, she would like us to become a RIC church. I agree with her & would like to take the steps to move forward to have our church be known as a RIC church. I have information for everyone to look at & I will hand it out at the meeting.

**Letter for People Who We Haven't Seen in A while:** Pastor Heidi found a great letter that I would love to send to members to let them know we are thinking of them. I will share a copy at the meeting.

**Building Information:** I started working on a check list for using the building.

**Building Evacuation Plan Book:** Katie, Erica & I will be getting together in the next few weeks to go through the plan & I will have them printed & out by the end of the program year.

**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:** Reconciled in Christ church – will be tabled for next month; Pastor Heidi will do presentation for next month to discuss further.

### XI. Sharing ideas to encourage increased worship attendance by our members

Survey important; why coming, what's working for you, how to become more involved.

Open House – congregation and community – have stations to discuss what they all do. Advertising of this open house. – have done in past around Rally Sunday. Capitalize on VBS involvement.

Do council members go to other churches – some have after service meet and greet with each small groups. This seems like a good idea – once a month have a group focused during fellowship time.

Social media & with our teens – approved message but this would help

After confirmation, kids fall off but so do parents as well. – Young Adult should be target but it is tough because so many move away.

Sunday School dropping of and not coming to church and after Confirmation drop offs

Used to send post cards. Also have sent out here is what's coming up letters.

2<sup>nd</sup> service has gone down- do we need to work on this specifically

Family problems focus?

Task for Vision Planning Team – Janet (5-6) Mark is part of committee

### XII. Sharing our 2019 goals and objectives along with committee reports

Discussed extensively in above

### XIII. Property Committee Items: snow removal and outside water pipes

We have had a few more little "hiccups" in the building. One of which with the extreme cold one of the spigots leaked into the fellowship/kitchen area. Thankfully at this moment it's been cleaned up and all the other spigots are shut off. We won't know until spring if there is any permanent damage to the church.

We have had some intermittent issues with our snowblowers not working. We currently have 3 in varying sizes. The largest is working fine, the next largest one had a pin sheer off. Thankfully a church member was handy enough and replaced it. The smallest one no one can get to start. At this time the snow removal team seem to be managing with the two. It might be something to look at for the spring when there are sales to replace this last one

**Discussion:** Water pipe/outside spigot – bill not yet received; added to winterization plan to turn off outside spigots.

Parking lot concerns; we lost a lot of parking lot with snow pile up. Plan to just leave the snow as is as it would cost more to remove it. Next year we will have discussion with contractor to direct them to put the snow on the lawn as they care for lawn as well. Will look to get other bids. Mike Moran will take small snow plow to a friend to see if we can get it working.



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### XIV. Other business (Information on council meetings and submitting council reports, exc. team meetings?)

Every other month to meet with E-team between services to make sure we are on same page  
Will move DI report to first portion of March monthly meeting (missed during retreat)

Reports received and not discussed at retreat

#### **PASTOR HEIDI'S REPORT:**

**Worship:** We wrapped up the 4-week series on Moana. I had a great time putting it together and doing some creative things in worship (prayer partners, faith stories, different sermon formats). I heard a lot of good comments. Thank you to all who worked together to make it a special time, from decorations to music to fellowship to education and in between.

I put together the Wednesday Lent themes, "Perfect Love Casts Out Fear" based off some ideas from Sundays and Seasons. In January I presided at two funerals and one baptism.

I am working with one Grace family who requested a vow renewal service. This is something we have done in the past and offered to the whole congregation, paired with a dinner and fellowship. Maybe it would be good to consider doing this again for everyone?

**Education:** I led two adult forums and confirmation while Pastor Paul was gone. Lydia Circle has started their new study "12 More Women of the Bible: Life-changing Stories for Women Today."

**High School Youth Group:** Erica and I are working on the Gals and Games event for March 15, and I'll be leading classes on the 24<sup>th</sup> and 31<sup>st</sup>.

**Siebert Foundation Committee:** I was asked to be on the planning committee for the Siebert Lutheran Foundation's annual "Change or Die" conference. We will be meeting three times over the next several months. Siebert is a pan-Lutheran group and they support Lutheran ministries all over Wisconsin. This conference is free, and the only one of its kind in the country where Lutherans of all synods gather together. It will be October 10 at the Marriot Milwaukee West in Waukesha, with the topics including new ways to do stewardship. Please consider coming if you are interested. It's open to anyone!

**Continuing Education:** I was absent from council last month because I was at a continuing education "Preaching the Seasons of the Church", which was hosted by my seminary preaching professor on a cruise ship. It was a great time of learning and also renewal for me. We went through the lectionary texts from June-Christ the King Sunday (end of November), so I will have a lot of new ideas to share in my sermons.

#### **Some of my 2019 Goals:**

- Develop and coordinate another Sermon Series that will involve many aspects of the church. Next time I want to make sure we have a service or generosity component to it.
- Plan Special Services including a Favorite Hymns Service, a special baptism remembrance service for the Grafton Pool Day (most likely July 21), and one more special service that is TBD. I'd like to get some input to see what people might like.
- Work to involve more kids in worship leadership and participation. This includes utilizing those who came to the worship helper training class I did last year. I've been able to involve some of them, but would like to increase this. Also working with Katie and the Christian Education Committee on the Parenting in the Pews ideas.

#### **FELLOWSHIP: (Wendy Freeland)**

The Moana luau was wonderful. We served approximately 120 people and heard very good feedback. I was fortunate to have quite a few people help with decorations, set up, serving and clean up

In the plans are another board workshop sometime in March or April and setting a date for Chinooks outing.

#### **WORSHIP: (Kelly Olson)**

##### **Worship Planning Team Meeting Minutes – February 5, 2019**

**Attendees** – Pastor Paul, Pastor Heidi, Tori Saunders, Vince Olson and Kelly Olson (Eryn and Deb did not able to attend due to icy/inclement weather.)

**Google Docs** – Pastor Heidi created a Google Docs link as a central for the team to access/share info related to worship services—readings, sermon titles, special music, children's message, etc. Music leaders are asked to update the doc regularly. Worship leaders, team members and staff can check the doc for the most up to date information. Sermon Themes for March and April are posted.

**\*New Bi-Monthly meeting schedule** – The team decided that it would make sense to change our meeting schedule from every month to every other month. Meetings will still be held on the first Tuesday of the month. **Next meeting is April 2<sup>nd</sup> @ 6:30.** Team members will use the google doc and email as the main communication between meetings.

**\*\*Pastor Paul** asked the team to think about new ideas to make our meetings more helpful and efficient. Perhaps a specific topic/theme to discuss? He especially appreciates the brainstorming sessions the team has had in the past.\*\*

#### **Sermon Series**

February—4 weeks based on biblical themes raised in the movie, *Moana*

March 10 – Church play, '*General Hospital-ity*' will be performed.





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March—3 weeks based on themes from 'General Hospital-ity'

The 3/7 Thursday night worship service will be canceled to encourage the folks that attend on Thursdays to come to see the play in preparation for the 'General Hospital-ity' sermon series the following three weeks.

### **Lenten Wednesday Evening Services**

The theme for the five midweek evening Lenten services (3/13 – 4/10) is *Perfect Love Casts Our Fear*. Holden Evening Prayer will be used. Hymns and readings have been selected. Pastor Paul will write skits. Since the Confirmation classes are small, they may need to recruit others for the skits.

**Church Play publicity**—in addition to encouraging Grace members to invite friends/family to attend, Pastor Paul will also send a special invite to other congregations in the Cluster.

**Microphones** – New headsets are being purchased for all 5 of our existing lavalier mics through funds offered by a Grace family for the purpose of helping to improve the mic system.

**Thrivent Funds**—Thrivent Choice funds may be available for some of our music program needs. Pastor Paul will follow up with Chris Beloin on this.

**Worship Attendance**—improved throughout the later fall and into 2019, but still down from 2018. \*\*The staff invites the team to brainstorm ideas on how we can encourage better participation. \*\* The goal is to be at 300+/week.

**Choir/Praise Team space**—Eryn and Vince worked out a new set up with Vince's keyboard next to the organ that works better to accommodate both groups. However, since Vince no longer in front of the congregation, Pastor Heidi asked him if one of the singers could make a hand gesture to help lead the congregation at the beginning of the songs. Vince will work with the Praise Team to get stronger with vocal entrances. \*\*If anyone has feedback from the congregation on the new set up, please share with one of the WPT members.

**XV. Closing worship and Holy Communion – Lead by Pastor Paul**

**XVI. Lunch – Noodles & Company**