



## Council Minutes May 26<sup>st</sup>, 2022

### IN ATTENDANCE:

*James Newell (Past President)	*Rebekah Bryan (Secretary) Scott Nielsen (Treasurer)	*Brittany Lobner (Fellowship) Joe DelCamp (Property)
*Kirstin Albiero (President)	Rachel Langer (Outreach)	*Lisa Bernd (Director of Involvement)
*Scott Donovan (President-Elect)	*Lori Mathias (Worship)	*Jen Jacobson (Christian Education)
*Pastor Greg Van Dunk		Melissa Schmidt (Christian Care)

(\*) present at meeting

The meeting began at 7:35 P.M. with President Kirstin Albiero presiding.

- ✓ Approval of the April 2022 minutes: There was a motion to approve the April 2022 minutes. The motion was seconded & approved.

### Pastor and DI Reports

#### **PASTOR REPORT:**

No reports

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

Surgery: I am back from my surgery. I cant that Erica & Arcelia enough for helping while I was gone.

Building: We had our fire detection inspected & passed. Our other inspections will be taking place in the next few weeks.

I will be scheduling an outdoor clean up day for June 12 after the 9:00 am service.

Voting: Our next vote is August 9.

Blood Drive: Our next Blood Drive is June 15.

Kitchen: Paula Race Mantel scheduled the state inspection for the end of April & the kitchen passed the state inspection. She will pay Grace \$75.00 per month to use it. She gave me copies of her former contracts to use. I passed both of them on to Chris Eippert, who is an attorney, to see if either would work for us to modify. I will keep you posted when I have the information. Once we have the contract, she will be able to provide us with a copy of her insurance policy. She is fully insured even without the contract.

Funeral Preparation: I have been privileged enough to help plan & execute three funerals this month & I have another one in June. I feel so blessed to add this on to my job. I have enjoyed working with the members & their families to prepare a meaningful service for their loved one. Erica has also helped me with designing funeral bulletins. She does an amazing job.

Caring Ministries: Now that I am back from my leave, I will be setting up visits with our homebound members. I look forward to hearing about what they have done while I was gone.

### Attendance Report

Attendance was discussed.

### Committee Reports

#### **CHRISTIAN CARE: (Melissa Schmidt)**

No report provided

#### **FELLOWSHIP: (Brittany Lobner)**



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### Upcoming Events:

June/July 2022-Chinooks Game-I am working with the Chinooks Ticket Office to schedule an evening out at a home game watching the Chinooks. Only one family signed up online, so I plan to reschedule for later this summer. There was a miscommunication about printing off sign-up flyers this time around, so I think that was the problem.

### Future Events:

Late June/July 2022-Bingo Night, Campfire Sing Along Outdoors-I think this would be a great activity to drum up some interest about attending camp this summer. We still have the firepits from last year, so I need to work out a date with Ben from Pine Lake to see if he is interested in coming down this year.

July 2022-Worship Service at the Pool

August 2022-Vacation Bible School

September 2022-God's Work Our Hands

October 2022-Trunk or Treat

### **OUTREACH: (Rachel Langer)**

No report provided

### **PROPERTY: (Joe DelCamp)**

No report provided

### **FINANCE: (Scott Nielsen)**

#### **May 2022 Treasurer's Report**

#### **April 2022 Financial Results**

#### **P&L**

- Revenue was \$34k (\$9k unfavorable to budget)
- Expenses were \$45k (\$2k unfavorable to budget)
- Deficit of \$11k (\$11k unfavorable to budget)



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### Grace Lutheran Church Income Statement - April 2022

	April Actual	April Budget	Delta Budget	April '21 Actual	Delta Prior Year
<b>Revenue</b>					
Total Revenue	34,380	43,429	(9,049)	56,109	(21,729)
<b>Expenses</b>					
World Mission Subtotal	3,542	3,792	(250)	3,542	-
Rostered Ministry - Subtotal	11,762	11,669	93	20,564	(8,801)
Non-Rostered Staff Subtotal	11,573	12,491	(918)	12,000	(427)
Our Church Home Subtotal	15,868	12,874	2,994	12,642	3,226
Worship & Service Subtotal	2,471	2,547	(76)	2,380	91
<b>Total Expenses</b>	<b>45,216</b>	<b>43,372</b>	<b>1,843</b>	<b>51,127</b>	<b>(5,911)</b>
<b>Surplus / (Deficit)</b>	<b>(10,835)</b>	<b>57</b>	<b>(10,892)</b>	<b>4,982</b>	<b>(15,817)</b>
Amount To / (From) Contingency	(10,835)	57	(10,892)	4,982	(15,817)
<b>Surplus / (Deficit) After Contingency</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

### Year-To-Date P&L

- Revenue was \$186k (\$13k favorable to budget)
- Expenses were \$178k (\$4k unfavorable to budget)
- Surplus of \$8k (\$8k favorable to budget)

### Grace Lutheran Church Income Statement - April 2022

	April YTD Actual	April YTD Budget	Delta Budget	April '21 YTD Actual	Delta Prior Year
<b>Revenue</b>					
Total Revenue	186,257	173,717	12,541	209,837	(23,580)
<b>Expenses</b>					
World Mission Subtotal	14,917	15,167	(250)	14,917	(0)
Rostered Ministry - Subtotal	49,161	46,678	2,484	82,255	(33,093)
Non-Rostered Staff Subtotal	48,723	49,963	(1,240)	47,358	1,366
Our Church Home Subtotal	54,633	51,495	3,138	55,643	(1,010)
Worship & Service Subtotal	10,328	10,188	140	7,946	2,382
<b>Total Expenses</b>	<b>177,762</b>	<b>173,490</b>	<b>4,272</b>	<b>208,118</b>	<b>(30,356)</b>
<b>Surplus / (Deficit)</b>	<b>8,495</b>	<b>227</b>	<b>8,268</b>	<b>1,719</b>	<b>6,776</b>
Amount To / (From) Contingency	8,495	227	8,268	1,719	6,776
<b>Surplus / (Deficit) After Contingency</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

### Balance Sheet

- Cash decreased \$11k in the month to \$183k
  - Contingency Fund decreased \$11k to \$108k



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- Project Funds decreased \$0k to \$75k

### Grace Lutheran Church Balance Sheet - April 2022

	April Starting Balance	April Ending Balance	April Changes	
<b>Assets</b>				
Cornerstone Checking	106,338	95,091	(11,246)	
Cornerstone Money Market	88,320	88,330	11	
<b>Total Cash</b>	<b>194,658</b>	<b>183,422</b>	<b>(11,236)</b>	
<i>Contingency Fund</i>	<i>118,855</i>	<i>108,019</i>	<i>(10,835)</i>	<i>April '22 Operating Deficit</i>
<i>Project Funds</i>	<i>75,803</i>	<i>75,402</i>	<i>(400)</i>	<i>April '22 Project Fund Change</i>
	<b>194,658</b>	<b>183,422</b>	<b>(11,236)</b>	
<b>Total Assets</b>	<b>194,658</b>	<b>183,422</b>	<b>(11,236)</b>	
<b>Liabilities</b>				
Mortgage	1,721,091	1,717,288	(3,803)	
<b>Total Liabilities</b>	<b>1,721,091</b>	<b>1,717,288</b>	<b>(3,803)</b>	
			Principal Payment	3,803
			Interest Payment	4,893
				<b>8,696</b>

### **WORSHIP: (Lori Mathias)**

#### WORSHIP PLANNING COMMITTEE MEETING

MAY 2, 2022

Members Present: Tory Saunders, Katy Koppa, Jane Brabrand, Eryn Durlam, Dustin Lobner, and Lori Mathias

With Deb on vacation and Pastor Greg at another meeting, Lori gave a give update on Handbells and upcoming Worship themes:

-Handbells have one more practice for this year and one more time to play at 8 a.m. on May 15.

-From Pastor Greg: Mother's Day special Worship on May 8, Confirmation on May 15 at 10:30 service, and beginning on May 22, move to one worship service at 9 a.m. This will also be the high school graduation service. After, there will be a congregation listening session regarding the RIC for consensus on decisions. More information will be coming on this.

-Pastor Greg is on vacation June 12 (Ruth Schmidt preaching) and June 19 (Dale Erickson is preaching)

-Pastor Greg would like to post the sermons only on the web site. Dustin indicated he has spoken to Pastor Greg about this and has researched the hardware needed to make this work, and limit the amount of manpower needed. Dustin also requested approval for a hardware item needed to repair a black box on a monitor. This monitor will be needed for upcoming outdoor worship services this summer. Lori will contact the office for budget information so these items can be purchased soon.

Choir/Praise Team Report – Eryn:

-The Choir will sing at the 8 a.m. service on May 8. There will be a possible men's group singing sometime this summer.

-The Praise Team will be assisted by student singers and instrumentalists on Confirmation Sunday. Eryn asked Dustin the maximum number of microphones available for the student singers for this day – 4 good vocal mics.



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-Discussion was then held on possible outdoor worship services this summer: the tentative dates are June 26 (use keyboards), July 17 (with Youth), and August 28 (Praise Team). Also, a Pool Service could be held on July 24 (Eryn will not be here that day so that would work). Eryn already emailed Erica Dimmett to see if this day will work. August 21 will be VBS Sunday.

-Other summer worship dates discussed: Eryn asked if Jane could play August 4 (Thursday) and August 14 when she is gone. Jane agreed.

-Return to two worship services on Sundays in September.

-Lastly, Eryn indicated she would like to discuss scholarship singers for fall at our next meeting. This idea was initially brought up a year ago, and would be interested in looking at the topic again.

Discussion was then held on what committee members would like the 10:30 worship to look like as we move forward and begin the hiring process for new Praise Team Director:

-Many people who attend 10:30 like the idea of less structured liturgy yet all messages are covered

-Possibly also livestream the 10:30 service – NEED VOLUNTEERS TO DO THIS

-Consider simplifying and condensing the service structure

-1 Idea – tweak the schedule so everyone gets one Sunday off a month

-Have some occasional overlap in staff to show the congregation we value both 8 and 10:30 styles

-Give a brief history on where the songs originated and/or why they were created to the congregation

-Occasionally combine both the choir and Praise Team for a service

-Change the name of the CELEBRATION SERVICE – possibly just 10:30

-Next Steps – meet with students and members of the congregation who mainly attend 10:30 for their feedback. Recommendations will then be presented to the MET Team.

Lastly, discussion was held on upcoming Worship Planning Committee Meetings for the summer:

-Meet May 31 – Lori on vacation first week of June

-No meeting in July

-Meet August 9

-Meet in person and begin meetings at 6:30 p.m. instead of 6 p.m.

### **YOUTH AND FAMILY MINISTRY COMMITTEE: (Jen Jacobson)**

(report provided by Erica Dimmett)

May 2022 Youth Education Update

- Sunday School
  - Youth Education Volunteer Recognition Day was May 1<sup>st</sup>. We recognized our volunteers during services, sharing a power point of this years events and having cake between services.
  - Our last day of education hour was May 15<sup>th</sup>.
- VBS
  - VBS will be August 15-19.
  - This is later than usual because the church is hosting voting the week before.
  - We currently have about 45 kids signed up but that is just Grace kids and the volunteers children.
  - We are capping attendees to 100 this year.



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- We currently have 30 volunteers signed up to help.
- Thrivent Grants
  - We are currently working on using the Thrivent Grants that were applied for in December.
- Technology/PR Support
  - I will continue to post events and updates on Facebook. I am trying to post 1-2 posts each day.
  - I have started an Instagram page but have not launched it yet.
  - I am hoping to get trained on using the tech in the worship center
- Confirmation
  - Affirmation of Baptism service was on May 15<sup>th</sup>
  - Service project presentation night was May 11<sup>th</sup>.
  - We will have 12 students confirmed this year
  - We have 7 students signed up to attend confirmation camp June 19-24
- KFC
  - KFC met on May 1<sup>st</sup>. We will be having a game day.
- JYG
  - I am currently working on scheduling the JYG events for the summer.
- HYPE
  - During our last YFMT meeting we decided to do a short mission trip this summer. We will be spending a day doing a service project and then go to a waterpark for the night.
  - Pastor Greg and I are reviewing a report "The State of Youth Ministry: How Churches Reach Today's Teens and What Parents Think About It." It is a Barna Report produced in partnership with Youth Specialties and Youthworks
  - Graduate Sunday was May 22<sup>nd</sup>. We started the tradition of giving a quilt blessing to each of the graduates. Thank you for the quilters for making the quilts. HYPE will be giving a donation to the quilters for the quilts.
- Other
  - Pine Lake camping opportunities are now on display in the gathering space.

Make a Splash for Jesus will be on July 31<sup>st</sup> from 9:30 – 11:30.

### **RIC Listening Session Minutes 5/22/22 (Rebekah Bryan)**

#### **IN ATTENDANCE: around 40**

The meeting began at 10:32 A.M. with President Kirstin Albiero presiding.

Ed presented on MET team status. Mission site profile in progress. Aligning programming with priorities received from congregation from previous sessions. Results from today will go toward completing that site profile. Bishop on site when document is complete. Early fall. Then call committee takes over for interview process – early 2023.

**First Discussion** – to vote or move forward via consensus?

Kirstin presented that council is recommending RIC via consensus rather than vote. Pastor Greg expounded on these concepts.

Scott D. asked for clarification about the RIC organization. Jen explained it. RIC partners get added to their list, and there are guidelines: must have a vote, welcome statement, 5 years to comply to new



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commitments. Be open to calling a member of that community, make meaningful contributions to the organization. Space available for LGBTQ marriage ceremonies. Additions were to account for anti-racism.

Q: is this Lutheran or broader group?

A: RIC specifically is ELCA only. Other churches use different wording.

Discussion: I wonder if we can wait for new pastor. Update new pastor on our process.

Discussion: Concern was raised that by moving forward by consensus we are only serving Grace congregation and our needs and not the bigger population. By being on RIC list, people can find us.

Discussion and reminder: Christ is the cornerstone.

Q: Does this have impact on church constitution or policies?

A: No, there are no bylaws. It's up to council.

Discussion: Suggested a congregational meeting to vote according to Roberts rules of democracy.

Council's position is that we don't vote on social issues.

Discussion: Jen gave background on why we were deciding to vote in 2020 when Pastor Heidi presented it and why we have changed our mind to consensus now. Kirstin emphasized her stance that we are doing this work and should improve but do not need to formally join an organization. This is not a yes or no conversation, but we should continue to evolve. Recommends a formation of a group to help facilitate and understand these changes.

Q: How does moving forward with consensus move us forward?

A: We should publicly state that we are a welcoming community via the mission statement on our website. Creating an outreach group.

Discussion: One of the ways that this church grew was through fellowship, not through committees.

People saw what we were doing and wanted to join. Agreement of consensus.

Discussion: The wording "all are welcome" means nothing to LGBTQI+.

Q: How is an RIC consensus related to calling a new pastor? Does our pastor have to agree with our consensus?

A: We have to determine what we value when calling a new pastor.

A: We have to submit to the bishop whether we welcome a member of the community – yes or no. That yes or no can shape who wants to come to us. We need to have a stance before we call a pastor.

**Second Discussion** – are we open to hiring an LGBTQI+ candidate?

Kirstin posed the question: are we open to hiring someone from the LGBTQI+ community? Council recommends Yes. It allows for anyone to apply. A straight candidate who sees a no might be turned off.

Q: It's hard to predict what our perfect pastor would want. Don't want to put restraints on there. Why do we have to answer yes or no?

A: It's a box the synod requires us to check.

Discussion: There is an element of fear with an older generation, but we have Christ's love and compassion. Let's work together and walk in grace and go forward.

Discussion: Consensus doesn't mean the conversation ends, which is good. No winners and losers. He believes council is moving ahead in the right direction.

Discussion: Things I won't be happy with come and go. If someone told me to leave, that church wasn't for me. She doesn't believe we have to belong to an organization to convey that.

Discussion: Any pastor who will pass us over if we checked Yes wouldn't be the right fit anyway.

Q: Yes to the LGBTQI+ pastor but no to joining the group?

A: Keep the conversation open but move forward with consensus. Make sure people of those groups feel welcome when they visit.

A: RIC question could open back up when new pastor comes back in.

A: RIC requires a vote, but we still need to have this conversation to move on for the process.

Discussion: To sum it up, consensus, move forward taking steps to improve, but the question of RIC is open ended.

Scott D. added to further sum up that we would be willing to interview and hire a member of the LGBTQI+ community.

Kirstin clarified that answering Yes allows us to get the best candidate possible.





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Pastor Greg proposed that an advocacy support group be appointed for ideas on how to improve and how to do outreach. People come to church because family and friends invite them, not necessarily from a registry. Need to clarify core values, which Pastor Greg can help with.  
Pastor Greg closed the meeting in prayer at 12:01.

### Other Business

- Minutes Approval
- Reports & Discussion
  - Youth and Family Ministry
    - VBS= August 15-19
  - Fellowship
    - Chinooks Game Rescheduled
    - Make a Splash Worship Service @ Grafton Pool July 31<sup>st</sup> service at 9:00, swimming to follow
- Worship Planning
  - Online sermons are coming
    - Organizational Overlap
    - Outdoor Worship
    - Praise team position will be advertised soon
  
- Treasurer
  - P&L unfavorable April 2022
- DI & Attendance
  - Lisa is Back from Leave!
  - Funeral Preparation
  - Legal Contracts for Kitchen Rental
- Outreach
  - Thanksgiving Meals – confirmation project? Turkeys come from Piggly Wiggly. Berto has ordered these in the past.
  - Operation Christmas Child – we advertised but we coordinated with another church in Grafton to collect the boxes. The numbers dwindled which is why it went away.
  - What other outreach ideas?
  - Christian Care position missing as well, including new member outreach and coordination.
- Old Business
  - MET Update
    - RIC- Listening Session Completed 5/22 – went smoothly, good conversation and questions
    - Phone call expressed that council should feel empowered and are trusted to make these decisions, but council does still need to go through process.
      - Feedback needed on





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- 1) RIC and – several people voiced acceptance on the consensus model
- 2) Yes/No on Survey response to Hiring LGBTQIA+  
Kirstin will email MET team with our decisions.  
Pastor Greg urges council to appoint a task group. Ideally three people.
- Debt Consolidation Team Creation
  - Members and update - Pastor Greg met with Bob and Linda. Some of Pastor Greg's ideas: Invite people to support church at Christmas time. Principle party to celebrate new pastor.
    - 8/14 congregational meeting, then there's a training with Kristin Nielson
  - Bishop Paul Erickson and Kristin Nielson for Congregational Town Hall 8/28, synod will approve our MSP
  - We need a 6 member call committee with a 3 to 6 month commitment starting in September, 1 or 2 members from MET, Steve Buchman expressed interest. Youth representative? Council to send names to Kirstin for suggestions by June 2. Nominating committee goes through names.
- New Business
  - Council nominations for next year – outreach, Christian care, youth & family ministry, president elect
    - Next Meeting's Date
      - 6.23.22 @ 7:30pm confirmed

**Closing Prayer:** Pastor Greg  
Meeting adjourned at 8:21.