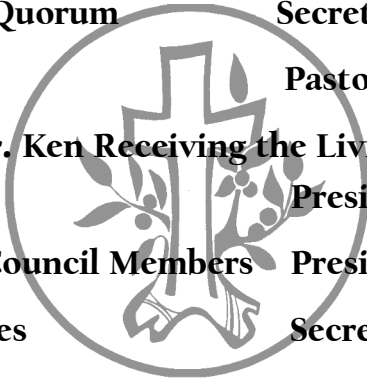


**SHARING GOD'S GRACE**  
**GRACE LUTHERAN CHURCH**  
**ANNUAL REPORT**  
**2019**

**Agenda**

- |  |                                  |
|--|----------------------------------|
| <b>I. Call to Order</b>  | <b>President, Andy Bellavia</b>  |
| <b>II. Determination of Quorum</b>                                 | <b>Secretary, Gayle Hoch</b>     |
| <b>III. Opening Prayer</b>   | <b>Pastor Amanda Bergstrom</b>   |
| <b>IV. Recognition of Pr. Ken Receiving the Living Loche Award</b> | <b>President, Andy Bellavia</b>  |
| <b>V. Introduction of Council Members</b>                          | <b>President, Andy Bellavia</b>  |
| <b>VI. Approval of Minutes</b>                                     | <b>Secretary, Gayle Hoch</b>     |
| <b>VII. Budget</b>   | <b>Treasurer, Kevin Kleinjan</b> |
| <b>VIII. Adjournment</b>   | <b>President, Andy Bellavia</b>  |
| <b>IX. Closing Prayer</b>  | <b>Pastor Ken Gibson</b>         |
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**ANNUAL MEETING**

**Sunday, February 16, 2020**

**12:05 P.M.**

1300 Kishwaukee Valley Road

Woodstock, Illinois 60098

[www.gracewoodstock.org](http://www.gracewoodstock.org)

**Please bring this report with you to the meeting.**

## Senior Pastor's Report to the Congregation

### Rev. Ken Gibson - Senior Pastor Grace Lutheran Church

Dear sisters and brothers in Christ,

Another year has concluded, and I pray you give thanks, as do I, for the many wonderful ways we at Grace serve God in Christ Jesus in this place and beyond.

These days it seems I find myself reflecting on and viewing things more deeply. It is the time of the year when we file end of year reports with the synod and our national church, and as such, I find myself truly thanking God for the joy of being called to serve with you in the mission and ministry we call "**Sharing God's Grace.**" As I write this, I realize that I will soon be starting my 12<sup>th</sup> year here at Grace and, in June, will celebrate my 25<sup>th</sup> year in service to the Church as an ordained clergy. Maybe it is age that has me looking at things differently. But while I may not see things as simple as I perhaps once did, one thing is certain. My faith continues to grow, and I hope and pray it will do so all of my days. It is a joy to come to know Christ more and more fully each passing year and I pray the same holds true for all of us.

A scripture text that comes to my mind is 1Corinthians 13:8-13;

*8 Love never ends. But as for prophecies, they will come to an end; as for tongues, they will cease; as for knowledge, it will come to an end. 9 For we know only in part, and we prophesy only in part; 10 but when the complete comes, the partial will come to an end. 11 When I was a child, I spoke like a child, I thought like a child, I reasoned like a child; when I became an adult, I put an end to childish ways. 12 For now we see in a mirror, dimly, but then we will see face to face. Now I know only in part; then I will know fully, even as I have been fully known. 13 And now faith, hope, and love abide, these three; and the greatest of these is love.*

This text speaks to me with regard to how our faith is always growing. Our sense of love for God and each other is progressing, and my joy comes in the reality that we do such together in this place we call Grace.

There have been many highlights this past year at Grace, and I ask you to review the great ministries we share and report on in this year's report. But let me point out a few here that particularly bring a smile to my face.

- **Grace Preschool.** Despite some initial setbacks, through the coordinated and dedicated effort of the existing staff and our committee, we were able to secure a new director and increase our attendance once again to a very respectable level. We welcome Dawn Domanus as our new Director, thank our teachers for the wonderful dedication to this ministry and are grateful to those parents who chose a faith-based education for their preschool-aged children.
- **Lunches for Learning.** Through the cooperation of the Lunches for Learning ministry and by coordinating resources with Peace Lutheran Church in Spring Hill, TN, we were able to feed many more hungry children in Honduras. This ministry is funded through the Grace Endowment.
- **Grace staff.** The fine individuals who make up the ministry staff here at Grace continue to be a blessing to me and to all they serve. I thank each and every one of them for their tireless efforts in the sharing of God's Grace.

In terms of some of last year's numbers:

- God called 17 saints to God's heavenly banquet
- We welcomed 9 new members through the waters of baptism and 26 new members through confession of faith and acceptance

As Paul writes in Ephesians chapter one; ***I Give thanks for your faith in the Lord Jesus and your love toward all the saints.*** May the mission we share be bold and full of joy in the new year ahead.

*Pastor Ken Gibson*

## Associate Pastor's Report to the Congregation

### Rev. Amanda Bergstrom - Associate Pastor Grace Lutheran Church

Dear beloved children of God, thank you for being a part of this faith community. It is an honor to journey through life and faith with you.

Throughout the past year we have tried to pay attention to the vitality of this faith community— noticing God's gifts of life and mission in our own relationships with God, our relationships with one another, and our relationships with neighbors near and far. The love of God in Christ is vibrant and we are called to share in and celebrate God's work through our hands.

At Grace, we continue to gather around the word of God and sacraments of baptism and Holy Communion. Then, as we hear God's good news and are nourished and sent back into the world, we try to live into God's promises in our daily lives. Beyond worship, people of faith gather at Grace for Bible study and Christian Education; we gather around meals of good food and fellowship; and we bring meals and soup and bread and wine to people too.

I give thanks to God for the variety of gifts that God has given each of us, and the amazing ways that Christ unites our gifts together to the glory of God. I am eager to see how we may continue and grow in giving in the year ahead, and I invite you to consider how God is calling you to support or create or renew the ministries of Grace Lutheran Church? Thank you for giving of your time, talent, and treasure; a beautiful variety of gifts united by Christ.

This summer I will be away from the life of our congregation from June 1-August 31 for a sabbatical leave. I am grateful for Grace's sabbatical policy and council's support for this sabbatical. This summer I will have served as one of your pastors for nine years, and I am grateful for the upcoming time of renewal and reflection. Last year we received news that Grace has been awarded a \$50,000 grant from the Lilly Endowment National Clergy Renewal Program, which will fund my renewal activities, Grace's pastoral coverage expenses, and congregational renewal activities, as detailed in our grant proposal.

The theme of my sabbatical and renewal is going marveling—to be filled with wonder at God's presence revealed in creation, relationships, and travel. During my renewal leave I will explore physical and spiritual care practices, explore Celtic spirituality at the Iona Community in Scotland and travel in Ireland, spend time with my family, nurture important friendships, and gather with ELCA Rostered Ministers. Congregational renewal activities will follow the theme of going marveling at God's presence, and include a staff retreat and a return celebration with a guest artist's "Drawn to the Word" worship service.

I look forward to journeying through the nearing seasons of Lent and Easter with you, I am grateful for this upcoming sabbatical, and I am excited to see how a time of renewal and reflection will lead into continued ministry with you in the fall and seasons to follow. May God continue to stir up in us a sense of wonder at the gifts of God and blessings of being in this faith community; and may the love and grace of God keep calling us to lives of faithfulness, service, grace and joy in Christ's name.

*Peace,*  
*Pastor Amanda Bergstrom*

## **Report from the Congregational President-Andy Bellavia**

When I reflect on my time at Grace, I realize that Mary Beth and I have been members for more than 30 years. I don't feel old enough to have done anything for 30 years, but the numbers don't lie. I was confirmed at Grace as an adult, Rachel and Zach were both baptized and confirmed here, and many other fond memories were created in the company of my church family. I love you all deeply.

In that span of time, we as a church family have also faced trying times. Who, amongst the members of that day, will ever forget when one of the beams in the sanctuary cracked? How emergency scaffolding was put up in the middle of the night, and we lived for months without a sanctuary or Grace Center, worshipping in Luther Hall until repairs were made? The Grace family weathered that near-disaster and others. Like many families, we overcame those difficulties and built on our strengths.

Today we have many strengths. Bucking the national trend, we have remained relatively stable in membership the last several years. We have a number of ministry opportunities both locally and globally. Grace extends its reach through the administration of a healthy endowment fund, offering both scholarships and grants for others to express their calling from God through their own organizations. It is a delight to see the number of young people we have living out their individual calling in different ways.

None of this happens on its own. Every one of us contributes our gifts as we are called, including our pastors, staff, council, committee members, teachers, and volunteers. Many people work tirelessly as we share God's grace together. I am thankful for every one of them.

God's peace be with you, *Andy Bellavia*

## **Report from the Congregational Vice President-Lisa Banker**

In Matthew 18:20, Jesus tells us "for where two or three are gathered in my name, I am there among them." We are often reminded of the importance of this community of faith – both by those in our Lutheran heritage (Dietrich Bonhoeffer) and by those in our pulpit (Pastor Ken). The idea is that as we gather in worship and fellowship each week we continue God's ministry and renew ourselves in Christ for the upcoming week. To be honest, there are some times that, to the introvert in me, the idea of participating in that weekly community can be overwhelming. And I can convince myself that my faith won't suffer if I miss a week of worship.

Recently, during the Advent season, I was asked to share my faith experiences and beliefs with the confirmation class. As I was preparing my remarks, I realized that going to church isn't just all about me and what I'm getting out of it. Part of being a member of a faith community is trusting that God has made us all interconnected for a reason. Perhaps, I think I don't need interaction that day; but, on that day, someone needs my presence in their life. My epiphany tells me that when I don't want to go for myself, I will go for the greater community. I might be just the person that someone else needs to interact with that week or the person a visitor should meet during that visit. The church community is us together – our flaws and our virtues.

Bonhoeffer says,

*"The first service one owes to others in a community involves listening to them. Just as our love for God begins with listening to God's Word, the beginning of love for others is learning to listen to them. God's love for us is shown by the fact that God not only gives God's Word, but also lends us God's ear... Christians who can no longer listen to one another will soon no longer be listening to God either."*

St. Paul writes in Roman 12:5 "so in Christ we, though many, form one body, and each member belongs to all the others."

I am privileged and blessed to belong to the Grace Lutheran community and value each and every one of you. Thank you for your faith, your presence and your love. *Lisa Banker*

**Report from Grace Lutheran Director of Preschool Ministries ~**  
**Dawn Domanus**

This is my first year here at Grace and I want to thank everyone for welcoming me so warmly. I feel truly blessed to be here. I am fortunate to work with dedicated, experienced and loving teachers. I am thankful for the wonderful board members that work with me to support the school.

Here at the preschool our goal is to help children develop a sense of independence, strong self-esteem, and an awareness of being a unique child of God. We strive to help each child grow in faith and be a model of Christian values. We aim to give each child a strong foundation for their future education and prepare them for kindergarten. We promote a strong parent/teacher relationship that enhances their child's school experience and learning. The teachers create an extensive portfolio for each child that includes projects, writing samples, and pictures of them taken throughout the year.

We are looking forward to our 2020 school year.

*Dawn Domanus*

<b><u>Grace Lutheran Church Statistics</u></b>	<b><u>2018</u></b>	<b><u>2019</u></b>
<b>Average Worship Attendance</b>	<b>297</b>	<b>283</b>
<b>Total Attendance</b>	<b>15,426</b>	<b>14,731</b>
<b>Baptisms</b>	<b>13</b>	<b>9</b>
<b>Confirmed</b>	<b>14</b>	<b>11</b>
<b>Weddings</b>	<b>5</b>	<b>3</b>
<b>Funerals</b>	<b>15</b>	<b>17</b>
<b>New Members</b>	<b>12</b>	<b>26</b>

## Minutes of the Congregational Meeting- August 2019

<b>Meeting Name</b>		Grace Lutheran Church Congregational Meeting		
<b>Presiding</b>		Andy Bellavia, President		
<b>Date of Meeting:</b>		August 25, 2019		
<b>Meeting Objective:</b>		Congregational meeting		
<b>Meeting Attendees</b>		A quorum of members of the congregation were present		
<b>Minutes Compiled by</b>		Gayle Hoch, Council Secretary		
<b>Location</b>		Grace Sanctuary	<b>Time</b>	11:05 A.M.
<b>Discussion Points/ Notes</b>	<b>Recommendations/Decisions/Actions</b>			<b>Summary</b>
<b>Call to order</b>	President Andy Bellavia called the meeting to order at 11:05 a.m.			<i>Quorum determined</i>
<b>Opening prayer</b>	A quorum of 54 members were present for the meeting. Pastor Ken Gibson gave the opening prayer.			<i>Opening prayer</i>
<b>February 2019 Meeting Minutes</b>	Council members were introduced including: Andy Bellavia, Lisa Banker, Gayle Hoch, Jessica Potoczky, Mike Freeman, Gretchen Hutchens, Kevin Kleinjan, Mike Liedtke, Matt Meiners, Hannah Paulson. Accepting continuing terms of service in their positions were Andy Bellavia and Gayle Hoch. Pastor Ken and Andy Bellavia expressed thanks to retiring Council Member Cathy Buhrow for her 6 years of continuing service to the Church Council.			<i>February 2018 Minutes Approved</i>
<b>Financial Report</b>	Paul Lockwood moved to approve the Minutes of the February 26, 2018, Meeting Minutes, seconded by Marlene Botts. Motion was approved. Jessica Potoczky provided the Treasurer's Report showing an actual net income of \$14,789. Budgeted amount was \$20,849. Brian Gerloff asked why there was a deficit. It was noted that the second half of the year of giving is always more. Brian then moved to accept the Treasurer's report and seconded by Ron Koehn.			<i>Financial Report</i>
<b>Council and board election</b>	The presentation of the ballots with the slate of submitted candidates were passed out for voting and Pastor Ken reported all 54 ballots approved the submitted nominees.			<i>Elections</i>
<b>Synod Assembly Report</b>	Caryl Dierksen, one of the Church attendees to the Northern Illinois Synod Assembly, gave a detailed daily report of activities, events and speakers on behalf of our members participating at the Assembly, with a strong recommendation to members of our congregation to attend the Assembly when given an opportunity.			<i>Synod Assembly</i>
<b>Adjournment</b>	On a motion by Bob Shook and a second by Karen Reinhard the meeting adjourned at 11:46 a.m.			<i>Meeting Adjourned</i>
<b>Closing Prayer</b>	Pastor Amanda offered the Closing Prayer.			<i>Closing Prayer</i>
		Gayle Hoch, Council Secretary		

## Dedicated Funds Summary 2019

	<b>Balance</b>
Total 2150 · Memorials & Gifts	\$ 79,500.37
Total 2207 · Sabbatical Leave Funding	\$ 3,999.96
Total 2208 · Lilly Grant	\$ 46,812.71
Total 2210 · Adult Education	\$ (157.28)
Total 2215 · Assist-Thanks, Christmas Good Sam	\$ 739.78
Total 2217 · Direct Assistance Program	\$ 25.00
Total 2222 · Women's Retreat	\$ 1,479.92
Total 2225 · Coffee Ministry	\$ (3,001.96)
Total 2227 · Vineyard	\$ (2.81)
Total 2230 · Discretionary Pastor Ken	\$ 9,158.44
Total 2231 · Discretionary Pastor Amanda	\$ 6,078.70
Total 2235 · Festival Decorations	\$ 4,280.42
Total 2238 · Food Pantry	\$ 153.00
Total 2250 · Kitchen	\$ 527.35
Total 2255 · Library and Archives	\$ 172.16
Total 2260 · Graceful Men	\$ 108.40
Total 2270 · PADS	\$ 2,801.48
Total 2273 · Preschool Expenditures	\$ -
Total 2275 · PrimeTime	\$ 3,431.99
Total 2277 · Rummage Sale	\$ 50.40
Total 2285 · Seniors Program	\$ 2,962.60
Total 2292 · Vacation Bible School	\$ 3,770.62
Total 2295 · WELCA	\$ 711.63
Total 2305 · World Hunger	\$ 195.00
Total 2306 · Synod Special Giving	\$ 2,463.00
Total 2307 · Lunches for Learning	\$ 671.90
Total 2310 · High School Youth Programs	\$ 7,402.61
Total 2318 · Young Adults Fellowship Group	\$ 354.30
Total 2320 · Fair Trade Coffee	\$ 1,998.31
Total 2330 · Confirmation Camp	\$ 2,884.91
Total 2332 · Diaper Fund	\$ 90.00
Total 2335 · Adopt A Sailor	\$ 150.00
Total 2350 · Hymnals	\$ 280.62
Total 2351 · Devotionals	\$ (296.41)
Total 2355 · Worship Ministry	\$ 1,379.74
Total 2370 · Discipleship Ministry/Adult Ed	\$ 190.35
Total 2372 · Stephen Ministries	\$ (107.62)
Total 2375 · Spirituality Ministry	\$ 1,208.40
Total 2380 · Youth Ministry	\$ 1,500.00
Total 2385 · Leadership Ministry	\$ 822.41
Total 2390 · Cash Reserve	\$ 23,236.90
Total 2395 · Capital Reserve Fund	\$ 128,483.18
Total 2399 · Endowment Comm-Grants & Scholar	\$ 20.00
Total 2400 · Misc.	\$ 5,336.93
Total 2460 · Capital Campaign	\$ 70,361.90
<b>Total 2200 · Dedicated Funds</b>	<b>\$ 412,229.31</b>

## Statement of Income and Expenses 2019

### Ordinary Income/Expense

#### Income

##### 3000 · Income

##### 3005 · Giving

3010 · Pledges & Envelopes \$515,972.71

3030 · Loose Offering \$ 29,842.71

3040 · Sunday School \$ 160.98

3050 · Special Services \$ 10,713.00

3051 · Bulletins & Presence Light \$ 2,230.00

**Total 3005 · Giving \$558,919.40**

##### 3055 · Other Receipts

3060 · Facility Use \$ 5,550.00

3065 · Counseling Services \$ -

3070 · Interest Income \$ 3,274.17

**Total 3055 · Other Receipts \$ 8,824.17**

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**Total 3000 · Income \$ 567,743.57**

#### Expense

##### 4100 · BENEVOLENCE

4110 · Northern Illinois Synod \$ 52,700.04

4115 · Social Ministry \$ 7,500.00

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**Total 4100 · BENEVOLENCE \$ 60,200.04**

##### 4200 · COMPENSATION

##### 4205 · Gross Payroll

**Total 4205 · Gross Payroll \$ 307,284.74**

4250 · FICA/Medicare Allowance \$ 23,514.08

4260 · Pension Contribution \$ 21,666.36

4270 · Health & Dental Admin. \$ 40,258.20

4280 · Workers Comp. Insurance \$ 3,619.05

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**Total 4200 · COMPENSATION \$396,342.43**

##### 4300 · ADMINISTRATION

4305 · Legal Fees \$ 10.00

4310 · Audit \$ 2,000.00

4312 · Bank Fees \$ 1,754.79

4314 · Strategic Planning \$ 1,000.00

4315 · Continuing Education \$ 1,120.03

4320 · Convention & Meetings \$ 1,375.12

4325 · Equipment Rental/Maint. \$ 2,126.09

4327 · Computer Services & Software \$ 5,000.55

##### 4330 · Office Supplies

4460 · Stationery \$ 3,123.77

4330 · Office Supplies - Other \$ 1,611.45

**Total 4330 · Office Supplies \$ 4,735.22**



## Cont. Statement of Income and Expenses 2019

4335 · Postage	\$ 2,356.75
4345 · Telephone & Internet	
4345-1 · Cell Phone	\$ 1,495.00
4345-2 · Internet	\$ 3,386.65
4345 · Telephone & Internet - Other	\$ 189.00
<b>Total 4345 · Telephone &amp; Internet</b>	<b>\$ 5,070.65</b>
4350 · Transportation	
4351 · Mileage & Tolls	\$ 2,461.75
<b>Total 4350 · Transportation</b>	<b>\$ 2,461.75</b>
<b>Total 4300 · ADMINISTRATION</b>	<b>\$ 29,010.95</b>
<b>4400 · COMMUNICATION/EVANGELISM</b>	
4415 · Newspaper Ads	\$ 760.00
4420 · Evang. Team Projects	\$ -
4440 · Chamber of Commerce Membership	\$ 144.00
4475 · Special Projects/Artwork	\$ 99.85
4485 · Coffee Ministry	\$ 50.32
<b>Total 4400 · COMMUNICATION/EVANGELISM</b>	<b>\$ 1,054.17</b>
<b>4500 · EDUCATION</b>	
4505 · Adult Education	\$ 44.69
4506 · Marriage Counseling Material	\$ (220.00)
4510 · Confirmation	\$ 7,578.17
4515 · Library	\$ 745.42
4520 · Sunday School	
4520-A · Rally Day	\$ 132.07
4520-B · Materials	\$ 519.66
4520-C · Bibles	\$ 234.25
4520-E · Supplies	\$ 144.82
4520-G · First Communion	\$ 257.43
4520 · Sunday School - Other	\$ 71.13
<b>Total 4520 · Sunday School</b>	<b>\$ 1,359.36</b>
4525 · Vacation Bible School	\$ -
4530 · Children's Sermons	\$ 23.96
<b>Total 4500 · EDUCATION</b>	<b>\$ 9,531.60</b>
<b>4640 · SPIRITUALITY TEAM</b>	
4642 · Homebound Baskets	\$ 165.94
4640 · SPIRITUALITY TEAM - Other	\$ -
<b>Total 4640 · SPIRITUALITY TEAM</b>	<b>\$ 165.94</b>
<b>4650 · STEWARDSHIP</b>	
4651 · Offering Envelopes	\$ 2,810.71
4652 · Stewardship Programming	\$ 288.80
<b>Total 4650 · STEWARDSHIP</b>	<b>\$ 3,099.51</b>
<b>4700 · PROPERTY - BUILDING</b>	
4705 · Church Maintenance	\$ 9,342.26
4710 · Custodial Supplies	\$ 3,552.57
4715 · Insurance	\$ 18,073.80
4725 · Real Estate Taxes	\$ 3,516.10
4735 · Scavenger Services	\$ 1,442.20
4740 · Service Contracts	\$ 13,124.80
4745 · Utilities	\$ 25,879.53
<b>Total 4700 · PROPERTY - BUILDING</b>	<b>\$ 74,931.26</b>

## Cont. Statement of Income and Expenses 2019

### 4760 · PROPERTY - GROUNDS

4765 · Grounds Maintenance/Upkeep	\$ 918.69
4766 · parking Lot Maintenance	\$ 2,000.00
4770 · Snow/Lawn Services	
4770-A · Lawn Mowing & Leaf Pick Up	\$ 2,638.37
4770-B · Snow Removal & Salt	\$ 1,598.53
4770-C · Fertilize-Weed Control	\$ -
4770 · Snow/Lawn Services - Other	\$ -
Total 4770 · Snow/Lawn Services	\$ 4,236.90
4776 · Truck Insurance	\$ 961.80

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**Total 4760 · PROPERTY - GROUNDS** **\$ 8,117.39**

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### 4800 · WORSHIP

#### 4801 · Music

4805 · Bell Choirs	\$ 60.85
4810 · Chancel Choir	\$ 433.98
4820 · Copyrights	\$ 695.00
4825 · Instrumentalists	\$ 952.00
4841 · Special Choir Programming	\$ 160.37
4850 · Youth Choirs	\$ -
4801 · Music - Other	\$ 20.00

Total 4801 · Music \$ 2,322.20

4860 · Piano & Organ Maint. \$ 1,158.50

#### 4870 · Worship Service Expenses

4871 · Holiday Worship Supplies/Exp.	\$ 255.31
4873 · Weekly Worship Supplies/Expense	\$ 1,541.23
4874 · Communion Supplies/Expenses	\$ 309.00
4875 · Baptismal Supplies/Expenses	\$ 52.47
4870 · Worship Service Expenses - Other	\$ 146.09

Total 4870 · Worship Service Expenses \$ 2,304.10

4885 · Nursery Supervision \$ 82.88

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**Total 4800 · WORSHIP** **\$ 5,867.68**

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### 4900 · DEBT SERVICE

4901 · Mortgage Principal	\$ -
4902 · Mortgage Interest	\$ 7,064.28
4904 · Readet Interest	\$ 9,015.60

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**Total 4900 · DEBT SERVICE** **\$ 16,079.88**

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4980 · Endowment Grant Disbursements \$ -

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**Total Expense** **\$604,400.85**

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**Net Ordinary Income** **\$ (36,657.28)**

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**Net Income** **\$ (36,657.28) Net Income**

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## Assets, Liabilities & Fund Balances

### ASSETS

#### Current Assets

##### Checking/Savings

1000 · Checking	\$ 99,688.29
1010 · Money Market Fund	\$ 266,433.23
1040 · Pastor's Discretionary	\$ 886.97

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<b>Total Checking/Savings</b>	<b>\$ 367,008.49</b>
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##### Other Current Assets

1275 · Preschool	\$ (350.00)
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<b>Total Other Current Assets</b>	<b>\$ (350.00)</b>
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<b>Total Current Assets</b>	<b>\$ 366,658.49</b>
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#### Fixed Assets

1510 · Furniture & Fixtures-Original	\$ 514,623.00
1511 · A/D Furn & Fixtures-Original	\$ (514,623.00)
1512 · Furniture & Fixtures - Current	\$ 44,592.48
1513 · A/D Furniture & Fixtures	\$ (44,592.48)
1515 · Computers & Office Equip.	\$ 47,524.49
1517 · A/D Computers & Office Equip.	\$ (45,235.72)
1530 · Grace Church Land	\$ 152,000.00
1531 · Grace Church Building	\$ 2,683,896.74
1533 · A/D Grace Building	\$(1,933,804.59)
1540 · Garage	\$ 15,000.00
1541 · A/D Garage	\$ (12,562.50)
1542 · Vehicles	\$ 42,344.00
1543 · A/D Vehicles	\$ (28,919.90)
1550 · Zibell Land	\$ 87,500.00
1560 · Tower Land	\$ 54,128.75
1600 · Preschool Furniture and Fixture	\$ 20,546.00
1620 · A/D Preschool Assets	\$ (20,546.00)

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<b>Total Fixed Assets</b>	<b>\$ 1,061,871.27</b>
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#### Other Assets

1810 · Endowment Fund	\$ 1,139,535.27
1820 · Allen Fund	\$ 165,850.44
1830 · Readell Fund	\$ 347,116.20

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<b>Total Other Assets</b>	<b>\$ 1,652,501.91</b>
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<b>TOTAL ASSETS</b>	<b>\$ 3,081,031.67</b>
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## Cont. Assets, Liabilities & Fund Balances

### LIABILITIES & EQUITY

#### Liabilities

##### Current Liabilities

##### Accounts Payable

2000 · Accounts Payable	\$ (0.01)
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<u>Total Accounts Payable</u>	<u>\$ (0.01)</u>
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##### Other Current Liabilities

2200 · Dedicated Funds	\$ 410,129.23
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2495 · Employee Pension Contribution	\$ 29.20
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2499 · Payroll Liabilities	\$ (567.91)
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<u>Total Other Current Liabilities</u>	<u>\$ 409,590.52</u>
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<u>Total Current Liabilities</u>	<u>\$ 409,590.51</u>
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##### Long Term Liabilities

2511 · Church Mortgage	\$ 170,285.76
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<u>Total Long Term Liabilities</u>	<u>\$ 170,285.76</u>
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<u>Total Liabilities</u>	<u>\$ 579,876.27</u>
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#### Equity

2965 · Memorials & Gifts-prior years	\$ 6,753.00
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2990 · Retained Earnings	\$ 2,394,356.84
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Net Income	\$ 100,045.56
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<u>Total Equity</u>	<u>\$ 2,501,155.40</u>
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<u><b>TOTAL LIABILITIES &amp; EQUITY</b></u>	<u><b>\$ 3,081,031.67</b></u>
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# 2020 Budget Proposal

Ordinary Income/Expense	Proposed 2020
Income	
3000 · Income	
3005 · Giving	
3010 · Pledges & Envelopes	\$ 525,270.00
3030 · Loose Offering	\$ 26,263.50
3040 · Sunday School	\$ 150.00
3050 · Special Services	\$ 10,505.40
3051 · Bulletins & Presence Light	\$ 2,000.00
<b>Total 3005 · Giving</b>	<b>\$ 564,188.90</b>
3055 · Other Receipts	
3060 · Facility Use	\$ 5,400.00
3070 · Interest Income	\$ 3,000.00
<b>Total 3055 · Other Receipts</b>	<b>\$ 8,400.00</b>
<b>Total Income</b>	<b>\$ 572,588.90</b>
Expense	
4100 · BENEVOLENCE	
4110 · Northern Illinois Synod	\$ 42,022.00
4115 · Social Ministry	\$ 7,500.00
4150 · Misc. - Benevolence	
<b>Total 4100 · BENEVOLENCE</b>	<b>\$ 49,522.00</b>
4200 · COMPENSATION	
4205 · Gross Payroll	\$ 310,634.69
4250 · FICA/Medicare Allowance	\$ 23,763.58
4260 · Pension Contribution	\$ 20,394.29
4270 · Health & Dental Admin.	\$ 39,068.44
4280 · Worker's Compensation Insurance	\$ 4,000.00
<b>Total 4200 · COMPENSATION</b>	<b>\$ 397,861.00</b>
4300 · ADMINISTRATION	
4305 · Legal Fees	\$ 10.00
4310 · Audit	\$ 2,000.00
4312 · Bank Fees	\$ 1,800.00
4313 · Call Committee / Moving Expense	
4314 · Strategic Planning	\$ -
4315 · Continuing Education	\$ 1,500.00
4320 · Convention & Meetings	\$ 1,500.00
4325 · Equipment Rental/Maint.	\$ 1,959.59
4327 · Computer Services & Software	\$ 5,300.00
4460 · Stationery	\$ 3,200.00
4330 · Office Supplies - Other	\$ 1,700.00
4335 · Postage	\$ 2,600.00
4345 · Telephone	
4345-1 · Cell Phone	\$ 1,560.00
4345 · Telephone & Internet	\$ 3,989.00
4350 · Transportation	
4351 · Mileage & Tolls	\$ 2,500.00
4352 · Auto Lease	
4353 · Auto Insurance	
4354 · Auto Maint. & Exp.	
<b>Total 4300 · ADMINISTRATION</b>	<b>\$ 29,618.59</b>

## 2020 Budget Proposal Continued

<b>4400 · COMMUNICATION/EVANGELISM</b>		
4405 · Evangelism - Advertising		
4415 · Newspaper Ads	\$	750.00
4420 · Evang. Team Projects	\$	50.00
4440 · Chamber of Commerce Membership	\$	144.00
4455 · New Member Photo/Receipt.	\$	50.00
4475 · Special Projects/Artwork	\$	100.00
4480 · e-Newsletter Expenses		
4485 · Coffee Ministry	\$	150.00
<b>Total 4400 · COMMUNICATION/EVANGELISM</b>	<b>\$</b>	<b>1,244.00</b>
<b>4500 · EDUCATION</b>		
4505 · Adult Education	\$	175.00
4510 · Confirmation		
4510-A · Confirmation Camp	\$	8,000.00
4510-F · Confirmation Funding/Non operating		
4515 · Library	\$	750.00
4520 · Sunday School	\$	1,500.00
4520-A · Rally Day		
4520-B · Materials		
4520-C · Bibles		
4520-E · Supplies		
4520-G · First Communion		
4525 · Vacation Bible School		
4525-F · Vacation Bible School Funded	\$	1,500.00
4500 Education - Other		
<b>Total 4500 · EDUCATION</b>	<b>\$</b>	<b>11,925.00</b>
<b>4630 · FELLOWSHIP</b>		
<b>4640 · SPIRITUALITY TEAM</b>		
4640 · SPIRITUALITY TEAM - Other	\$	150.00
<b>Total 4640 · SPIRITUALITY TEAM</b>	<b>\$</b>	<b>150.00</b>
<b>4650 · STEWARDSHIP</b>		
4651 · Offering Envelopes	\$	2,900.00
4652 · Stewardship Programming	\$	300.00
4653 · Misc.		
<b>Total 4650 · STEWARDSHIP</b>	<b>\$</b>	<b>3,200.00</b>
<b>4700 · PROPERTY - BUILDING</b>		
4705 · Church Maintenance	\$	9,000.00
4710 · Custodial Supplies	\$	2,500.00
4715 · Insurance	\$	19,000.00
4725 · Real Estate Taxes	\$	3,700.00
4735 · Scavenger Services	\$	1,600.00
4740 · Service Contracts	\$	11,260.36
4745 · Utilities	\$	25,000.00
4750 · Capital Reserve		
<b>Total 4700 · PROPERTY - BUILDING</b>	<b>\$</b>	<b>72,060.36</b>

## 2020 Budget Proposal Continued

<b>4760 · PROPERTY - GROUNDS</b>		
4765 · Grounds Maintenance/Upkeep	\$	1,000.00
4766 · Parking Lot Maintenance	\$	2,000.00
4770 · Snow/Lawn Services		
4770-A · Lawn Mowing & Leaf Pick Up	\$	2,000.00
4770-B · Snow Removal & Salt	\$	1,500.00
4770-C · Fertilize-Weed Control	\$	1,000.00
4776 · Truck Insurance	\$	1,000.00
4780 · Misc. Property Expenses	\$	100.00
<b>Total 4760 · PROPERTY - GROUNDS</b>	<b>\$</b>	<b>8,600.00</b>
<b>4800 · WORSHIP</b>		
4801 · Music		
4805 · Bell Choirs	\$	300.00
4810 · Chancel Choir	\$	600.00
4815 · Contemp. Praise Teams	\$	100.00
4820 · Copyrights	\$	950.00
4825 · Instrumentalists	\$	1,050.00
4841 · Special Choir Programming	\$	100.00
4842 · Choir Materials/Supplies	\$	100.00
4844 · Education & Information	\$	100.00
Total 4801 · Music	\$	3,300.00
4821 · Licensing for video/projector		
4860 · Piano & Organ Maint.	\$	1,200.00
4870 · Worship Service Expenses	\$	2,300.00
4880 · Nursery Supervision	\$	1,500.00
<b>Total 4800 · WORSHIP</b>	<b>\$</b>	<b>8,300.00</b>
<b>4900 · DEBT SERVICE 2003</b>		
4902 · Mortgage Interest	\$	7,065.00
4904 · Readet Interest	\$	9,016.00
<b>Total 4900 · DEBT SERVICE 2003</b>	<b>\$</b>	<b>16,081.00</b>
<b>Total Expense</b>	<b>\$</b>	<b>598,561.95</b>
 <b>Net Ordinary Income</b>	 <b>\$</b>	 <b>(25,973.05)</b>

# Grace Mission Endowment Summary Report as of December 31, 2019

Accounts	Balance
<b>Assets</b>	
Investment	
Allen - Wells Fargo	\$ 165,850.44
Endowment - Wells Fargo	\$ 751,159.03
Endowment - Alpine Capital Research	\$ 388,376.24
Readel - Wells Fargo	\$ 317,995.75
Readel - Mission Investment Fund	\$ 29,120.45
Total of Investments	\$ 1,652,501.91
Other Assets	
1st Readel Mortgage	\$ 189,837.92
2nd Readel Mortgage	\$ 165,869.16
Total Other Assets	\$ 355,707.08
<b>Total Assets</b>	<b>\$ 2,008,208.99</b>
<b>Liabilities and Equity</b>	
Liabilities	\$ -
Equity	<b>\$ 2,008,208.99</b>
<b>Total Liabilities and Equity</b>	<b>\$ 2,008,208.99</b>
<b>Calendar Year 2019 Disbursements:</b>	
Allen Scholarships: 3 students	\$ 3,434.28
Readel Scholarships and Grants	\$ 1,100.00
Endowment Grants: 12 agencies	\$ 52,500.00
<b>Total Scholarships and Grants</b>	<b>\$ 57,034.28</b>



## Grace Mission Endowment Value Report as of December 31, 2019

<u>Account</u>	<u>Security and Symbol</u>	<u>Value</u>	
Allen - Wells Fargo		<u>12/31/2018</u>	<u>12/31/2019</u>
	AIG Focused Dividend Strategy Fund CL W (FDSWX)	\$ 5,236.40	\$ -
	Artisan International Fund: Advisor Class (APDIX)	\$ 7,879.42	\$ 10,620.02
	Driehaus Emerging Markets Growth Fund (DREGX)	\$ 2,584.54	\$ 3,378.74
	Fidelity Growth Opportunities Fund: Class I (FAGCX)	\$ 7,219.03	\$ 6,992.48
	First Eagle Global Fund: Class I (SGIIX)	\$ 9,789.32	\$ 13,215.88
	Hotchkis & Wiley Mid Cap Value Fund: Class I (HWMIX)	\$ 5,788.69	\$ 7,208.09
	Hotchkis & Wiley Small Cap Value Fund: Class I (HWSIX)	\$ 6,382.22	\$ 8,027.10
	JP Morgan Value Advantage Fund: Class L (JVAIX)	\$ 3,963.70	\$ 5,089.21
	Lord Abbett Invt Tr Short Duration Income Fund: Class I (LLDYX)	\$ 2,422.95	\$ 3,139.74
	Metropolitan West Total Return Bond Fund: Class I (MWTIX)	\$ 3,540.02	\$ 4,827.35
	Oakmark Funds Advisor Class (OAYMX)	\$ 2,662.91	\$ 3,384.32
	Oppenheimer Developing Markets Fund: Class Y (ODVYX)	\$ 3,897.78	\$ 4,987.81
	Oppenheimer Senior Floating Rate Fund: Class Y (OOSYX)	\$ 4,908.12	\$ 5,977.01
	PIMCO Fundamental IndexPLUS AR Fund: Inst. Class (PXTIX)	\$ 4,152.91	\$ 5,077.45
	PIMCO International StocksPLUS AR Strategy Fd: Inst. Class (PISIX)	\$ 5,274.10	\$ 6,761.55
	PIMCO Real Return Bond Fund: Inst. Class (PRRIX)	\$ 3,490.43	\$ 4,784.78
	PIMCO StocksPLUS Absolute Return Fund: Inst. Class (PSPTX)	\$ 2,870.72	\$ 3,497.88
	PrimeCap Odyssey Aggressive Growth Fund (POAGX)	\$ 7,299.52	\$ 8,172.47
	AIG Focused Dividend Strategy Fund: Class W (FDSWX)	\$ -	\$ 6,526.30
	T Rowe Price Capital Appreciation Fund (PRWCX)	\$ 15,011.52	\$ 18,511.96
	T Rowe Price New Horizons Fund (PRNHX)	\$ 7,744.92	\$ 8,591.84
	Templeton Global Bond Fund: Adv. Class (TGBAX)	\$ 5,002.92	\$ 5,956.19
	Thornburg Limited Term Income Fund: Class I (THIIX)	\$ 2,408.22	\$ 3,147.02
	Touchstone Sands Capital Institutional Growth Fund (CISGX)	\$ 9,349.74	\$ 9,893.59
	Vanguard Windsor Fund: Admiral Shares (VWNEX)	\$ 5,223.45	\$ 6,993.43
	Cash	<u>\$ 1,523.20</u>	<u>\$ 1,088.23</u>
<b>Total Allen</b>		<b>\$ 135,626.75</b>	<b>\$ 165,850.44</b>
<b>Calendar year 2019 disbursements:</b>			
	Allen Scholarships: 3 students		\$ 3,434.28

# Grace Mission Endowment Value Report as of December 31, 2019

<u>Account</u>	<u>Security and Symbol</u>	<u>Value</u>	
		<u>12/31/2018</u>	<u>12/31/2019</u>
Endowment - Wells Fargo			
	Artisan International Fund: Advisor Class (APDIX)	\$ 37,176.34	\$ 46,164.48
	Driehaus Emerging Markets Growth Fund (DREGX)	\$ 11,619.87	\$ 15,530.38
	Fidelity Growth Opportunities Fund: Class I (FAGCX)	\$ 31,729.28	\$ 33,701.50
	First Eagle Global Fund: Class I (SGIIX)	\$ 53,842.84	\$ 60,211.66
	Hotchkis & Wiley Mid Cap Value Fund: Class I (HWMIX)	\$ 28,416.57	\$ 34,443.44
	Hotchkis & Wiley Small Cap Value Fund: Class I (HWSIX)	\$ 30,095.42	\$ 35,858.05
	JP Morgan Value Advantage Fund: Inst. Class (JVAIX)	\$ 20,405.13	\$ 23,308.01
	Lord Abbett Invt Tr Short Duration Income Fd: Class I (LLDYX)	\$ 13,558.66	\$ 14,329.70
	Metropolitan West Total Return Bond Fund: Class I (MWTIX)	\$ 20,262.78	\$ 21,486.13
	Oakmark Funds Advisor Class (OAYMX)	\$ 13,708.21	\$ 15,115.32
	Oppenheimer Developing Markets Fund: Class Y (ODVYX)	\$ 18,200.40	\$ 22,625.07
	Oppenheimer Senior Floating Rate Fund: Class Y (OOSYX)	\$ 26,817.91	\$ 26,289.71
	PIMCO Fundamental IndexPLUS AR Fund: Class I (PXTIX)	\$ 21,427.28	\$ 23,237.75
	PIMCO International StocksPLUS AR Strategy Fd: Inst. Class (PISIX)	\$ 27,799.94	\$ 31,363.31
	PIMCO Real Return Bond Fund: Inst. Class (PRRIX)	\$ 19,829.82	\$ 21,515.15
	PIMCO StocksPLUS Absolute Return Fund: Inst. Class (PSPTX)	\$ 15,068.97	\$ 16,293.97
	PrimeCap Odyssey Aggressive Growth Fund (POAGX)	\$ 30,488.75	\$ 36,950.18
	AIG Focused Dividend Strategy Fund: Class W (FDSWX)	\$ 25,467.49	\$ 30,580.53
	T Rowe Price Capital Appreciation Fund (PRWCX)	\$ 78,737.48	\$ 82,980.26
	T Rowe Price New Horizons Fund (PRNHX)	\$ 36,371.47	\$ 39,770.71
	Templeton Global Bond Fund: Adv. Class (TGBAX)	\$ 27,552.62	\$ 27,650.14
	Thornburg Limited Term Income Fund: Class I (THIIX)	\$ 13,561.46	\$ 14,346.13
	Touchstone Sands Capital Institutional Growth Fund (CISGX)	\$ 41,364.17	\$ 45,204.78
	Vanguard Windsor Fund: Admiral Shares (VWNEX)	\$ 24,636.29	\$ 32,154.12
	Cash	<u>\$ -</u>	<u>\$ 48.55</u>
<b>Total Endowment - Wells Fargo</b>		<b>\$ 668,139.15</b>	<b>\$ 751,159.03</b>

## Grace Mission Endowment Value Report as of December 31, 2019

<u>Account</u>	<u>Security and Symbol</u>	<u>Value</u>	
Endowment - Alpine Capital Research		<u>12/31/2018</u>	<u>12/31/2019</u>
	Berkshire Hathaway, Inc. Series B (BRK/B)	\$ 22,255.62	\$ 24,688.50
	Centurylink, Inc. (CTL)	\$ 15,559.05	\$ 19,722.53
	Citigroup Inc New (C)	\$ 10,255.82	\$ 15,738.33
	Danone (DANOY)	\$ 16,132.92	\$ 10,553.60
	Fairfax Financial Holdings, Ltd. (FRFHF)	\$ 16,282.96	\$ 19,702.62
	General Motors Co. (GM)	\$ 13,848.30	\$ 15,152.40
	Goldman Sachs Treasury Access ETF (GBIL)	\$ 114,957.45	\$ 109,052.46
	JP Morgan Chase & Co. (JPM)	\$ 13,178.70	\$ 11,709.60
	Johnson & Johnson (JNJ)	\$ 19,357.50	\$ 21,880.50
	Liberty Global PLC: Class C (LBTYK)	\$ 18,658.56	\$ 19,702.68
	Liberty Latin Amer LTD Class C (LILAK)	\$ 466.24	\$ 622.72
	Magna Intl Inc Cl A (MGA)	\$ 10,271.70	\$ 12,393.84
	Microsoft Corp. (MSFT)	\$ 21,431.27	\$ 16,716.20
	Resolute Fst. Prod. Inc. (RFP)	\$ 4,202.90	\$ 3,406.20
	SPX Corp. (SPXC)	\$ 7,422.65	\$ -
	SPX Flow, Inc. (FLOW)	\$ 9,095.58	\$ 10,164.96
	Vodafone Group PLC New (VOD)	\$ 21,728.56	\$ 26,443.44
	Power Corp Canada (PWCDF)	\$ -	\$ 14,348.30
	Cash and Cash Alternatives	\$ 6,512.24	\$ 36,377.36
<b>Total Endowment - Alpine Capital Research</b>		<b>\$ 341,618.02</b>	<b>\$ 388,376.24</b>
<b>Total Endowment</b>		<b>\$ 1,009,757.17</b>	<b>\$ 1,139,535.27</b>
<b>Calendar year 2019 disbursements</b>			
	Endowment Grants: 12 agencies		\$ 52,500.00

# Grace Mission Endowment Value Report as of December 31, 2019

<u>Account</u>	<u>Security and Symbol</u>	<u>Value</u>	
		<u>12/31/2018</u>	<u>12/31/2019</u>
Readel - Wells Fargo			
	AIG Focused Dividend Strategy Fund CL W (FDSWX)	\$ 8,799.01	\$ -
	Artisan International Fund: Advisor Class (APDIX)	\$ 13,243.61	\$ 19,121.94
	Driehaus Emerging Markets Growth Fund (DREGX)	\$ 4,342.38	\$ 6,174.86
	Fidelity Growth Opportunities Fund: Class I (FAGCX)	\$ 12,131.48	\$ 12,720.08
	First Eagle Global Fund: Class I (SGIIX)	\$ 16,502.74	\$ 24,106.09
	Hotchkis Mid Cap Value Fund: Class I (HWMIX)	\$ 9,726.04	\$ 12,828.27
	Hotchkis Small Cap Value Fund: Class I (HWSIX)	\$ 10,720.89	\$ 14,515.74
	JP Morgan Value Advantage Fund: Inst. Class (JVAIX)	\$ 6,658.21	\$ 9,279.69
	Lord Abbett Invt Tr Short Duration Income Fd: Class I (LLDYX)	\$ 4,058.94	\$ 5,789.89
	Metropolitan West Total Return Bond Fund: Class I (MWTIX)	\$ 5,923.25	\$ 8,928.92
	Oakmark Funds Advisor Class (OAYMX)	\$ 4,473.51	\$ 6,014.39
	Oppenheimer Developing Markets Fund: Class Y (ODVYX)	\$ 6,549.30	\$ 9,005.95
	Oppenheimer Senior Floating Rate Fund: Class Y (OOSYX)	\$ 8,223.33	\$ 10,953.71
	PIMCO Fundamental IndexPLUS AR Fund: Class I (PXTIX)	\$ 6,978.93	\$ 9,261.92
	PIMCO International StocksPLUS AR Strategy Fd: Inst. Class (PISIX)	\$ 8,911.13	\$ 12,220.16
	PIMCO Real Return Bond Fund: Inst. Class (PRRIX)	\$ 5,834.68	\$ 8,844.26
	PIMCO StocksPLUS Absolute Return Fund: Inst. Class (PSPTX)	\$ 4,822.02	\$ 6,349.19
	PrimeCap Odyssey Aggressive Growth Fund (POAGX)	\$ 12,770.71	\$ 14,690.24
	AIG Focused Dividend Strategy Fund: Class W (FDSWX)	\$ -	\$ 11,792.57
	T Rowe Price Capital Appreciation Fund (PRWCX)	\$ 25,220.66	\$ 34,076.84
	T Rowe Price New Horizons Fund (PRNHX)	\$ 13,622.09	\$ 15,740.17
	Templeton Global Bond Fund: Adv. Class (TGBAX)	\$ 8,437.33	\$ 10,893.57
	Thornburg Limited Term Income Fund: Class I (THIIX)	\$ 4,030.22	\$ 5,808.18
	Touchstone Sands Capital Institutional Growth Fund (CISGX)	\$ 15,711.27	\$ 18,100.18
	Vanguard Windsor Fund: Admiral Shares (VWNEX)	\$ 8,790.16	\$ 12,606.58
	Cash	\$ 27,584.56	\$ 18,172.36
<b>Total Readel - Wells Fargo</b>		<b>\$ 254,066.45</b>	<b>\$ 317,995.75</b>
<b>Readel - Mission Investment Fund</b>		<b>\$ 28,332.59</b>	<b>\$ 29,120.45</b>
<b>Readel - 1st Grace Lutheran Mortgage</b>		<b>\$ 189,837.92</b>	<b>\$ 189,837.92</b>
<b>Readel - 2nd Grace Lutheran Mortgage</b>		<b>\$ 165,869.16</b>	<b>\$ 165,869.16</b>
<b>Total Readel Memorial Scholarship Fund</b>		<b>\$ 638,106.12</b>	<b>\$ 702,823.28</b>
<b>Calendar year 2019 disbursements:</b>			
	Readel Scholarships and Grants		\$ 1,100.00
<b>TOTAL VALUE of GRACE MISSION ENDOWMENT FUND</b>		<b>\$ 1,783,490.04</b>	<b>\$ 2,008,208.99</b>

**Annual Meeting: Sunday, February 16, 2020 12:05 P.M.**

**PLEASE BRING THIS REPORT WITH YOU TO THE MEETING**

**Grace Lutheran Church Staff**

Rev. Kenneth D. Gibson - Senior Pastor  
Rev. Amanda Bergstrom - Associate Pastor  
Denise Klabunde - Administrative Secretary  
Carrie Fiorina- Office Assistant, Bookkeeper  
Ron Fredriksen - Director of Music Ministry  
Shirley Busse - Director of Senior Ministries  
Dawn Domanus - Director of Preschool Ministry  
Jen Freeman - Director of Educational Ministries  
Janice Burns - Organist, Graceful Ringers & Chimes Director  
Terry Aavang - Revelation Ringers Director  
Dale Carlson - Saturday Accompanist  
Carrie Filetti - Youthful Spirit & Laudate Choirs Director  
Tammy Baier - Preschool Teacher, Cherub, Messengers, & Joyful Sound Choirs Director  
Lauren Kleinjan - Director of Communications, Preschool Aide  
Jessica Hanlin - Preschool Aide  
Nancy Mojica - Preschool Aide  
Ken Zank - Building Supervisor  
Chris Ethridge - Custodian  
Kim Ethridge - Custodian

**Officers & Congregational Council**

Andy Bellavia - President  
Lisa Banker - Vice President  
Kevin Kleinjan - Treasurer  
Gayle Hoch- Secretary  
Mike Freeman  
Gretchen Hutchens  
Mary Koehn  
Michael Liedtke  
Matt Meiners  
Jessica Potoczky  
Phillip Paulson

