

Grace Evangelical Lutheran Church



Grace
Lutheran
Church

Congregational Assembly

(also known as Voters' Meeting)

November 14, 2021 // 12:30 PM

GRACE EVANGELICAL LUTHERAN CHURCH – DURHAM, NC
Congregational Assembly – Sunday, November 14, 2021

Our Mission

We Welcome Everyone to Walk the Way of GRACE: to GROW with Jesus, REJOICE in God, ANSWER with hope, CARE for the neighbor, and EMBRACE community.

Our Vision

GOD HAS A PLAN

FOR OUR LIVES, and so we teach how to walk in the path of Jesus Christ; FOR OUR NEIGHBORHOODS, and so we work to build healthy, strong communities; FOR OUR CITY, and so we share life with our neighbors in Walltown, Trinity Park, Duke, and the Triangle; and FOR OUR WORLD, and so we go with Good News.

AGENDA

1. Opening Prayer – Pastor Brooks
2. Reading and Approval of Proxies¹
3. Presentation of New Voters²
4. Approval of Minutes of Last Meeting
5. Pastor's Comments
6. Statistical Report (May 12, 2021-November 11, 2021)
7. Ministry Reports (see attached)
8. Funding the Ministry for 2022
 - a. Presentation of Narrative Budget and Detailed Ministry Amounts
 - b. Approval of Ministry Spending Plan (Budget) for 2022
9. Southeastern District Convention
 - a. Nominations for District Officers, Boards, Committees
 - b. Election of Pastoral Delegate
 - c. Election of Lay Delegate
 - d. Election of Alternate Lay Delegate
10. Announcements, Other Business, Open Discussion
11. Adjournment
12. Closing Prayer – ALL
 - a. ***We are grateful to You, Lord Jesus Christ, that You have established Your church on earth, where You bless us with love and mercy in the Word and Sacraments. We are grateful that Your Word is proclaimed in our congregation in truth and purity. Use us for the building of Your Kingdom on earth. Bless our efforts to bring Your saving Gospel to the unchurched and instill in us the desire to welcome everyone to Walk the Way of Grace. -Amen.***

¹ Proxy voting shall be allowed for adequate reason, i.e., illness or other requirements that prevent attendance. Proxies must be submitted **in writing** and will be approved by the Assembly prior to conducting any business.

² New voting members shall have read and signed the Constitution and By-laws of Grace Lutheran Church and shall be received at the beginning of the meeting.

Voter's Meeting Minutes - May 23, 2021

Meeting Started at 1:00pm, Christine called the meeting to order.

Due to Covid19 there were some physically present and others attending via Zoom meeting.

Pastor opened with prayer.

Proxies were read by Christine. Gary Stuhlmiller motioned to approve the proxies. Geoff Heintzelman seconded the motion. All were in favor.

Christine presented the new voters, David and Janet Dickmader. Geoff Heintzelman motioned to approve the new voters. Tom McGill seconded the motion. All were in favor.

Judy Barnes motioned to approve the minutes of the last meeting as presented. Ken Kempel seconded the motion. All were in favor.

Pastor's comments. He asked us to encourage one another. He spoke regarding a return to fellowship/worship. He challenged us to make our mission statement thrive.

Christine spoke about the task force formed to exit from the pandemic and the connections team approved by a PMC vote. Sharon Brooks, Geoff Heintzelman and Scott Gesell (task force members) spoke about the different ways we connect with each other. There will be pads added to the bulletin board, please add ideas how we can connect (this can be new ideas or things done in the past). There will also be a button on the website to fill the form out.

Kae Huggins motioned to approve the statistical report as presented. Pastor Brooks seconded the motion. All were in favor.

Gary Stuhlmiller motioned to approve the ministry reports. Ken Kempel seconded the motion. All were in favor.

Election of Officers. Thanks to the nominating committee for their hard work. Scott Gesell made a motion to approve the slate of officers. Kae Huggins 2nd the motion. All voted in favor.

A letter of recognition was presented to Judy Barnes for appreciation for over 30 years of service on the altar guild.

Gary Stuhlmiller spoke about an opportunity to be a part of the outreach ministry. If you are interested in serving, please contact Gary. Beginning June 20th Mark Schroeder will be leading a 6-week bible study via Zoom.

Gary Stuhlmiller motioned to adjourn the meeting. Tom McGill seconded the motion. All were in favor.

Closed in prayer and adjourned at 1:38pm.

Becky Thomas, Secretary

Grace Evangelical Lutheran Church
Congregational Assembly Meeting - November 14, 2021
Statistical Report – May 23, 2021 through November 11, 2021

	Baptized	Confirmed
As of May 23, 2021	346	286
Deaths	-	-
Transfer to LCMS	-4	-4
Released to Other Churches	-3	-3
Self Exclusion	-3	-3
Baptism	+2	N/A
Members Received by Transfer from LCMS Church	+7	+7
Members Received by Transfer from Other Lutheran Church	+2	+2
Members Received via New Member Instruction (Affirmation)	+5	+4
Communicant Members Received (Jr. Confirmation)	-	-
Total Membership as of 11/04/2020	352	289
TRANSFER TO LCMS:		
Gary and Cheryl Rosset	LCMS - Abiding Savior Lutheran, SC, June 11, 2021	
Richard and Marie Sarratt	LCMS – Grace Lutheran, Nags Head, November 4, 2021	
MEMBERS RECEIVED BY TRANSFER:		
Dave & Janet Dickmader	LCMS - Our Savior Lutheran, Raleigh, July 17, 2021	
Don and Joyce Eckart	LCMS - Advent Lutheran, Chapel Hill, July 11, 2021	
Dwight Knoll	LCMS - Faith Lutheran, Stephenville TX, July 11, 2021	
Arthur and Karen Kreyborg	LCMS – Concordia Lutheran, Hagerstown, MD, July 11, 2021	
MEMBERS RECEIVED BY TRANSFER FROM OTHER LUTHERAN CHURCHES:		
Robert and Carolyn McElfrick	Salem Lutheran, Grand Rapids, MN, July 11, 2021	
MEMBERS RECEIVED BY NEW MEMBER INSTRUCTION (Affirmation):		
Carl Mhina and Joyce Mosha Landon Mhina	Affirmation, New Member Instruction, July 11, 2021	
Katharyn Dawsey (Kathy)	All Saints Church, Durham, July 11, 2021	
Marie Hammond	Epworth United Methodist, Durham, October 17, 2021	

BAPTISM	
Stanley Arthur Robinson	Baptized on August 22, 2021
Caleb Maddox Stuhlmiller	Baptized on October 17, 2021
MEMBERS RELEASED TO OTHER CHURCHES:	
Nicki & Aaron Comer	Shiloh Presbyterian Church, Raleigh, July 7, 2021
Raymond Fink	Mt. Harmony Baptist, Rougemont, August 19, 2021
SELF-EXCLUSION:	
Steve, Holly & Laura Rossi	Requested to be removed from church roster and all mailings, August 5, 2021

LAY MINISTRY REPORTS

Reports to the Congregational Assembly meeting of Grace Evangelical Lutheran Church November 14, 2021 // 12:30 PM

*From Treasurer, Donna Gesell
November 14, 2021*

Financial Report/Activities since June 2021:

- Please refer to the meeting packet for the budget report through the third quarter of 2021 and the purposed budget for 2022.
 - I would also like to report that through some special donations, new bibles and hymnals for the sanctuary as well as new bible markers to match our new paraments have been purchased.
 - The bible markers hang on the pulpit and lectern. If you have been in the fellowship hall recently, you have been able to sit in our wonderful new folding chairs!
-

*From Lay Minister of Administration, Erin Romes
November 14, 2021*

The Ministry of Administration has worked with the administrative staff to approve expense reports, complete annual performance reviews, change telephone providers, and advocate for cost of living increases for our valued administrators, Barbara Stiles and Barb Tippin. We also worked with the Treasurer (Donna Gesell) to prepare the 2022 budget.

*From Lay Minister of Education, Bev Hudgins
November 14, 2021*

Education Ministry Report Activities since June 2021:

Looking back

- Joint VBS with Jordan
- Grace neighborhood backpack blessing event
- Zoom children's Sunday School
- Adult Spiritual Conversations class
- New member class: Discover the call
- Future Trends class
- Prayer class

Looking forward

- Discover the Call class for all members
- Zoom children's Sunday School through Easter 2021
- Discipleship Plan—see attachment
- Walking the Way of Grace survey to gather information on education for equipping for Mission/Vision
- Develop teams to curate resources for education

From Lay Minister of Fellowship, Vacant
November 14, 2021

From Lay Minister of Mutual Care, Barb Tippin
November 14, 2021

During the last 6 months, the Deacons/Mutual Care have been working on the following:

- Continued to meet monthly either virtually or in person, depending upon the status of the pandemic. Currently our deacons are - Joyce Rea, Gary Stuhmiller, Joe Wethman, Scott Gesell, Tom McGill and Barb Tippin. Many thanks to Ken Kempel for his many years of service as a deacon at Grace.
- The Deacons finished studying the book *Ten Questions to Diagnose Your Spiritual Health* by Donald Whitney. This book asks 10 probing questions to diagnose spiritual health and guide us on our journey of spiritual transformation. Joyce leads us each month in our study. We are now studying the book *The Search to Belong- Rethinking Intimacy, Community, and Small Groups* by Joseph R. Myers.
- Deacons have spent time in discussion of the various parts of our ministry, as well as proposed new ministries and talking about how these ministries support our Mission at Grace.
- Deacons continue to lift up members, visitors, inactive members and friends of Grace in prayer. Stewardship team set up a phone tree for the church to disseminate information to and check in on members. Each section of the phone tree has a deacon assigned to it.
- Mutual Care/Compassion Ministry will be determining the best way to proceed in care and recognition of our older members as well as our college folks.

Mutual Care Ministry also encompasses the following and work in these ministries is ongoing:

- Bereavement Ministry – Specializes in supporting congregation members who have experienced the death of loved ones by offering comfort to those who mourn with Stephen Ministry books. Grace continues supporting Growing Thru Grief throughout the year. Joyce Rea is the Deacon who serves in this special ministry.
- Stephen Ministry – Provides support for congregation members who are struggling with life's difficult problems. Meetings have been on the third Thursday evening of the month to review with confidentiality, our Care Receivers. We presently have 5 Stephen Ministry Care Givers working with 5 Care Receivers. We are also studying a new book, *Celebration of Discipline* by Richard J Foster and just finished *Messy Spirituality* by Mike Yaconelli. If anyone has an interest in what we do and would like to know more about Stephen Ministry contact the church office, Joyce Rea or Joe Wethman. Training will be starting up again in January. Please keep in your prayers our 5 Stephen Ministers: Joyce, Jenna, Elmo, Barb, and Joe. Also, the Stephen Ministers wish to thank Ken and Jo-Ann Kempel for their many years of service as Stephen Ministers at Grace.
- Healing and Recovery Ministry – Provides care for those who are ill or in crisis through practical support (meals, transportation, etc.) and visits as needed or requested.
- Prayer Shawl Ministry – ongoing creation of wonderful prayer shawls to share care, comfort, and the love of our Savior to those who are suffering in various ways. Anyone who can knit, or crochet can be an important part of this ministry.

From Stephen Ministers of Grace, Joyce Rea and Joe Wethman, leaders.
November 14, 2021

- Currently all six Stephen Ministers are serving care receivers.
- In general, they meet each week for conversation and support.
- Our ministers also attend the Triangle Area Stephen Ministers group, which meets several times a year. This is a joint meeting of Stephen Ministers for the entire Triangle area.
- We also meet monthly for education and supervision. Currently we are studying "Celebration of Discipline" by Richard Foster.

From Columbarium Board Chair, Dede Crosmer

November 14, 2021

- No additional niches have been reserved since the May 2021 voters meeting, 42 remain.
- Eligibility for interment in the Columbarium is restricted to members of Grace Evangelical Lutheran Church, a spouse, parents, children, and grandchildren, subject to review and approval of the Columbarium Board. Eligibility of others, such as a 'significant' prior member or other with special relationship to a member shall be determined by the Columbarium Board, with consultation with the Pastor. If anyone is interested in purchasing a niche, please contact the church office. The Columbarium Board was appointed by the congregational president in July 2018.
- Current members are: Dede Crosmer (chair, 3-year term – term ends in 2021); Kathy Pittman (reappointed to a 3-year term – term ends in 2023); Greg Taylor (3-year term ends in 2022).

From Grace House Administrators, Dede Crosmer & Donna Gesell

November 14, 2021.

- Upstairs of Grace House continues to be used in cooperation with Host Homes program of Duke University Medical Center for family members of patients receiving treatment at Duke who are from outside the Durham area.
- We opened Grace House back up to families after the Covid restrictions were lifted.
- We have one person in Grace House now and we are in the process of working with him to find a place to live.
- Each family is met by one of the Grace House coordinators (Dede Crosmer or Donna Gesell) to orient them to the home and give them keys to the house. We try to touch base with them weekly while they are there to make sure they are not in need of anything and that all is working well in the house.
- Smoke detectors and air filters are checked and changed on a regular basis.
- The downstairs is used for church meetings, Early Head Start and Duke Lutherans.
- Grace House has been power washed since the last voters meeting.
- Lastly, Dede Crosmer has stepped down as a Grace House coordinator.

From Lay Minister of Property & Facilities, Mike Hunike

November 14, 2021

During the last 6 months, the Properties and Facilities have been working on the following:

- Still working on painting railing in back and alley way.
- Getting estimates on repairing the outside stucco on sanctuary
- Put new water filters on the water fountains
- Fixed parking lot sign.
- We will continue to change air filters every three months for the HVAC to help with air clearer.
- A new exhaust fan was installed in downstairs women's bathroom.

Properties and Facilities Team is always looking for individuals that would like to help keep our facility running and looking good. Our future projects that we will be working on include:

- Rewiring project for the outlet and pole light in courtyard.
- Replacing the basement double pane windows that have lost their seal.

- Replacing all water shutoff on the toilets and urinals.
 - Putting in drain for front gutter at Grace House.
-

From Lay Minister of Stewardship, Tom McGill
November 14, 2021

- Since July we have met every month.
 - We have discussed numerous items:
 - The phone tree which is now operational.
 - What do we need to do to assist reconnect people?
 - What to do about assisting in developing a culture of getting to rather than having to.
 - What can we do to reach the unchurched of our neighborhood?
-

From Lay Minister of Worship, Geoff Heintzelman
November 14, 2021

- Worship continues to livestream the 11:00 service, making continuous improvements. Please contact Geoff Heintzelman with any feedback on the livestream. Thanks to John Kolba for working on this aspect of our worship service.
- Purchased Bibles for the pews.
- Switched to the LCMS hymnal for our worship services. Copies are available in the narthex for those who wish to use a hymnal (*thanks to an anonymous donor*).
- Altar Guild has been restructured to have 3 leaders with alternating 3 year terms. They have been working hard to keep the services running smoothly, reorganized the sacristy, and purchased/maintained necessary worship materials.
- Assignments for Altar Guild, readers, ushers, greeters, etc. are now being made by an automated program and it seems to be going very smoothly. Thank you to Chris Wethman for coordinating this.
- Our choir is back up and running! Thanks to Jenna for coordinating our music program with Chase.
- We are continuing to evaluate the state of the pandemic and our guidelines for keeping everyone safe. Thank you for your continued diligence with masking and social distancing.

Our team: Donna Gesell, Amy Robertson & Dede Crosmer, Pastor Brooks, Geoff Heintzelman, John Kolba, Richard Kuehn, Barbara Stiles, Barb Tippin, Mo Walston, Chris Wethman, and Jenna Young.

This explanation of our proposed spending plan for 2022 is meant to help everyone understand the goals and purpose behind the estimated costs and categories.

A BUDGET NARRATIVE



GRACE LUTHERAN CHURCH – DURHAM, NC

CONGREGATIONAL ASSEMBLY – NOVEMBER 14, 2021

PROPOSED SPENDING PLAN – 2022
GRACE LUTHERAN CHURCH – DURHAM, NC

INTRODUCTION

Our lives together at Grace are so much more than figures on a spreadsheet; we are called together to participate in God's mighty works! This explanation of our proposed spending plan for 2022 is meant to help everyone understand the goals and purpose behind the estimated costs and categories. Your generous sharing from what God has given you helps make all this happen – from the lighting, air conditioning and heating, newsletters, worship services – and so much more happens because of the faithful gifts of each person.

~Pastor Brooks and The Parish Ministry Council

	Amount	% of Budget
Stewardship Stewardship plans its spending to help our members grow in living generously.	\$ 300.00	.083%
FOR 2022 <i>Additional funds (\$120) were added to the budget to be used for postage in connection with the Phone Tree being organized.</i>		
Fellowship This spending line is meant to help us pursue our mission of Embracing Community by strengthening the congregation's sense of unity and providing chances to invite others we know or meet to join with us.	\$ 1,200	.33%
FOR 2022 <i>An increase of \$200 for anticipated food costs as fellowship activities that bring together Grace members and friends increase post-COVID.</i>		
Worship*** Various costs incurred with developing worship materials and supplies for communion, choir, and music materials that will enable us to practice what the Paul tells us in Philippians 4:4, "Rejoice in the Lord always. Again I will say, rejoice."	\$10,500	2.90%
FOR 2022 <i>Added to worship's spending plan is the sum of \$2,000 to be used for upgrades to hardware or software used for live streaming.</i>		
Outreach Support for missions and ministries to bring the Gospel, our one true Hope, to those outside our parish community. That is our goal, to Answer with Hope.	\$18,900	5.22%
FOR 2022 <i>God calls us to support the church by tithing of the financial resources that He has first given to us. We believe that we, as a church, should in turn tithe to the Southeastern District. That amount will increase \$500 for 2022. Added to the budget are funds for a new ministry, Embrace Grace and a portion of the cost for the new Grace church app.</i>		

Our Mission Statement: We welcome everyone to walk the way of Grace: GROW with Jesus, REJOICE in God, ANSWER with hope, CARE for the neighbor and EMBRACE community.

PROPOSED SPENDING PLAN – 2022
GRACE LUTHERAN CHURCH – DURHAM, NC

<p>Mutual Care*** Supports efforts to provide Christian support to help care for members and our community, our neighbors, so that they may grow in Grace and better live their Christian lives.</p>	\$ 2,635.00	.72%
<p>FOR 2022 <i>No change in spending plan from 2021. See Mutual Care's individual page of Proposed Spending to learn of their plans for the coming year.</i></p>		
<p>Administration Our staff help us to grow in our mission; our physical plant and other resources are God's gifts to make ministry possible—all these are in support of our mission to <i>walk the way of GRACE</i>.</p>	\$259,030.56	71.67%
<p>FOR 2022 <i>God has gifted us with many talented professionals who serve with us and lead us in ministry. We joyfully give salaries and benefits to Pastor Brooks, Chase Benefiel, Barbara Stiles and Barbara Tippin as well as the staff of Miss Mollie's School of Grace. Funds have been added in the area of computer equipment to replace computers that are close to 10 years old. Telephone expense has decreased due to a change in provider. Casualty insurance was increased minimally. Employee expenses in the areas of Social Security, Medicare, Retirement, Disability and Health Insurance all experienced increases. God calls us to be citizens of our country and as such we must pay certain taxes to the government. The spending plan includes funds for the Archives Room as the process of digitizing records (minutes, agendas, etc.) continues.</i></p>		
<p>Properties and Facilities Expenses of maintaining the entire church property which includes maintenance, utilities, parking lot and capital expenditures.</p>	\$55,880	15.46%
<p>FOR 2022 <i>Projected costs for utilities based on 2021's actual costs. Maintenance/service amount allotted for Grace House increased due to its advancing age.</i></p>		
<p>FOR 2022 <i>Projected costs for utilities based on 2021's actual costs. Maintenance/service amount allotted for Grace House increased due to its advancing age.</i></p>		
<p>Education/Discipleship*** Educational materials to assist all ages of members in the congregation in their spiritual growth, walking the way of Grace as each of us Grows with Jesus.</p>	\$ 4,800	1.32%
<p>FOR 2022 <i>This funding plan for this ministry has increased as will the opportunities for members and friends to experience spiritual growth. The fees, expenses (partial) for the new "Embrace Grace" ministry are included in education's spending plan. One of this team's goals over the coming months is to revive the Resource Center (post-COVID) and update its inventory.</i></p>		
<p>Pastoral Funds for the support of the pastors continuing education and discretionary funds</p>	\$ 8,150	2.25%

Our Mission Statement: We welcome everyone to walk the way of Grace: GROW with Jesus, REJOICE in God, ANSWER with hope, CARE for the neighbor and EMBRACE community.

PROPOSED SPENDING PLAN – 2022 **GRACE LUTHERAN CHURCH – DURHAM, NC**

FOR 2022

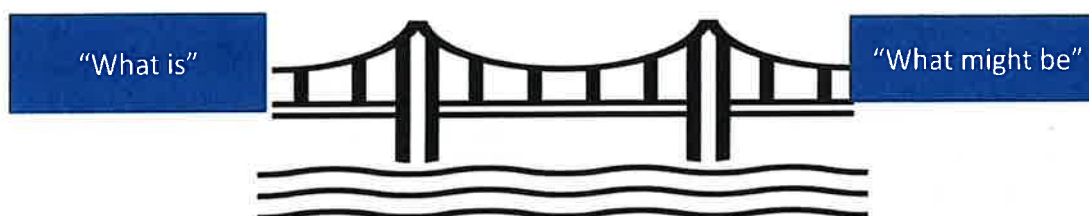
This spending plan includes an amount set aside yearly for a sabbatical fund and continuing education and conferences for Pastor Brooks and Pastor Kuehn.

TOTAL SPENDING PLAN FOR MINISTRY 2022

\$361,395.56

*****POSSIBILITY STATEMENTS*****

Bridging the best of “what is” and “what might be”



To maintain a focus on their mission now and in the future, several Lay Ministers and their teams have formed Possibility Statements. These statements articulate the desired qualities, processes, and systems that will help guide Grace to its higher purpose.

Characteristics of Possibility Statements include stretching the realm of the status quo, helps suggest desired possibilities for the Grace congregation. It conveys positive images in affirmative and bold terms and align with our Mission and Vision. Possibility statements provide a clear, shared vision for our future.

Mutual Care –

We are a church that cares for the entire community that God has placed in our midst. We are inspired by the Holy Spirit to be compassionate, caring, and loving in all our relationships. When at our best, we intentionally support efforts to foster the well-being of our members and friend, both spiritually and physically. By encouraging and equipping our faith community, we promote Christ-like care that ‘welcomes everyone to walk the way of Grace.’

Education/Discipleship –

When at our best, we offer Christian education for all ages that guides us to an understanding of the Holy Scripture through the Lutheran Confessions. We actively foster the development of ongoing personal spiritual growth to generate excitement that comes by regularly participating in the rich learning environment that ‘welcomes everyone to walk the way of Grace.’

Worship –

When at our best, we are immersed in the living presence of our Lord through an expansive collection of music dedicated to the inspired Word of God, compelling messages, and shared commitment to the time-honored tradition of Lutheran liturgy. Worship consistently inspires and renews us to walk the Way of Grace.

Our Mission Statement: We welcome everyone to walk the way of Grace: GROW with Jesus, REJOICE in God, ANSWER with hope, CARE for the neighbor and EMBRACE community.

PROPOSED FUNDING FOR MINISTRY 2022

Grace Evangelical Lutheran Church

As recommended by Parish Ministry Council on October 28th, 2021

Ministry: Stewardship		Lay Minister: Tom McGill	
Time and Talents	Treasure		
	2021 Budget	\$250.00	
	2021 Expenses YTD	\$0	
	2022 Budget Proposal	\$300.00	
<i>Mark essential budget items with an "X" in the righthand column.</i>			
	Individual Budget Items:	Amount:	2022
	Informational Ed Materials	\$250.00	\$150.00
	Postage for phone tree		\$120.00
	Miscellaneous		\$ 30.00

Ministry: Fellowship		Lay Minister: Vacant		
Time and Talents	Treasure			
What people resources does this ministry need for 2022? People to help with overall planning and coordination? Maybe a person to lead a specific ministry or project? Or maybe there is a leader within the ministry who needs others to help him or her?	2021 Budget	\$ 1,000.00		
	2021 Expenses YTD			
	2022 Budget Proposal	\$1,200.00		
	<i>Mark essential budget items with an "X" in the righthand column.</i>			
		Individual Budget Items:	Amount:	2022
		Picnic Shelter	\$ 20.00	\$ 20.00
		Paper Plates & Supplies	\$ 600.00	\$600.00
	Food to support fellowship activities, which assumes we will be able to have such activities.	\$ 200.00	\$400.00	
	Coffee Cart Supplies	\$ 100.00	\$100.00	
	Miscellaneous	\$ 80.00	\$ 80.00	

Ministry: Pastoral		Pastor Brooks	
	2021 Budget	\$ 7,750.00	
	2021 Expenses YTD		
	2022 Budget Proposal	\$8,150.00	
<i>Mark essential budget items with an "X" in the righthand column.</i>			
	Individual Budget Items:	Amount:	2022
	Continuing Education	\$ 800.00	\$ 800.00
	Books	\$ 500.00	\$ 500.00
	Professional Expenses/Organizations	\$ 450.00	\$ 450.00
	Discretionary	\$ 250.00	\$ 250.00
	Pastoral Conferences (Local)	\$ 750.00	\$ 750.00
	Conferences, Books, Misc. (Kuehn)	\$ 400.00	\$ 400.00
	Sabbatical Fund	\$ 5,000.00	\$5,000.00

PROPOSED FUNDING FOR MINISTRY 2022

Grace Evangelical Lutheran Church

As recommended by Parish Ministry Council on October 28th, 2021

Ministry: Worship Ministry		Lay Minister: Geoff Heintzelman		
What is the mission and/or vision of this ministry? What will you be doing in 2022?				
Time and Talents	Treasure			
What people resources does this ministry need for 2022? People to help with overall planning and coordination? Maybe a person to lead a specific ministry or project? Or maybe there is a leader within the ministry who needs others to help him or her?	2021 Budget	\$10,100.00		
	2021 Expenses YTD			
	2022 Budget Proposal	\$10,500.00		
	<i>Mark essential budget items with an "X" in the righthand column.</i>			
	Individual Budget Items:	Amount:	2022	
	Altar Guild	\$ 900.00	\$ 900.00	
	General	\$ 200.00	\$ 200.00	
	Music – Guest Musicians	\$ 1,500.00	\$1,500.00	
	Instrument Tuning/Repairs	\$ 1,900.00	\$1,900.00	
	Music	\$ 500.00	\$ 500.00	
Copyright Licenses	\$ 600.00	\$ 600.00		
Committee Study Resources	\$ 100.00	\$ 100.00		
Worship Resources	\$ 1,200.00	\$1,200.00		
Supply Pastors (\$400/Sunday x 4)	\$ 1,200.00	\$1,600.00		
Equipment for Live-streaming	\$ 2,000.00	\$2,000.00		

Ministry: Outreach		Lay Minister: Gary Stuhlmiller		
What is the mission and/or vision of this ministry? What will you be doing in 2022?				
GOD BLESSES US WITH TIME, TALENT, AND TREASURE. WE CANNOT FAITHFULLY PLAN HOW TO USE ONE OF THOSE WITHOUT ALSO CONSIDERING HOW TO USE THE OTHER TWO.				
Time and Talents	Treasure			
What people resources does this ministry need for 2022? People to help with overall planning and coordination? Maybe a person to lead a specific ministry or project? Or maybe there is a leader within the ministry who needs others to help him or her?	2021 Budget	\$17,500.00		
	2021 Expenses YTD			
	2022 Budget Proposal	\$18,900.00		
	<i>Mark essential budget items with an "X" in the righthand column.</i>			
	Individual Budget Items:	Amount:	2022	
	District/Synod Share	\$14,000.00	\$15,000.00	
	Urban Ministries	\$ 400.00	\$ 400.00	
	Duke Lutheran Ministry	\$ 700.00	\$ 700.00	
	Youth Servant Event	\$ 1,000.00	\$ 1,000.00	
	LWML	\$ 700.00	\$ 500.00	
New Ministry	\$ 200.00	\$ 400.00		
Grace House	\$ 500.00	\$ 500.00		
GLC App (1/3)		\$ 400.00		

PROPOSED FUNDING FOR MINISTRY 2022

Grace Evangelical Lutheran Church

As recommended by Parish Ministry Council on October 28th, 2021

Ministry: Mutual Care	Lay Minister: Barbara Tippin		
What is the mission and/or vision of this ministry? What will you be doing in 2021?			
<p>We are a church that cares for the entire community that God has placed in our midst. We are inspired by the Holy Spirit to be compassionate, caring and loving in all our relationships. When at our best we intentionally support efforts to foster the well-being of our members and friends, both spiritually and physically. By encouraging and equipping our faith community, we promote Christ-like care that 'welcomes everyone to walk the way of Grace.'</p>			
Time and Talents	Treasure		
<p>What people resources does this ministry need for 2022? People to help with overall planning and coordination? Maybe a person to lead a specific ministry or project? Or maybe there is a leader within the ministry who needs others to help him or her?</p> <p>We have 6 Deacons currently participating in the Mutual Care Ministry. Stephen Ministry has 5-6 active ministers. Deacons are still working through specific aspects of the ministry in view of our mission/vision, and goal setting. We are currently in discussion on possible new goals and directions of the ministry (in light of our mission) or how to rework current parts of the ministry to mesh more closely with our mission. All parts are evolving yet and we are working to reach consensus on what we want to continue doing and what we want to discontinue or change.</p>	2021 Budget	\$ 2,635.00	
	2021 Expenses YTD		
	2022 Budget Proposal	\$2,635.00	
	Individual Budget Items:		2022
	Stephen Ministry Books	\$ 275.00	\$275.00
	Deacons continuing education books/materials	\$ 150.00	\$150.00
	Care of Baptized Children Bibles and Supplies, Postage	\$ 120.00	\$120.00
	Grief Books/Postage	\$ 350.00	\$350.00
	Growing thru Grief Dues	\$ 300.00	\$300.00
	Compassion Ministry Christmas	\$ 120.00	\$120.00
Compassion Ministry Easter	\$ 120.00	\$120.00	
Compassion Ministry Teacher Appreciation	\$ 120.00	\$120.00	
Boxes/Mailing/College/Military Care Packages (April, December)	\$ 550.00	\$550.00	
Prayer Shawl Postage	\$ 380.00	\$380.00	
Greeting Mugs/Magnets	\$ 150.00	\$150.00	

PROPOSED FUNDING FOR MINISTRY 2022

Grace Evangelical Lutheran Church

As recommended by Parish Ministry Council on October 17th, 2021

Ministry: Administration		Lay Minister: Erin Romes		
What is the mission and/or vision of this ministry? What will you be doing in 2022?				
Time and Talents	Treasure			
What people resources does this ministry need for 2022? People to help with overall planning and coordination? Maybe a person to lead a specific ministry or project? Or maybe there is a leader within the ministry who needs others to help him or her?	2021 Budget	\$235,026.15		
	2021 Expenses YTD			
	2022 Budget Proposal	\$259,030.56		
	Individual Budget Items:		Amount:	2022
	Archives	\$ 100.00	\$ 100.00	
	Computer Equipment/Services	\$ 600.00	\$ 1,000.00	
	Postage	\$ 1,800.00	\$ 1,600.00	
	Software Support	\$ 600.00	\$ 600.00	
	Software Training	\$ 100.00	\$ 100.00	
	Office Supplies	\$ 2,500.00	\$ 2,400.00	
	Equipment Lease & Overages	\$ 8,600.00	\$ 8,600.00	
	Salary Expense (Paychex)	\$ 1,900.00	\$ 1,900.00	
	Security System/Safety	\$ 300.00	\$ 300.00	
	Website Hosting	\$ 324.00	\$ 350.00	
	Council Leadership	\$ 1,000.00	\$ 1,000.00	
	Miscellaneous	\$ 1,000.00	\$ 1,000.00	
	Internet Expense	\$ 2,400.00	\$ 2,400.00	
	Telephone Expense	\$3,257.00	\$ 2,800.00	
	INSURANCE			
	Worker's Comp Insurance	\$ 1,428.00	\$ 1,370.00	
Fire/Casualty Insurance	\$10,163.00	\$ 10,540.00		
Salaries	\$127,445.48	\$145,569.28		
Employer Social Security	\$ 4,220.00	\$ 4,871.88		
Employer Medicare	\$ 990.00	\$ 1,139.40		
Retirement	\$ 7,718.00	\$ 9,000.00		
Disability	\$ 995.31	\$ 2,250.00		
Health Insurance	\$37,185.36	\$ 39,000.00		
Housing: Pastor	\$20,400.00	\$ 20,400.00		
Communication		\$ 1,578.00		

PROPOSED FUNDING FOR MINISTRY 2022
Grace Evangelical Lutheran Church
As recommended by Parish Ministry Council on October 28th, 2021

Ministry: Education/Faith Formation		Lay Minister: Bev Hudgins		
<p>What is the mission and/or vision of this ministry? What will you be doing in 2022?</p> <p>When at our best, we offer Christian Education for all ages*that guides us to an understanding of the Holy Scripture through the Lutheran Confessions** We actively foster the development of ongoing personal spiritual growth to generate excitement that comes by regularly participating in the rich learning environment that welcomes everyone to walk the way of Grace.</p> <p>We'll be recommending resources, in person, for the home and online for God's people to grow with Jesus.</p>				
Time and Talents	Treasure			
<p>What people resources does this ministry need for 2022? People to help with overall planning and coordination? Maybe a person to lead a specific ministry or project? Or maybe there is a leader within the ministry who needs others to help him or her?</p> <p>Serve on Discipleship planning team. Several people to head up resourcing teams for adult and youth opportunities.</p>	2021 Budget	\$ 4,178.50		
	2021 Expenses YTD			
	2022 Budget Proposal	\$4,800.00		
	<i>Mark essential budget items with an "X" in the righthand column.</i>			
	Individual Budget Items:	Amount:	2022	
	Portals of Prayer	\$ 300.00	\$ 300.00	
	Resource Center (Books & Software)	\$ 324.25	\$1,000.00	
	Confirmation	\$ 600.00	\$ 600.00	
	Educational Materials – includes subscription to RightNow Media	\$ 1,240.00	\$1,500.00	
	New Member Packets	\$200.00	\$ 500.00	
	Vacation Bible School	\$ 1,000.00		
	Youth Group	\$ 400.00	\$ 400.00	
	Resource Center Software Subscription	\$ 74.25		
iNeighborhood/Lutheran Hour Ministries (Scriptural Conversations...)	\$ 40.00			
Embrace Grace Student & Teacher materials		\$ 500.00		

PROPOSED FUNDING FOR MINISTRY 2022
Grace Evangelical Lutheran Church
 As recommended by Parish Ministry Council on October 28th, 2021

Properties & Facilities		Lay Minister: Mike Hunike		
What is the mission and/or vision of this ministry? What will you be doing in 2022?				
Time and Talents	Treasure			
What people resources does this ministry need for 2022? People to help with overall planning and coordination? Maybe a person to lead a specific ministry or project? Or maybe there is a leader within the ministry who needs others to help him or her?	2021 Budget	\$57,780.00		
	2021 Expenses YTD			
	2022 Budget Proposal	\$55,880.00		
	Individual Budget Items:	Amount:	2022	
	Church Maintenance:			
	<i>Cleaning Service</i>	\$ 8,500.00	\$8,500.00	
	<i>Exterminator</i>	\$ 340.00	\$ 340.00	
	<i>Maintenance/Service</i>	\$ 12,000.00	\$ 10,000.00	
	<i>Supplies</i>	\$ 2,200.00	\$1,800.00	
	<i>A/C Contract</i>	\$ 1,000.00	\$1,000.00	
	Church Utilities:			
	<i>Electric</i>	\$11,500.00	\$10,500.00	
	<i>Gas</i>	\$ 1,900.00	\$2,400.00	
	<i>Water/Sewer</i>	\$ 2,400.00	\$2,400.00	
	Grace House Mortgage			
	\$ 12,600.00	\$12,600.00		
	Grace House Maintenance:			
<i>Exterminator</i>	\$ 340.00	\$ 340.00 ✓		
<i>Maintenance/Service</i>	\$ 2,000.00	\$3,500.00		
Grace House Utilities:				
<i>Electric</i>	\$ 1,400.00	\$ 1,000.00		
<i>Gas</i>	\$ 1,100.00	\$1,100.00		
<i>Water/Sewer</i>	\$ 500.00	\$ 400.00		

PROPOSED FUNDING FOR MINISTRY 2022

Grace Evangelical Lutheran Church

As recommended by Parish Ministry Council on October 17th, 2021

MINISTRY NAME	2020 BUDGET	2021 BUDGET	2022 BUDGET
Stewardship	\$250.00	\$250.00	\$300.00
Fellowship	\$2,000.00	\$1,000.00	\$1,200.00
Worship	\$9,190.00	\$10,340.00	\$10,500.00
Outreach	\$17,300.00	\$17,500.00	\$18,900.00
Mutual Care	\$4,605.00	\$2,635.00	\$2,635.00
Administration	\$236,039.00	\$235,026.15	\$259,030.56
Education/Faith Formation	\$4,300.00	\$4,178.50	\$4,800.00
Pastoral	\$8,150.00	\$7,750.00	\$8,150.00
Properties and Facilities	\$62,480.00	\$57,780.00	\$55,880.00
		\$336,459.65	\$361,395.56
CAPITAL PROJECTS	-	\$25,000.00	-
**	-	-	\$16,745.85
	\$344,314.00	\$361,459.65	\$378,141.41

***Financial support of Miss Mollie's School of Grace*

Overall Budget

Ministry	2021 Budget	2021 Add. Giving	2021 YTD Expenses	Remaining
Administration	234,926.15		178426.92	56499.23
Education	4,178.50	429	1775.78	2831.72
Fellowship	1000		843.35	156.65
Mutual Care	2,635		1382.70	1253.30
Outreach	17,500		7110.16	10389.84
Pastoral	8,150		28.99	8121.01
Properties & Facilities	57,780.00		39593.68	18186.32
Stewardship	250		54.66	195.34
Worship	10,100	3209.70	12432.45	877.25
Totals	336,519.65		241648.69	98510.66

Quarterly Budget	Quarter #1	Quarter #2	Quarter #3	Quarter #4
Income:				
General Envelopes	82223.16	83881.08	74042.76	
General Plate	122	433	397.00	
Miscellaneous	6421.97	446.54	440.55	
Total	88767.13	84760.62	74880.31	
Running Total		173527.75	248408.06	248408.06

NOMINATIONS FOR DISTRICT OFFICERS, BOARD, COMMITTEES

Please have your Church Council/Voters Assembly take the following actions by December 15, 2021.

1. Nominate persons for the Board of Directors according to the following criteria: (SED Bylaws, Article IV)
 - President: An ordained minister nominated from within the SED
 - *Vice President: An ordained minister nominated from within your region
 - Secretary: An ordained minister nominated from within the SED
 - Treasurer: A layperson nominated from within the SED
 - Lay member: Laypersons (5) nominated from within the SED
 - Commissioned Ministers: Commissioned ministers (2) nominated from within the SED. At least one nominee shall be a rostered teacher.

You may nominate two individuals for each office using the enclosed nomination forms.

*Vice Presidents shall be nominated by congregations within the region in which they would serve. Regions are defined as follows: Northern Region, circuits 1-7; Central Region, circuits 8-12; Southern Region, circuits 13-19. Following the election of the Vice Presidents, a separate election by the convention delegates shall be held to determine the ranking of the Vice Presidents.

The following are currently members of the Board of Directors and are **eligible** and willing to be considered for re-election:

- 3rd Vice President: Lloyd Gaines (Northern Region)
- Layperson: Ron Bostick
- Layperson: Joe Carlin
- Layperson: Endalkachew Kidenawold
- Layperson: Nancy Nolley
- Commissioned Minister: Paula Weiss (DCE)
- Commissioned Minister: Susan Maack (Teacher)

The following are currently members of the Board of Directors who are **not** eligible or do **not** seek re-election:

- President: John Denninger
- 1st Vice President: William Beyer (Southern Region)
- 2nd Vice President: Bill Harmon (Central Region)
- Secretary: John Kassouf
- Treasurer: Thomas DeMik
- Layperson: Elizabeth Elgert

2. A District Nominating Committee to represent the 2025 Southeastern District Convention shall be elected by the 2022 District Convention. The nominating committee shall consist of one person from each geographical region: one shall be a minister of religion - ordained, one shall be a minister of religion - commissioned, and one shall be a layperson. These roles rotate every three years (SED Bylaws, Article V).
3. Please submit all nominations by **December 15, 2021.**

