



Council Minutes April 25th, 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 Ed.)	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 7:26 P.M. with President Mike Moran presiding.

Reflection led by Sarah Brogni

- ✓ Approval of meeting agenda; Sarah, Lynda
- ✓ Approval of the March 2019 minutes; (with spelling corrections) Lynda, Sarah

Pastors and DI Reports

PASTOR PAUL'S REPORT:

Congregational Offerings: We continue to monitor our giving. March offerings were the best of the year; above what we anticipated. It was one of four five Sunday months during the year.

We did have a large gift come in on April 14; one family's full-year's offering. Last year they did the same thing, but in January.

We sent out the first quarter giving statements and informed all members about the budget plan to use \$40,000 from the contingency fund. There are probably members who were not aware of that.

After Easter, I am going to go through the first quarter giving and send personal notes to those who have not given anything yet for the year.

Stewardship Committee: Paul Singer, Howard Vrankin and Pat Murack have all volunteered to serve on our stewardship committee. I plan to talk to several other members about joining this group. We plan to meet later in May to share our general stewardship ideas and theology. This will be the first step in developing our fall stewardship theme and program.

This fall we will have an intensive program, similar to what we had with the "Stewardship for All Seasons" in which we participated in 2016 and 2017. Our group will spend the summer getting ready for the fall.

Worship Attendance: Several weeks ago, I sent council members a summary of a statistical study I did on who is at worship and how often. I will share more on this at the council meeting and we can discuss ways in which to encourage greater attendance.

With the exception of one Sunday, our worship numbers have been better in March and April, which is typical for this time of the year.

Mission Trips: Our Thrivent Builds group made a presentation to the congregation on Sunday, April 14 about our February trip to Florida. As part of the conversation at the presentation we have decided to begin by having a Thrivent Builds trip every-other year. This means that the next one will be in 2021. This will give us time to promote and recruit for the trip and to raise money for it over a two-year period.

Sarah Brogni has said she is interested in taking the Thrivent Builds leadership training course, so she can lead a future trip.

Grafton Habitat for Humanity Build: Over forty Grace members have signed up to either work on the new home behind Sendik's or to provide meals for volunteers. Work on the new site is tentatively scheduled to begin sometime in May. We will be contacted when plans are set so we can reserve dates on which to work or provide meals. We will organize Thrivent members to apply for Action Team plan funds to help with the cost of the meals.



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Willowbrooke Playground in Cedarburg: Related to our local Habitat for Humanity chapter, we have been contacted about recruiting volunteers to help construct the Willowbrooke Playground in Cedarburg the week of May 27. Once we receive more information we will publicize this to members of the congregation. Organizers are looking for up to one hundred volunteers each day for this work. While not an official Habitat for Humanity project, Habitat is offering support for this project.

New Members: We have a small group of people joining Grace this spring. Sessions for new members will be held on Sundays, April 28 and May 5. We will welcome new members on Sunday, May 12.

Affirmation of Baptism Sunday: Ten ninth graders will make their Affirmation of Baptism promises at the 10:30 a.m. worship service on Sunday, May 19.

Confirmation Project Night, when our ninth graders share what they did with their individual service projects, will be held at 6:30 p.m. on Monday, May 13.

4 new members in class – 6 if all there.

PASTOR HEIDI'S REPORT:

Worship: It was an honor to co-preside with Pastor Paul at the wedding of Kelsey Mantel and Noah Wilterdink. We finished our Lent themes "Perfect Love Casts Out Fear."

I worked on Good Friday and Easter Services for Holy Week this year.

We are starting to look towards summer worship. We will be doing a "Wheeled Things" blessing and a Favorite Hymn service again in June.

High School Youth Group/Education: I led a couple classes in March.

I passed on an idea from Deb Donovan about a speaker she heard of who speaks at churches about issues surrounding sex trafficking. Wisconsin is one of the top states where this happens. The woman, based out of a church in Wisconsin, can tailor her presentation to different ages. We are hoping to get her on the schedule for the fall to speak to JYG, HYPE and parents.

Lydia Circle: I am putting together plans for a retreat up at Pine Lake in the Fall. There are a couple ladies from the group who will be attending the "Women's Wellness" retreat with me at Pine Lake May 3-5.

Reconciling in Christ: I will be putting together a plan of how we will discuss and introduce this into the congregation.

DIRECTOR OF INVOLVEMENT: (Lisa Bernd)

Building Usage: We have our next building rental on May 18. How are we going to find someone to be in the building for that event? Will we pay them?

Building Updates: We had the backflow valves fixed & we then passed the inspection.

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 wrote up a letter specific to our church & I will be mailing them out next week.

Kitchen: I cleaned the kitchen last week.

Wedding: I cleaned the building before & after the wedding on April 6.

Clean Up Day: I requested wood chips from the Village of Grafton. We are on their list so hopefully we will get them for cleanup day.

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: Building usage – will need to find someone to let them in and close up when done to make sure secured – Wendy volunteered to do this.

Are there directions given of how to use kitchen/cleaning? Don't think they are for right now but will be worked on.



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Attendance Report

Attendance was discussed.

Committee Reports

CHRISTIAN CARE: (Melissa Schmidt)

Vision planning – working to encouraging member involvement

FELLOWSHIP: (Wendy Freeland)

Working on Church Picnic, Trivia Night, Chinooks

FINANCE: (Lynda Lalley)

Total income for the month of March was \$52,853 which is \$2,723.48 more than planned.

Looking at it from Year-to-Date our overall income is behind (\$17,253.60). Sunday offerings were down by (\$31,291) from last year.

Expenses for the month were a bit high at \$58,346 (we should average the \$53,523). Listed below are some areas to be aware of:

1. Rostered Ministry – the numbers will be back in the green over the next few months
2. Non-Rostered Staff Financial Services and Fees – Projecting to be over budget – attached account detail
3. WE Energies – Jan and Feb were higher – March payment was taken out 4/1 and was over budget as well.
4. Water & Sewer – Quarterly payment is over budget amount
5. Grounds & Maintenance – Jim Maintenance billed us for Nov 2018, Dec 2018 and Jan 2019
6. Multi-Media – Attached details for this account.

Our budgeting cash is -\$36,902.51 at the end of March.

Discussion: April – gave their annual large giving this month so numbers will be getting better.

OUTREACH: (Kelly Klug)

St. Ben's - still planning to work on this week gathering information

Coat drive on Christ King Sunday (end of November) – “laying coats down” – need to decide where this should go. Will be looked into more

Advocates – need to know who we should be connecting with.

PROPERTY: (Sarah Brogni)

The Spring Clean is scheduled for May 5th after the 10:30 service. I will be making a poster board to display the tasks by April 28th so people can see what needs to be done. I worked with Lisa to make sure we try and have a consistent list of things that need to be done every spring.

After reaching out to a few members of the church I have a list of ongoing and current projects that need to be done around the church. First priority will be to fix the indoor court yard from the water damage with the sudden thaw. Mark Barber has agreed to lead up a group to make sure it is done. I'm going to try and tackle all the little projects from a perspective of “small but mighty”. Small groups with mighty skills to fix little problems in the church. Using the Thrivent Action dollars, we could hopefully fund these projects without dipping into the church property budget.

Discussion: Mark Barber will look to fix the courtyard/water issue, get a budget put together in June and then reach out to Chris Beloin for Thrivent members. The list of little projects has been completed and will look to add some of these items to the Spring Clean workday projects. Discussion had on talking with Jim's on snow



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plowing, service was not as favorable this year, will look to get other optional quotes. We let them know they will not be plowing this week if snow does accumulate.

WORSHIP: (Kelly Olson)

Attendees – Pastor Paul, Pastor Heidi, Eryn Durlam, Vince Olson, Kelly Olson and Katie Eippert, guest

Parenting in the Pews – Katie Eippert met with our committee to discuss the concept behind Parenting in the Pews to train kids to worship by keeping them engaged and actively participating in worship. We brainstormed and discussed some ideas. The program will be implemented in the fall. Some ideas may be tried periodically in the meantime.

Upcoming Sermon Series/Themes

May—based on texts from Revelation

June—3 weeks based on great passages of the Apostle Paul

Upcoming Special Worship Services

- Affirmation of Baptism: May 19th @ 10:30 service
- Graduate Recognition: May 26th @ 9 AM service
- Hymn Service: June 9th
- Outdoor Worship and Church Picnic: June 30

Worship Attendance—the team discussed ideas to help encourage attendance/participation. Ideas that were shared included emails from Council members, creation of short videos for the weekly Grace Notes (Pastors talking about sermon themes, short excerpts of the choir, praise team, bells special music, etc., and inviting different members to talk about what worship means to them. Discussion/brainstorming will continue.

Needs/Congregation Requests

- **New keyboard**—may run a Sponsor a Key campaign to raise funds. Need to determine timeline and how to introduce to the congregation
- **HEP booklets**—did we purchase the rights to reproduce them? (since our meeting a couple of members of the congregation have offered to cover the cost to replace the booklets)
- **Building Maps**—a member suggested that maps of the building be posted throughout the building, especially as a welcome gesture for visitors. Eryn also suggested that room signs be hung from the ceiling so that room locations can be seen from the ends of the hallways. Kelly to follow up with Sarah Brogni, Property Chair.

Next Meeting: June 4th @ 6:30 PM

***will look to find new members for worship over the summer**

YOUTH AND FAMILY MINISTRY COMMITTEE: (Jen Jacobson)

We met on April 8, 2019, Katie Eippert, Pat Murack, Barb Eckert, Sarah Newell, and myself were all in attendance. Erica had given feedback via email. We discussed Parenting in the Pews, Council's request for our feedback on a fee for Sunday School, the nursery, and upcoming events. Katie had provided in advance a report on Sunday School activities.

Parenting in the Pews

Katie attended the Worship Committee Meeting on April 2nd and provided feedback and ideas she received from them. Overall the group liked the ideas we had highlighted and wished to implement from the book. Gave the feedback to start this in fall

Next steps are to create materials and organize what we need. We will plan for a fall kick-off with information to parents and congregation about Parenting in the Pews. With discretion we might introduce elements of Parenting in the Pews that won't need explanation.

Report back for Council on Fee for Sunday School:



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Committee members were asked ahead of time to think about if a fee is a good idea, pros and cons, and how the congregation/parents might react. As a whole, we are not in support of a fee for Sunday School, we discussed possible reaction and impacts, cost per child, and logistics of having a fee.

Although we feel some families might not have a problem with a fee for Sunday School, it may leave many with a negative view of the program. We feel it wouldn't be welcoming to new families or visitors. There is also a chance we might lose some members over it or affect pledging in a negative way. All feel Sunday School should be offered free to all of the children. Families do contribute to other youth programming and activities.

Many in the group felt that if we have a fee for Sunday School then there should be a fee for all educational activities including adult forums and bible studies.

None of us felt it would be right for the fee to exceed what is spent on Sunday School. Based on 2018 spend, we would spend \$13 per child that attends regularly (defined as a child that attends Sunday School at least once or so a month).

To calculate we started with the \$1,723 that was spent under Sunday School and then subtracted the extras (the 1,723 includes the church's texting system, some church wide activities, that got moved budget wise into Family Ministry for 2019). which left us \$1,074 which was divided by the number of kids who attend regularly which is 87 out of the 109 Sunday school aged children.

2018 spend was used versus our budget of \$2,500 because historically we don't spend all of our budget due to the utilization of Thrivent grants and unknown factors at time of budgeting, such as possible curriculum changes

This amount also includes all the supplies from the Supply Room, which is used church wide. We had concerns and questions on how a fee would work. How do you track and collect the fee, does Katie use her time to track and send a bill to the families that don't pay it? (not all families fill out registration forms) Do you tell kids they can't participate if the fee is unpaid? At what point do you ask new or visiting families to pay the fee? (we do have some children that attend regular where their families aren't members yet). Do the families of our volunteer teachers get free or reduced fees? (the one church we know that has a fee doesn't charge the fee to their volunteer teachers). Like other events with fees, we are sure assistance would be offered, who would families talk to about that?

Nursery

Possible media update in 2020, due to some changes to our system John reported to Katie it would be possible to put TV and Sound into the nursery so those in the nursery would hear and see what was going on in Worship. Something that we have discussed the past couple of years and has been asked about by parents that sat in the nursery with their children (before it was routinely staffed or because their child won't let them leave). We feel this is a good idea if we can work it into our 2020 budget, the current estimated cost is \$600.

Staffing and use. We have staffed the nursery regularly for about a year now. However, we are finding it is hardly used. And it is used by only about three families regularly, two of them are connected to our group. Will plan on continuing to monitor this and discuss what to do going into 2020.

Teacher Appreciation (May 5th)

Church Picnic (June 30th Katie & Erica both gone) Pat will be around to set out children activities such as bubbles and chalk, as well as organize a kickball game if need be.

Next Meeting, we hope to meet on May 30th for May and June.

Youth Education Report: (Katie Eippert)

Sunday School

Upcoming Events:

May 5: 3K, 4K & 5K Sing in Worship



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May 5: Teacher Appreciation Sunday

May 19: Last Day of Sunday School

Parenting in the Pews

I met with the Worship Planning Team. We brainstormed some ideas on how to keep kids engaged and active participants in the worship service.

We tried out two of the ideas on Easter (Resurrection Bingo and searching for words in the sermon) and we got great feedback on them. Several people commented that they wanted more activities like this, which is great.

We will kick off the program in Fall.

Crossways Capital Campaign

Grace will hold a scaled back Crossways Capital Campaign throughout June. More info will come in the upcoming weeks.

Will be meeting with Heidi soon on this.

Vacation Bible School (Aug 5-9)

Volunteer sign up has already begun

Student registration will begin May 1

VBS is open to 150 students.

Make a Splash for Jesus

We will be holding Make a Splash for Jesus on July 21 at the Grafton Pool. We will have a camp service outside of the pool and open swim from 9:30-11:30. We got a Thrivent grant to help cover the pool costs. Donations from the event will be donated to the Crossways Capital Campaign.

Outreach for Hope Bike Ride

Erica and I met with Pastor Kelly. We will be organizing a kid bike ride and activities at Grace as part of Outreach for Hope. These activities will be run from volunteers at Grace, Christ the King and Living Hope. More information will be available next month.

Sunday School Attendance Info

Just like Paul did an "analysis" of worship attendance, I did a mini-analysis of Sunday School attendance. The Sunday School numbers I looked at include 3K-5th Grade.

Of the 109 students who are included on my Sunday School roster, 87 of them attend regularly ("Regularly" does not mean every week, but at least once a month).

Of the 22 who do not attend regularly (less than once a month or not at all), there are many reasons why, but they usually fall into one of three categories. Most individuals who do not attend regularly are removed from my roster after one year, even if they are still a Grace member.

About a third of the 22 fall into the category of children of families who are going through a divorce or have other family situations they are working through.

The second third of the 22 are members of Grace, who attend church, but their children do not attend Sunday School. I keep their kids on the list because I do not think it would be welcoming if their child did show up for Sunday School and I do not have a name tag for them.

The last third of the 22 are folks who are not overly active at Grace overall in worship or other activities. I do not know the reasons for these students not attending Sunday School.

On an average Sunday, 65-70 of the 87 "regular" Sunday School students show up. This is nearly 75%. For example, there were 72 kids who participated in the Christmas program. Yet, even



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with the Christmas program, there were several “regulars” who let me know they would be out of town, etc. Attendance will never be 100% for a Sunday School program.

Other Business

Blessing Box (used for food) – Ashley, as her confirmation project, would like to also use this as a library/book swap area. Great idea but a sign needs to be added to this so people know it is there – back away from the sidewalk on 5th Ave.

Mark Barber has issues with making Thursday meetings as many times he is on the road for work; discussion to possibly switch dates. Will keep as of right now and see how it goes. A possible option might be to look into conference calls or moving to a different Thursday (4th to 3rd).

Issue last week (Easter, and in the past year) in churches – discussion had to lock the doors after service starts to try to prevent possible threats from occurring. Option that once service starts all doors locked but main entrance and the ushers that week would be on call to let people in through that entrance only. More conversation to be had as there are many areas of potential concern. Mike will look to write up something for Grace Notes on the start of this. The 5th Ave door is first option to close.

Next meeting to be determined with Mark for May 16th or 23rd depending on schedule – Mike will let council know what date has been decided.

Closing Prayer:

Pastor Heidi