

Grace Evangelical Church
Council Summary and Reports
June 2023



Grace's WHY:

**To share God's love,
so that all are
served and supported**

Grace's HOW (guiding principles):

Include and welcome all as they are

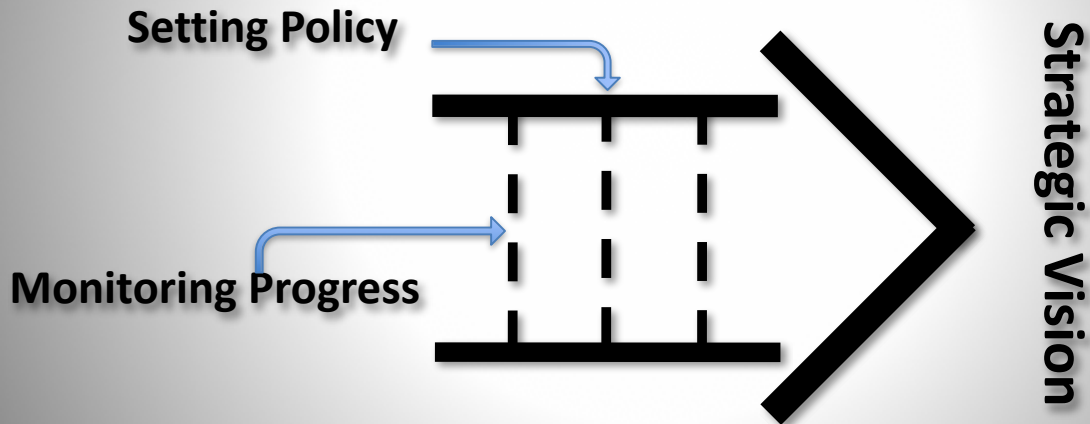
Grow in relationship with God

**Anticipate and respond to the needs of the
congregation and the community**

Care and comfort each other

Why does the Council exist?

The council has 3 Functions:



Proposed Goals

- **Strategic** – Develop comprehensive long-term property and financial vision.
- **Policy** – Update Wedding, Financial and Personnel Policies.
- **Monitoring** – Study a book about the changing dynamics of congregational ministry — The Holy and the Hybrid: Navigating the Church's Digital Reformation by Ryan Panzer

Reading and discussion plan:

Jan. — Intro. & Chap. 1 Feb. — Chap. 2 & 3

Mar. — Chap. 4 & 5

Job Descriptions for Council Liaisons and Team Chairs

(created in 2011)

Job Description for Council liaisons:

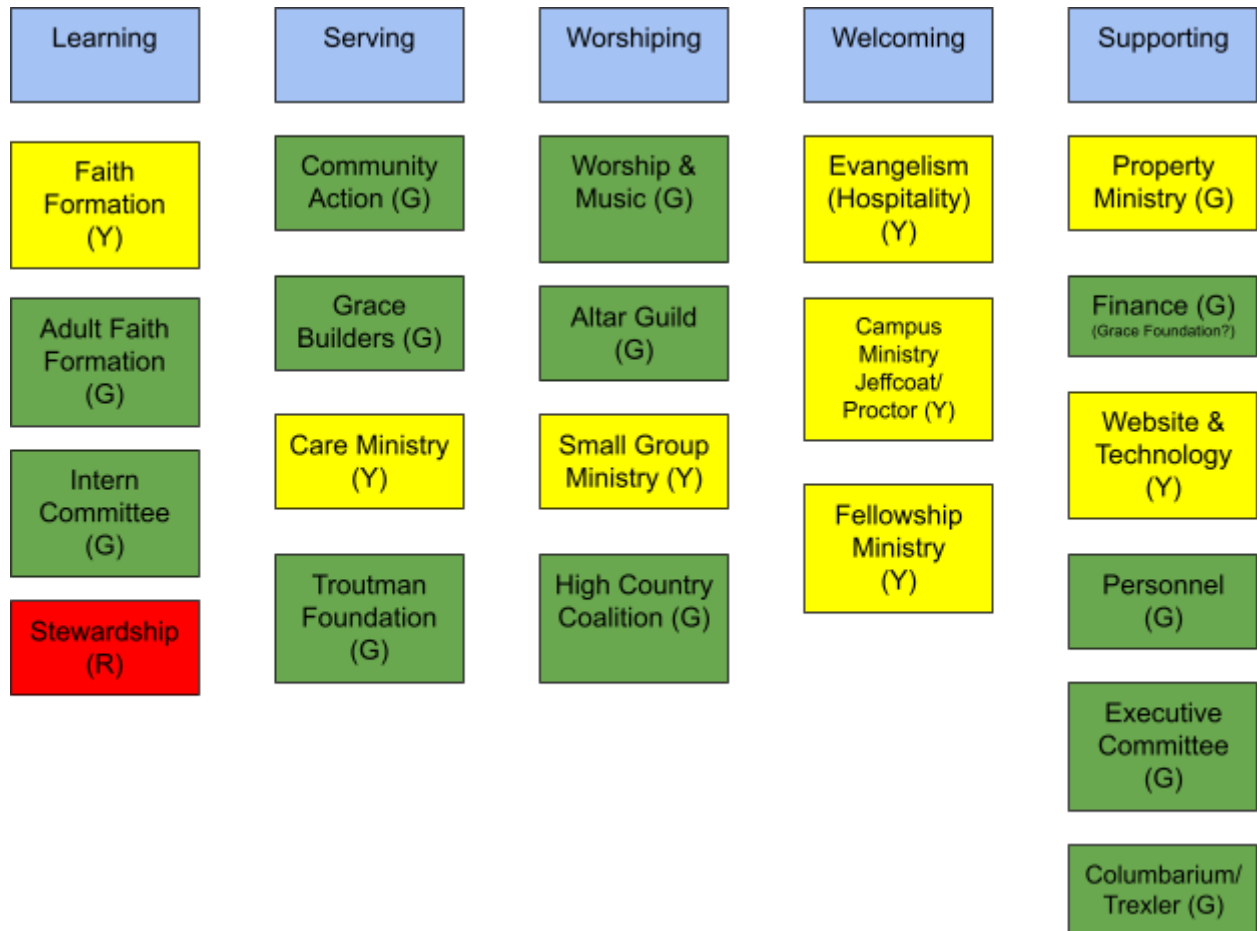
- Attend ministry team meetings
- Help recruit team members (possibly with emphasis on newer Grace members)
- Provide support and encouragement for leader (pray for her/him; be in regular contact; listen to the needs)
- Hold leader and team accountable by assisting team in identifying measurable goals (set goal; evaluate or measure by asking "Did we do it? What worked? What didn't?")
- Be a communication link between council and team - bring items for discussion/approval to council meeting
- Contribute to the annual budgeting process for the team

Duties of Ministry Team Chairs:

- Develop / review / update the mission and/or purpose statements that guide the team's activities
- Plan for bi-monthly team meetings (at a minimum) by developing an agenda, reminding team members of the meeting, coordinating with the Council liaison about the meeting
- Direct and guide the ongoing activities of the team; assure that ongoing and new activities are planned and staffed appropriately
- Where appropriate, coordinate the activities of team with other teams or affected parties; assure that good information and communication occurs with other interested parties
- See that all team communications (newsletter and bulletin announcements, for example) are accomplished according to deadlines and timeframes
- Recruit new team members; plan for leadership succession (next year's team chairperson)
- Effectively manage the team's expenses and budget; Participate in the annual budgeting process
- Write an end-of-year (fiscal year) annual report that summarizes the team's activities and accomplishments during the previous year

Structure & Relationship of Ministry Pillars & Groups

Updated 9/19/22.



* Does not appear to function or meet.

* Functioning and meeting as needed

* Possibly functioning or meeting, but requires more clarify and/or communication

MINISTRY STRUCTURE—2022-2023

Updated 11/21/21

Ministry Pillars &
Council Liaisons

Ministry Groups

Ministry Group Chairperson

LEARNING

Carol Norris

Faith Formation

Kristie Evans

Internship Committee

Carla Ramsdell

Wayne Powell

Stewardship

Wayne Powell

SERVING

Jesse Lutabingwa

Community Action

Janice Koppenhaver

Martha Kresock

Grace Builders

Harold Stophel

Suzanne Wise

Visitation Ministry

Judy Michael

Troutman Foundation

WORSHIPING	Worship & Music	Alan Hauser
<i>Alan Hauser</i>	Altar Guild	Beth Reavis
<i>Beth Reavis</i>	Small Group Ministry	
	High Country Coalition	Pastor Steve
WELCOMING	Evangelism (Hospitality)	Roger Bodo
	Campus Ministry/Jeffcoat	
	Fellowship Ministry	
Supporting	Property Team	
<i>Morgan Wright</i>	Finance Team	Morgan Wright
<i>Emory Maiden</i>	Website & Technology	Emory Maiden
<i>Mary Ballard</i>	Personnel	Alan Hauser
	Executive Committee	Mary Ballard
	Columbarium Committee	Gail Lund & Sandy Moretz

Sabbatical Pastoral Coverage

Preaching and Presiding:

Date	Preaching	Presiding	Children's Message
June 11th	Vicar Spence	Vicar Spence	Vicar Spence
June 18th	Alan Hauser	Vicar Spence	Dana Holden
June 25th	Vicar Spence	Vicar Spence	Vicar Spence
July 2nd	Austin Eggers	Austin Eggers	open
July 9th	Maribeth Yoder-White	Austin Eggers	
July 16th	Pastor David Sloop	Austin Eggers	Pastor David Sloop
July 23rd	Austin Eggers	Austin Eggers	open
July 30th	Maribeth Yoder-White	Austin Eggers	
August 6th	Alan Hauser	Austin Eggers	Beth Reavis
August 13th	David Holden	Austin Eggers	David Holden
August 20th	Dana Holden	Austin Eggers	Dana Holden
August 27th	Austin Eggers	Austin Eggers	open
September 4th	Tyler Ruddy	Austin Eggers	Christopher Otten

Teaching:

Sunday, 8:30am Adult Class:

June 11th – July 23rd – ***Animate: Bible***

July 30th – September 11th – ***Animate: Practices***

Thursday, 10:30am Adult Class (Honorarium provided to leaders.)

June 1st – August 3rd – Resurrection led by Pastor Mike Watts.

August 10th – September 7th – Jeremiah led by Dr. Alan Hauser

Pastoral Care: Pastor Randy Rothchild (Holy Communion) approximately 5 hours per week which would cover regular Pastoral Visits, Emergency Pastoral Care and Funerals.

Sabbatical Coverage Costs

Worship Leadership Preaching (\$200 per Sunday for 11 Sundays)	\$2,200
Worship Leadership Presiding (\$150 per Sunday for 10 Sundays)	\$1,500
Teaching Honorariums (\$500 per series of classes, 2 series)	\$1,000
Pastoral Care (\$50 per hour, 5 hours per week, 10 weeks)	\$2,500
Total Sabbatical Coverage Costs	\$7,200

Funding Recommendation – Council uses Internship Salary and Benefits for 2023-2024.

Vicar's Annual Report
Submitted by Spence Robertson

Opening) As the saying goes, “my how time flies!” It seems like yesterday when I began my time here at Grace. It has been quite a “mountain top” experience. With all that I have experienced this year, where do I begin in reflecting on my internship? Reminded by Christopher Shealy of the many meetings that I have attended over the years that started with everyone in the room considering three things, their highs, their lows, and “God moments,” I will share my own highs, lows, and “God moments” as I conclude my time at Grace.

Highs:

First) I am grateful for the hospitality shown to me. Not only that, but I am also thankful for being part of a congregation that models and shares that same level of hospitality to all who arrive at Grace, whether they be long-time or seasoned members, new members or passing visitors.

Second) This year, I embarked on a rather ambitious internship project: podcasting. Inviting speakers, compiling reflections, and publishing thematic content for a podcast series called *An Advent Observed*, that spanned the globe, was a fulfilling process. I am grateful for the many voices that reflected on the themes of love, hope, joy, and peace during the advent season.

Third) In discerning God's call on my life for service in the church, I appreciated the opportunity to experience the fullness of pastoral ministry at Grace: preaching twice a month, learning with the young and the wise, leading and creating worship, and caring for the needs of the community. I am grateful for Pastor Steve's endless wisdom and guidance, patience, and encouragement.

Lows:

First) Throughout my internship, there were moments of tremendous insecurity that brought about levels of quiet anxiety and unseen stress, specifically, with regards to theological articulation. There is much I do not know. Acknowledging this, I am grateful for the people of Grace that walk and learn together.

Second) While experiencing the fullness of ministry, especially while journeying with the dying and walking with the bereaved, there were people that I only got to know

for a short while: departed congregants and staff member. While missing these dearly departed, I am grateful for the time spent, and for the people of Grace who serve and support each other in times of loss.

Third) The reality of the internship, which is reflective of the reality of ministry, is separation from family. While my family was only two hours away from Boone, there were moments missed in the life of my family. I am appreciative of the people of Grace and their awareness of this, inviting me out to dinner and games, conversation, and outings.

God Moments:

First) I have no doubt, during my time at Grace, that God was at work, in and through this place, and through the people of Grace. As we welcomed each other, as neighbor and stranger, God was here; as we worshiped together, sustained and nourished in word and water and meal, God was here; as we were sent out into the community, having called on the Spirit to enlighten our minds with truth, to inflame our hearts with love, to inspire our wills with courage, to empower our lives in service, God was here.

Second) During my time here, I have received continued affirmation, confirmation of call into pastoral ministry. To receive such honest, external verification into this area of ministry must be the work of God.

Third) In our gathering, in our community, in our worship, in our sending, faithfully living out the way of Jesus and walking in relationship with God, I have no doubt that God was here, and continues to remain here.

Closing) As you read this report, I will have already descended from this “mountain-top” experience and have started my final year of seminary studies at Lutheran Theological Southern Seminary in Columbia, South Carolina. I will remember my time here at Grace, carrying with me, in all joy and happiness, our shared experience. It has been a privilege, an honor, a blessing, to have been among you as your Vicar, living out that which we have been called: “to share God’s love so that all are served and supported.”

Grace and peace,

Spence Robertson
Spence Robertson, Vicar

Director of Music Report – Libby Brown

June 15, 2023

The choir and handbells are taking a well-deserved break from rehearsals during the summer. The choir is recording hymns for the on-line service on Sunday mornings. We are thankful to our talented members who continue to offer special music in the forms of solos, duets, and small ensembles. The choir and handbells will host the event parking for the Darilus Rucker concert. It is hoped the funds from this event will go to the Special Musician's fund and the Music holding budget to help defray costs of our music ministry.

Budget Proposal: Handbells need routine maintenance to keep them looking nice and sounding good! It is recommended to have the bells serviced every three to five years depending on usage and the way they are handled. The parts inside the bell should be replaced periodically to ensure the clapper moves freely. It is time to have the handbells at Grace serviced.

Propose to change the line item piano, organ maintenance to instrumental maintenance this would include the cost of handbell maintenance adding \$1500 to that line item for next year. See description of service below.

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Jeffers Handbell Supply in Irmo, SC offers professional handbell maintenance and repair at a reasonable rate. \$1200 for Full Service Includes:

- Disassembling the handbells
- Cleaning and polishing the castings with our custom equipment
- Repairing any mechanical problems
- Adjusting the bells to a neutral setting suitable for a wide range of dynamics
- Based on handbell type...

Malmark: all restraining springs are replaced*

Schulmerich: all bearings/nyliners, neoprene bumpers and anti-friction washers are replaced* We exclusively use TruTimbre replacement parts, compatible with Schulmerich handbells.

Whitechapel: all spring felts are replaced*

\$1500 for Service Plus Includes:

- all of Full Service, plus cleaning the clapper heads and stems

Piano Lessons at Grace: Susan Frank has been approached by several potential piano students and would like to offer these lessons at Grace. This is a common practice for church musicians. Lauren Johnson previously taught piano at Grace. We are respectively asking the council for permission for Susan to teach piano lessons at Grace.

We had a wonderful celebration for the 100th Anniversary of Grace Lutheran Church. The Choir and Ringers of Grace, Pastor Steve, Vicar Spence, and Bishop Tim Smith, John Entzi's brass quintet! Grace commissioned an anthem for this special occasion. The choir were honored to offer the first performance of "By Grace, God Calls Us into Life, by David Sims. And now, we begin our next 100 years of Grace with love and hope!

Church Office Report for 6/19/23 Church Council Meeting

(prepared by Sabena on 6/8/23)

Just some of what NEW has been happening in the Grace office...

- Woohoo! What a Hundreth! We'll be ready for the next one for sure. ;-)
- I've been reviewing the Stewardship Drive Time & Talent cards and contacting folks to make potential groups and helpful church office tasks, such as those who want to volunteer in the office, restart the Property Team and other key helpful volunteer positions.
- Based on many conversations from various congregants and staff, plus seeing our new members joining these past nine months of me in this role, there is a need for a more official Fellowship and/or Welcoming Team again.
- Since PS and DS just left, I have been also doing some of those related extra tasks and just trying to keep the church office ship moving along.
- It's summer and we have a variety of schedules and vaca plans for various staff members, so we've been working as a group to get ahead on whatever projects we can, especially prepping, planning and printing for in-person and online worship for summer Sundays.
- Most of our regular ongoing groups are no longer meeting so that's making the facility usage much less clan
- Per my usual I spend much of my time being the first face folks see here, and handling day-to-day emails, calls, in-person contacts, worship bulletin prep, social media posts, digital slides, calendar coordination, etc. 😊

Facilities Manager Report

6-16-23

- The landscaping project for the front of the church is complete!! I planted flowers by the office entrance and also in front of the church at both entrances so things look really good around here.
- The 100th celebration was a great turn out. We all pitched in and did a lot to make that happen.
- Harold is starting to work on the sign again. Hopefully that project will be completed soon.
- Mountaineer Fire and Equipment services and inspects our fire extinguishers each year. This was done on 5/15/23. Every 6 years they need to be taken and tested and refilled. This was done on all the ones at church this year. The Council House extinguishers were also inspected.
- The sink drain in one of the bathrooms at the Council House had cracked open. Jeff's Plumbing came on 5/26/23 to replace the drain.
- Josh McNeil Plumbing came out on 6/5/23 to put in an outdoor spigot at the Council House. There was not one outside of the house and we needed one for pressure washing.
- I am working with a locksmith to try to get more master keys cut for the main Narthex door.
- Sabena and I have set up parking registration for the summer and for the new school year. I have already sold 3 summer spaces and one to LSA for the next school year. We will open registration for the fall on July 1st. I will be working on parking and getting passes mailed to parkers once they have registered.
- I am working on writing my annual report.
- Vicar Spence plans to move out of Grace Place on June 26th. I will work on getting Grace Place clean and ready for our new tenants moving in in August. I have the signed lease agreements back from Christopher and Tyler the LSA interns moving in. I have been in contact with them and hope to get their deposit and first month's rent soon and set a date that I can show them around the

house.

- I am planning on getting the Fellowship Hall, Nursery and office hallway carpets cleaned in mid July.
- I am also planning on changing some of the combination locks towards the end of July

Grace Evangelical Lutheran Church
Analysis of Revenues & Expenses - Detail
September 2022 to May 2023

Accounts	MTD Actual (This Year)	MTD Budget (This Year)	YTD Actual (This Year)	YTD Budget (This Year)	Annual Budget (This Year)	Annual Budget Remaining (This Year)
Revenues						
Offerings						
Tithes and Offerings						
015201 - General Fund Offering	\$22,003.27	\$27,500.00	\$248,761.24	\$247,500.00	\$330,000.00	\$81,238.76
015205 - NC & ELCA Synod Income	\$0.00	\$1,750.00	\$16,659.75	\$15,750.00	\$21,000.00	\$4,340.25
015215 - 150 Fund	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Tithes and Offerings	<u>\$22,003.27</u>	<u>\$29,250.00</u>	<u>\$265,420.99</u>	<u>\$263,250.00</u>	<u>\$351,000.00</u>	<u>\$85,579.01</u>
Rental Incomes						
015307 - Property Rental Income	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
015308 - Parking Rental Income	\$730.00	\$4,583.33	\$16,005.00	\$41,249.97	\$55,000.00	\$38,995.00
Total Rental Incomes	<u>\$730.00</u>	<u>\$4,583.33</u>	<u>\$16,005.00</u>	<u>\$41,249.97</u>	<u>\$55,000.00</u>	<u>\$38,995.00</u>
Miscellaneous Income						
015301 - Interest/Dividends	\$0.00	\$0.00	\$773.60	\$0.00	\$0.00	(\$773.60)
015302 - Miscellaneous Donations	\$105.00	\$0.00	\$1,090.00	\$0.00	\$0.00	(\$1,090.00)
015305 - Jeffcoat-Proctor Offset	\$0.00	\$333.33	\$0.00	\$2,999.97	\$4,000.00	\$4,000.00
Total Miscellaneous Income	<u>\$105.00</u>	<u>\$333.33</u>	<u>\$1,863.60</u>	<u>\$2,999.97</u>	<u>\$4,000.00</u>	<u>\$2,136.40</u>
Total Offerings	<u>\$22,838.27</u>	<u>\$34,166.66</u>	<u>\$283,289.59</u>	<u>\$307,499.94</u>	<u>\$410,000.00</u>	<u>\$126,710.41</u>
Total Revenues	<u><u>\$22,838.27</u></u>	<u><u>\$34,166.66</u></u>	<u><u>\$283,289.59</u></u>	<u><u>\$307,499.94</u></u>	<u><u>\$410,000.00</u></u>	<u><u>\$126,710.41</u></u>

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Analysis of Revenues & Expenses - Detail
September 2022 to May 2023

Accounts	MTD Actual (This Year)	MTD Budget (This Year)	YTD Actual (This Year)	YTD Budget (This Year)	Annual Budget (This Year)	Annual Budget Remaining (This Year)
Expenses						
LEARNING						
Christian Education Ministries						
016600 - Nursery	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
016601 - Christian Education	\$36.00	\$125.00	\$937.69	\$1,125.00	\$1,500.00	\$562.31
016602 - Books/Supplies/Study Materials	\$0.00	\$41.67	\$500.00	\$375.03	\$500.00	\$0.00
016604 - Confirmation	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
016605 - High School Recognition	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
016606 - Youth Lunch	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Christian Education Ministries	\$36.00	\$166.67	\$1,437.69	\$1,500.03	\$2,000.00	\$562.31
Youth & Family Ministry						
016501 - Senior Youth	\$846.11	\$25.00	\$930.96	\$225.00	\$300.00	(\$630.96)
016502 - Jr. Youth	\$0.00	\$25.00	\$286.00	\$225.00	\$300.00	\$14.00
016503 - Luther Kids	\$0.00	\$25.00	\$144.96	\$225.00	\$300.00	\$155.04
016507 - Family Programs	\$6.99	\$25.00	\$283.87	\$225.00	\$300.00	\$16.13
Total Youth & Family Ministry	\$853.10	\$100.00	\$1,645.79	\$900.00	\$1,200.00	(\$445.79)
Intern						
016220 - Intern Stipend	\$1,963.64	\$1,800.00	\$17,672.76	\$16,200.00	\$21,600.00	\$3,927.24
016250 - Internship Fees	\$0.00	\$191.67	\$2,026.86	\$1,725.03	\$2,300.00	\$273.14
016321 - Intern - Professional Expenses	\$250.00	\$83.33	\$604.00	\$749.97	\$1,000.00	\$396.00
016322 - Intern Mileage	\$0.00	\$83.33	\$0.00	\$749.97	\$1,000.00	\$1,000.00
Total Intern	\$2,213.64	\$2,158.33	\$20,303.62	\$19,424.97	\$25,900.00	\$5,596.38
Stewardship						
016901 - Stewardship Supplies	\$0.00	\$41.67	\$0.00	\$375.03	\$500.00	\$500.00
Total Stewardship	\$0.00	\$41.67	\$0.00	\$375.03	\$500.00	\$500.00
Total LEARNING	\$3,102.74	\$2,466.67	\$23,387.10	\$22,200.03	\$29,600.00	\$6,212.90
SERVING						
Care Ministry						
016454 - Card/Devotionals Ministry	\$0.00	\$8.33	\$0.00	\$74.97	\$100.00	\$100.00
Total Care Ministry	\$0.00	\$8.33	\$0.00	\$74.97	\$100.00	\$100.00
Community Benevolences						
016108 - Pastor's Discretionary	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
016109 - Hunger & Health Coalition	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
016110 - Hospitality House	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
016112 - Habitat For Humanity	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
016114 - WeCAN	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
016117 - Oasis	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
016118 - Community Care Clinic	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Community Benevolences	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
North Carolina Benevolences						
016101 - NC Synod	\$0.00	\$500.00	\$2,500.00	\$4,500.00	\$6,000.00	\$3,500.00

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Total North Carolina Benevolences	\$0.00	\$500.00	\$2,500.00	\$4,500.00	\$6,000.00	\$3,500.00
Total SERVING	\$0.00	\$508.33	\$2,500.00	\$4,574.97	\$6,100.00	\$3,600.00
WELCOMING						
Campus Ministry						
016815 - T-Shirts	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
016817 - Program Materials	\$101.43	\$20.83	\$262.87	\$187.47	\$250.00	(\$12.87)
016818 - Food Ministry	\$464.34	\$125.00	\$1,951.52	\$1,125.00	\$1,500.00	(\$451.52)
Total Campus Ministry	\$565.77	\$145.83	\$2,214.39	\$1,312.47	\$1,750.00	(\$464.39)
Evangelism						
016701 - Welcoming Supplies	\$0.00	\$12.50	\$0.00	\$112.50	\$150.00	\$150.00
016704 - Communications	\$0.00	\$41.67	\$0.00	\$375.03	\$500.00	\$500.00
016706 - Chamber of Commerce Dues	\$0.00	\$16.67	\$235.00	\$150.03	\$200.00	(\$35.00)
Total Evangelism	\$0.00	\$70.84	\$235.00	\$637.56	\$850.00	\$615.00
Fellowship						
016801 - Fellowship Supplies	\$223.40	\$20.83	\$579.89	\$187.47	\$250.00	(\$329.89)
Total Fellowship	\$223.40	\$20.83	\$579.89	\$187.47	\$250.00	(\$329.89)
Total WELCOMING	\$789.17	\$237.50	\$3,029.28	\$2,137.50	\$2,850.00	(\$179.28)
WORSHIPING						
Worship & Music						
016401 - Communion/Altar Supplies	\$406.30	\$100.00	\$980.11	\$900.00	\$1,200.00	\$219.89
016419 - Piano/Organ Maintenance	\$0.00	\$125.00	\$879.25	\$1,125.00	\$1,500.00	\$620.75
016421 - Music All Services	\$0.00	\$166.67	\$2,147.96	\$1,500.03	\$2,000.00	(\$147.96)
Total Worship & Music	\$406.30	\$391.67	\$4,007.32	\$3,525.03	\$4,700.00	\$692.68
Total WORSHIPING	\$406.30	\$391.67	\$4,007.32	\$3,525.03	\$4,700.00	\$692.68
SUPPORTING						
Property						
Property General						
016614 - Snow Removal	\$0.00	\$83.33	\$800.00	\$749.97	\$1,000.00	\$200.00
016615 - Lawn/Landscaping	\$360.00	\$208.33	\$1,365.00	\$1,874.97	\$2,500.00	\$1,135.00
016761 - Taxes on Property	\$0.00	\$66.67	\$798.68	\$600.03	\$800.00	\$1.32
Total Property General	\$360.00	\$358.33	\$2,963.68	\$3,224.97	\$4,300.00	\$1,336.32
Church						
016509 - Water/Sewer	\$59.40	\$58.33	\$449.20	\$524.97	\$700.00	\$250.80
016510 - Natural Gas	\$1,184.33	\$375.00	\$5,852.74	\$3,375.00	\$4,500.00	(\$1,352.74)
016511 - Electric	\$367.47	\$375.00	\$3,584.23	\$3,375.00	\$4,500.00	\$915.77
016613 - Cleaning/Maintenance Supplies	\$236.51	\$104.17	\$849.48	\$937.53	\$1,250.00	\$400.52
016616 - General Repairs/Maintenance	\$321.18	\$416.67	\$5,469.87	\$3,750.03	\$5,000.00	(\$469.87)
016618 - Property Insurance	\$0.00	\$566.67	\$8,187.00	\$5,100.03	\$6,800.00	(\$1,387.00)
Total Church	\$2,168.89	\$1,895.84	\$24,392.52	\$17,062.56	\$22,750.00	(\$1,642.52)
Office Expense						
016001 - Printing	\$944.34	\$708.33	\$7,963.97	\$6,374.97	\$8,500.00	\$536.03

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016002 - Office Supplies	\$92.95	\$125.00	\$1,277.41	\$1,125.00	\$1,500.00	\$222.59
016003 - Office Equipment & Repair	\$0.00	\$50.00	\$0.00	\$450.00	\$600.00	\$600.00
016004 - Postage/E'mail Service	\$369.06	\$166.67	\$1,400.57	\$1,500.03	\$2,000.00	\$599.43
016005 - Bank Service Fees/Checks	\$0.00	\$33.33	\$340.96	\$299.97	\$400.00	\$59.04
016006 - Computer Software/Hardware	\$0.00	\$125.00	\$1,800.31	\$1,125.00	\$1,500.00	(\$300.31)
016007 - Campus Telephone/Internet	\$340.41	\$333.33	\$3,086.00	\$2,999.97	\$4,000.00	\$914.00
016008 - Computer Maint./Updates	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
016010 - Payment Processing Fees	\$405.37	\$375.00	\$3,582.83	\$3,375.00	\$4,500.00	\$917.17
016012 - ACS Subscription Fees	\$268.00	\$291.67	\$2,628.00	\$2,625.03	\$3,500.00	\$872.00
016013 - CPA/Bookkeeper	\$2,400.00	\$333.33	\$2,400.00	\$2,999.97	\$4,000.00	\$1,600.00
016407 - Bulletins/Licensing/Software	\$59.88	\$125.00	\$775.83	\$1,125.00	\$1,500.00	\$724.17
Total Office Expense	\$4,880.01	\$2,666.66	\$25,255.88	\$23,999.94	\$32,000.00	\$6,744.12
Grace Place						
016651 - Property Insurance (GP)	\$0.00	\$41.67	\$385.00	\$375.03	\$500.00	\$115.00
016652 - Water/Sewer (GP)	\$36.50	\$41.67	\$412.00	\$375.03	\$500.00	\$88.00
016653 - Electric Service (GP)	\$203.58	\$166.67	\$1,500.17	\$1,500.03	\$2,000.00	\$499.83
016654 - Cleaning/Maintenance Supplies (GP)	\$0.00	\$12.50	\$0.00	\$112.50	\$150.00	\$150.00
016656 - General Repairs/Maintenance (GP)	\$0.00	\$62.50	\$0.00	\$562.50	\$750.00	\$750.00
016661 - Television Service (GP)	\$0.00	\$73.33	\$0.00	\$659.97	\$880.00	\$880.00
Total Grace Place	\$240.08	\$398.34	\$2,297.17	\$3,585.06	\$4,780.00	\$2,482.83
Councill House						
016671 - Water/Sewer (CH)	\$33.40	\$50.00	\$293.20	\$450.00	\$600.00	\$306.80
016673 - Electric Service (CH)	\$115.67	\$125.00	\$1,017.80	\$1,125.00	\$1,500.00	\$482.20
016674 - Fuel Gas (CH)	\$648.43	\$104.17	\$1,974.44	\$937.53	\$1,250.00	(\$724.44)
016676 - Property Insurance (CH)	\$0.00	\$108.33	\$1,489.00	\$974.97	\$1,300.00	(\$189.00)
016679 - General Repairs/Maint (CH)	\$287.80	\$100.00	\$640.77	\$900.00	\$1,200.00	\$559.23
Total Councill House	\$1,085.30	\$487.50	\$5,415.21	\$4,387.50	\$5,850.00	\$434.79
Wilkes County Property						
016763 - Property Tax/Insurance (WC)	\$0.00	\$416.67	\$497.00	\$3,750.03	\$5,000.00	\$4,503.00
Total Wilkes County Property	\$0.00	\$416.67	\$497.00	\$3,750.03	\$5,000.00	\$4,503.00
Total Property	\$8,734.28	\$6,223.34	\$60,821.46	\$56,010.06	\$74,680.00	\$13,858.54
Personnel						
Senior Pastor						
Senior Pastor						
016201 - Senior Pastors Salary	\$3,598.26	\$3,598.25	\$32,384.34	\$32,384.25	\$43,179.00	\$10,794.66
016202 - Senior Pastors Social Security	\$468.58	\$468.58	\$4,217.22	\$4,217.22	\$5,623.00	\$1,405.78
016205 - Senior Pastors Housing Allowance	\$2,500.00	\$2,500.00	\$22,500.00	\$22,500.00	\$30,000.00	\$7,500.00
Total Senior Pastor	\$6,566.84	\$6,566.83	\$59,101.56	\$59,101.47	\$78,802.00	\$19,700.44
Sr Pastor Pension/Insurance						
016251 - Senior Pastor Health Insurance	\$1,239.00	\$1,166.67	\$10,885.00	\$10,500.03	\$14,000.00	\$3,115.00
016252 - Senior Pastor Other Insurance	\$111.63	\$166.67	\$1,136.03	\$1,500.03	\$2,000.00	\$863.97

Grace Evangelical Lutheran Church
Analysis of Revenues & Expenses - Detail
September 2022 to May 2023

Accounts	MTD Actual (This Year)	MTD Budget (This Year)	YTD Actual (This Year)	YTD Budget (This Year)	Annual Budget (This Year)	Annual Budget Remaining (This Year)
016253 - Senior Pastor Retirement Cont.	\$788.02	\$788.02	\$7,092.18	\$7,092.18	\$9,456.24	\$2,364.06
Total Sr Pastor Pension/Insurance	\$2,138.65	\$2,121.36	\$19,113.21	\$19,092.24	\$25,456.24	\$6,343.03
Total Senior Pastor	\$8,705.49	\$8,688.19	\$78,214.77	\$78,193.71	\$104,258.24	\$26,043.47
Campus Minister						
016221 - Campus Minister Salary	\$1,562.50	\$1,562.50	\$14,062.50	\$14,062.50	\$18,750.00	\$4,687.50
016267 - Campus Retirement Cont	\$208.33	\$156.25	\$1,874.97	\$1,406.25	\$1,875.00	\$0.03
016268 - Campus Minister Health Ins.	\$890.00	\$833.33	\$7,830.00	\$7,499.97	\$10,000.00	\$2,170.00
016269 - Campus Minister Other Ins.	\$35.42	\$0.00	\$360.42	\$0.00	\$0.00	(\$360.42)
Total Campus Minister	\$2,696.25	\$2,552.08	\$24,127.89	\$22,968.72	\$30,625.00	\$6,497.11
Youth & Family Director						
Youth & Family Director						
016206 - Youth & Family Director Salary	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Youth & Family Director	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Youth & Family Director	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Music						
016208 - Choral & Ensemble Director	\$1,520.84	\$1,520.83	\$13,687.56	\$13,687.47	\$18,250.00	\$4,562.44
016210 - Organist	\$916.68	\$854.17	\$8,250.12	\$7,687.53	\$10,250.00	\$1,999.88
016211 - Substitutes & Special Services	\$200.00	\$83.33	\$925.00	\$749.97	\$1,000.00	\$75.00
016216 - Audio/Visual Ministry Facilitator	\$854.16	\$854.17	\$6,029.13	\$7,687.53	\$10,250.00	\$4,220.87
016244 - Assoc. Director of Music Ministries	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Music	\$3,491.68	\$3,312.50	\$28,891.81	\$29,812.50	\$39,750.00	\$10,858.19
Office Staff						
Office Staff						
016212 - Administrative Secretary	\$2,500.00	\$2,500.00	\$22,500.00	\$22,500.00	\$30,000.00	\$7,500.00
016219 - Financial Secretary Salary	\$1,246.50	\$1,000.00	\$8,478.00	\$9,000.00	\$12,000.00	\$3,522.00
016235 - Facilities Manager	\$2,666.66	\$2,666.67	\$23,999.94	\$24,000.03	\$32,000.00	\$8,000.06
016239 - Custodial Assistant	\$19.94	\$83.33	\$328.08	\$749.97	\$1,000.00	\$671.92
Total Office Staff	\$6,433.10	\$6,250.00	\$55,306.02	\$56,250.00	\$75,000.00	\$19,693.98
Admin Sec Pension/Insurance						
016281 - Adm Secretary Health Insurance	\$761.00	\$583.33	\$7,383.23	\$5,249.97	\$7,000.00	(\$383.23)
016282 - Adm Secretary Other Insurance	\$42.50	\$83.33	\$432.50	\$749.97	\$1,000.00	\$567.50
016283 - Adm Secretary Retirement Cont.	\$150.00	\$166.67	\$1,350.00	\$1,500.03	\$2,000.00	\$650.00
Total Admin Sec Pension/Insurance	\$953.50	\$833.33	\$9,165.73	\$7,499.97	\$10,000.00	\$834.27
Facilities Manager Pension/Ins						
016291 - Facilities Manager Health Insurance	\$678.00	\$666.67	\$5,970.00	\$6,000.03	\$8,000.00	\$2,030.00
016292 - Facilities Manager Other Insurance	\$45.33	\$62.50	\$461.33	\$562.50	\$750.00	\$288.67
016293 - Facilities Manager Retire Contrib	\$266.67	\$266.67	\$2,400.03	\$2,400.03	\$3,200.00	\$799.97
Total Facilities Manager Pension/Ins	\$990.00	\$995.84	\$8,831.36	\$8,962.56	\$11,950.00	\$3,118.64
Total Office Staff	\$8,376.60	\$8,079.17	\$73,303.11	\$72,712.53	\$96,950.00	\$23,646.89
Other Personnel						
016214 - Supply Pastors	\$0.00	\$41.67	\$0.00	\$375.03	\$500.00	\$500.00

Grace Evangelical Lutheran Church
Analysis of Revenues & Expenses - Detail
September 2022 to May 2023

Accounts	MTD Actual (This Year)	MTD Budget (This Year)	YTD Actual (This Year)	YTD Budget (This Year)	Annual Budget (This Year)	Annual Budget Remaining (This Year)
016217 - Nursery Workers	\$144.00	\$0.00	\$306.00	\$0.00	\$0.00	(\$306.00)
Total Other Personnel	\$144.00	\$41.67	\$306.00	\$375.03	\$500.00	\$194.00
Other Personnel Expenses						
016301 - FICA/Medicare - Employer	\$970.12	\$833.33	\$8,622.80	\$7,499.97	\$10,000.00	\$1,377.20
016302 - Workers Comp. Insurance	\$0.00	\$150.00	\$1,623.00	\$1,350.00	\$1,800.00	\$177.00
016303 - Senior Pastor Travel Reimbursement	\$1,410.72	\$166.67	\$2,000.00	\$1,500.03	\$2,000.00	\$0.00
016308 - Campus Minister Prof Exp & Cont Ed	\$681.15	\$83.33	\$830.51	\$749.97	\$1,000.00	\$169.49
016309 - Music Director Prof Exp & Cont Ed	\$0.00	\$83.33	\$0.00	\$749.97	\$1,000.00	\$1,000.00
016310 - Senior Pastor Professional Exp.	\$167.12	\$166.67	\$1,157.26	\$1,500.03	\$2,000.00	\$842.74
016316 - Y & C Ministry-Travel Reimbursement	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
016317 - Staff Travel Reimbursement	\$129.30	\$41.67	\$129.30	\$375.03	\$500.00	\$370.70
016318 - Staff Training	\$37.00	\$83.33	\$171.61	\$749.97	\$1,000.00	\$828.39
016323 - Empl/Vol Background Chks	\$0.00	\$20.83	\$37.00	\$187.47	\$250.00	\$213.00
016715 - Conference Attendance	\$0.00	\$125.00	\$0.00	\$1,125.00	\$1,500.00	\$1,500.00
Total Other Personnel Expenses	\$3,395.41	\$1,754.16	\$14,571.48	\$15,787.44	\$21,050.00	\$6,478.52
Total Personnel	\$26,809.43	\$24,427.77	\$219,415.06	\$219,849.93	\$293,133.24	\$73,718.18
Total SUPPORTING	\$35,543.71	\$30,651.11	\$280,236.52	\$275,859.99	\$367,813.24	\$87,576.72
Total Expenses	\$39,841.92	\$34,255.28	\$313,160.22	\$308,297.52	\$411,063.24	\$97,903.02
Net Total	(\$17,003.65)	(\$88.62)	(\$29,870.63)	(\$797.58)	(\$1,063.24)	\$28,807.39

Grace Evangelical Lutheran Church
Summary of Restricted Accounts - Portrait
September 2022 to May 2023

Accounts	Beginning Balance	Restricted Revenue	Restricted Expenses	Ending Balance
Temporary Restricted				
Church Projects				
017548 - High Country Coalition HF	\$175.00	\$0.00	\$0.00	\$175.00
017579 - Fellowship Class Holding Fund	\$664.16	\$0.00	\$431.91	\$232.25
017597 - Upper Room Class Holding Fund	\$147.44	\$0.00	\$21.99	\$125.45
017607 - 100th Anniversary HF	\$0.00	\$3,496.03	\$1,916.66	\$1,579.37
Pastoral Projects				
017402 - Pastor's Discretionary Holding Fund	\$2,162.43	\$5,715.00	\$5,808.31	\$2,069.12
017541 - Pastor's Sabbatical	\$5,000.00	\$0.00	\$5,000.00	\$0.00
017569 - Confirmation	\$521.65	\$0.00	\$134.00	\$387.65
017598 - Seminarian Holding Fund	\$2,600.00	\$0.00	\$0.00	\$2,600.00
017667 - Journey of Discernment	\$250.00	\$0.00	\$0.00	\$250.00
017669 - Jane Fund	\$2,738.82	\$0.00	\$2,100.00	\$638.82
Total Pastoral Projects	\$13,272.90	\$5,715.00	\$13,042.31	\$5,945.59
Youth & Family Projects				
017502 - Youth Missions HF	\$7,523.17	\$0.00	\$2,882.88	\$4,640.29
017503 - Vacation Bible School/Supplies	\$810.00	\$0.00	\$401.85	\$408.15
017507 - Youth & Family HF	\$2,987.70	\$420.00	\$225.81	\$3,181.89
017511 - Faith Formation	(\$405.08)	\$0.00	\$4,687.56	(\$5,092.64)
017529 - Camp/Conference Grant Holding	(\$221.99)	\$1,250.00	\$0.00	\$1,028.01
017563 - ELCA National Youth Gathering HF	\$3,865.12	\$0.00	\$0.00	\$3,865.12
017701 - OPUS	\$193.48	\$194.00	\$150.00	\$237.48
Total Youth & Family Projects	\$14,752.40	\$1,864.00	\$8,348.10	\$8,268.30
Campus Projects				
017013 - Campus Minister Sabbatical	\$5,000.00	\$0.00	\$5,000.00	\$0.00
017403 - LSA_Mission Trips	\$13,711.52	\$40,070.82	\$59,792.56	(\$6,010.22)
017517 - Jeffcoat/Proctor Holding Fund	(\$5,906.00)	\$15,780.00	\$0.00	\$9,874.00
Total Campus Projects	\$12,805.52	\$55,850.82	\$64,792.56	\$3,863.78
Property Projects				
017564 - Columbarium	\$5,291.30	\$1,445.00	\$46.00	\$6,690.30
017567 - Facilities Fund	\$7,976.09	\$1,434.84	\$286.56	\$9,124.37
017591 - Grace Builders	\$46,396.34	\$38,631.03	\$62,603.88	\$22,423.49
017900 - Parking Lot/Paving HF	\$7,971.86	\$0.00	\$0.00	\$7,971.86
Total Property Projects	\$67,635.59	\$41,510.87	\$62,936.44	\$46,210.02
Financial Projects				
017410 - Temporary Account	\$50.00	\$1,537.17	\$0.00	\$1,587.17
017414 - Staff Christmas Gifts	\$145.10	\$1,520.00	\$1,545.10	\$120.00
017417 - Wedding Fees Holding Acct.	\$225.00	\$0.00	\$0.00	\$225.00
017506 - Special Staff Gift	\$160.31	\$2,526.92	\$2,526.92	\$160.31
017513 - Troutman Foundation Holding	\$383.43	\$16,300.00	\$16,100.00	\$583.43
017534 - Peeler Bequest Holding Fund	\$21,748.50	\$13,008.28	\$23,111.66	\$11,645.12
017584 - Hank Beuttel Music Scholarship	\$4,810.00	\$0.00	\$0.00	\$4,810.00
017596 - Seasonal Decorations/Landscaping	\$2,955.25	\$2,323.70	\$1,677.18	\$3,601.77
017605 - Special Offering Holding Fund	\$2,372.32	\$3,349.58	\$1,892.75	\$3,829.15
017606 - Growing Grace	\$25,014.05	\$250.00	\$0.00	\$25,264.05
Total Financial Projects	\$57,863.96	\$40,815.65	\$46,853.61	\$51,826.00
Music Projects				
017521 - Audio Visual Tech	\$0.04	\$5,174.97	\$5,175.01	\$0.00
017522 - Associate Music Director	\$780.00	\$0.00	\$0.00	\$780.00
017562 - Special Musicians Holding Fund	\$143.56	\$3,631.44	\$3,575.00	\$200.00
017594 - Music/Choir Holding Fund	\$3,787.99	\$3,975.00	\$5,196.81	\$2,566.18
Total Music Projects	\$4,711.59	\$12,781.41	\$13,946.82	\$3,546.18
Women's Ministries				
017560 - Lizzie Estelle Holding Fund	\$424.82	\$980.00	\$873.96	\$530.86
017599 - Quilter's Group Fund	\$4,748.83	\$1,630.00	\$2,923.44	\$3,455.39
017602 - Card Ministry	\$508.52	\$0.00	\$0.00	\$508.52
Total Women's Ministries	\$5,682.17	\$2,610.00	\$3,797.40	\$4,494.77
Total Church Projects	\$177,710.73	\$164,643.78	\$216,087.80	\$126,266.71
Local Ministries				
017117 - Oasis Holding Fund	\$70.00	\$100.00	\$170.00	\$0.00
017118 - Community Care Clinic Holding Fund	\$0.00	\$150.00	\$150.00	\$0.00
017404 - Hunger & Health Coalition Holding F	\$185.00	\$950.00	\$1,160.00	(\$25.00)

Grace Evangelical Lutheran Church
Summary of Restricted Accounts - Portrait
September 2022 to May 2023

Accounts	Beginning Balance	Restricted Revenue	Restricted Expenses	Ending Balance
017524 - Habitat for Humanity Holding Fund	\$0.00	\$100.00	\$50.00	\$50.00
017549 - Hospitality House Holding Fund	\$375.00	\$7,985.00	\$5,796.00	\$2,564.00
017586 - WeCAN Holding Fund	\$0.00	\$50.00	\$50.00	\$0.00
Total Local Ministries	\$630.00	\$9,335.00	\$7,376.00	\$2,589.00
Synod Ministries				
017416 - ELCA	\$194.90	\$0.00	\$0.00	\$194.90
017561 - Afghan Refugee Holding Fund	\$200.00	\$0.00	\$200.00	\$0.00
Total Synod Ministries	\$394.90	\$0.00	\$200.00	\$194.90
Total Temporary Restricted	\$178,735.63	\$173,978.78	\$223,663.80	\$129,050.61

Grace Evangelical Lutheran Church
Summary of Restricted Accounts - Portrait
September 2022 to May 2023

Accounts	<u>Beginning Balance</u>	<u>Restricted Revenue</u>	<u>Restricted Expenses</u>	<u>Ending Balance</u>
<u>Permanent Restricted</u>				
Restricted for Long-Term Use				
Funds for Future Use				
017505 - Vehicle Replacement Fund	\$2,279.12	\$0.00	\$0.00	\$2,279.12
018002 - Capital Repl. Reserve LTHF	\$80,684.23	\$0.00	\$0.00	\$80,684.23
Total Funds for Future Use	<u>\$82,963.35</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$82,963.35</u>
Total Restricted for Long-Term Use	<u>\$82,963.35</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$82,963.35</u>
Total Permanent Restricted	<u>\$82,963.35</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$82,963.35</u>

Accounts

Assets		
Funds for Current Use		
011015 - High Country Bank Checking	\$19,265.58	
Total Funds for Current Use		\$19,265.58
Funds for Long-Term Use		
HCB Money Market		
011020 - HCB Money Market	\$196,654.25	
Total HCB Money Market	\$196,654.25	
Total Funds for Long-Term Use		\$196,654.25
Accounts Receivable		
NC State Sales Tax Refund		
011718 - Watauga Sales Tax 2%	\$7,962.62	
011720 - Food Sales Tax 2%	\$7.27	
Total NC State Sales Tax Refund	\$7,969.89	
Total Accounts Receivable		\$7,969.89
Fixed Assets		
011904 - Councill Property	\$1,897,168.73	
Total Fixed Assets		\$1,897,168.73
Total Assets		\$2,121,058.45
Liabilities, Fund Principal, & Restricted Funds		
Liabilities		
Current Liabilities		
Payroll Items		
Payroll Taxes		
012101 - Federal Payroll Taxes	\$1,744.81	
012102 - FICA Taxes-Employee	\$786.22	
012103 - Medicare Taxes-Employee	\$183.98	
012104 - NC State Payroll Taxes	\$362.00	
012112 - FICA Taxes Employer	\$786.22	
012113 - Medicare Taxes Employer	\$183.98	
Total Payroll Taxes	\$4,047.21	
Other Payroll Items		
012105 - Employee Retirement Contributions	(\$20.31)	
012106 - Add'l Insurance Premium	\$27.19	
012107 - Health Care FSA	\$0.10	
Total Other Payroll Items	\$6.98	
Total Payroll Items	\$4,054.19	
Total Current Liabilities		\$4,054.19
Total Liabilities		\$4,054.19
Fund Principal		
002002 - Fund Principal	\$37,692.20	
002004 - Equity in Councill Property	\$1,897,168.73	
Excess Cash Received	(\$29,870.63)	
Total Fund Principal and Excess Cash Received		\$1,904,990.30
Restricted Funds		
Total Temporary Restricted	\$129,050.61	
Total Permanent Restricted	\$82,963.35	
Total Restricted Funds		\$212,013.96
Total Liabilities, Fund Principal, & Restricted Funds		\$2,121,058.45

TIERED COVID SAFETY PROTOCOLS AT GRACE
(Effective 8/5/2021, Updated 9/16/2022)

CDC Transmission Level for Watauga County	Low (Green) and Moderate (Yellow)	High (Red)
Overall Policies	<ul style="list-style-type: none"> • Masks are highly encouraged for all indoor activities (including worship) for those who are vaccinated; and, masks are required for those who are not vaccinated. • Everyone is encouraged to wear masks for outdoor activities. 	<ul style="list-style-type: none"> • Masks are required for everyone for all indoor activities (including worship) regardless of vaccination status. • Everyone is encouraged to wear masks for outdoor activities.
Sunday Morning Gatherings	<ul style="list-style-type: none"> • Everyone will enter through the Narthex door and sign-in when they arrive at church. • The church building will be opened 15 minutes prior to church activities to allow for an orderly check-in process. • Offering plates will not be passed during the offering time. The offering plate will be in the Narthex to be used either while entering or exiting the sanctuary. • We will adjust seating availability based on worship attendance. Worshippers are encouraged to sit in every other pew. • Adult Sunday School may be offered in a hy-flex format (in-person and online). • Children’s Sunday School may be led outside when possible with masks highly encouraged. • Nursery may be used by families for changing diapers and as a calming space. The Nursery will not be staffed. Masks are required for everyone over the age of 2. • Singing: Everyone (including the Choir) are highly encouraged to place masks over their mouth and nose when singing. • Communion: Communion may be served at the head of the aisle. 	<ul style="list-style-type: none"> • Everyone will enter through the Narthex door and sign-in when they arrive at church. • The church building will be opened 15 minutes prior to church activities to allow for an orderly check-in process. • Offering plates will not be passed during the offering time. The offering plate will be in the Narthex to be used either while entering or exiting the sanctuary. • Seating will only be available in every other pew. • Adult Sunday School will be offered online. • Children’s Sunday School may be led outside when possible, with masks highly encouraged. • Nursery may be used by families for changing diapers and as a calming space. The Nursery will not be staffed. Masks are required for everyone over the age of 2. • Communion: In an environment with high transmission rates, Communion may not be served. • Lay Worship Leaders: Lay Readers and Assisting Ministers will help lead the worship service with Pastor Steve and be asked to wear masks regardless of vaccination status. Worship leaders may remove masks for readings and prayers.

	<ul style="list-style-type: none"> ● Lay Worship Leaders: Lay Readers and Assisting Ministers will help lead the worship service with Pastor Steve and be encouraged to wear masks regardless of vaccination status. Worship leaders may remove masks for readings and prayers. 	
Online Worship	<ul style="list-style-type: none"> ● High quality online worship will continue to go live each Sunday by 8:30am. 	<ul style="list-style-type: none"> ● High quality online worship will continue to go live each Sunday by 8:30am.
Other In-Person Activities	<ul style="list-style-type: none"> ● We require accurate registration for all events, with the exception of AA and NA. ● The Fellowship Hall will be the primary meeting space. The Chapel, Parlor, and Lower Fellowship Hall are also available for smaller group gatherings. Each space will need a cleaning block of time between meetings. ● Food and drinks may be served at in-person gatherings. 	<ul style="list-style-type: none"> ● We require accurate registration for all events, with the exception of AA and NA. ● The Fellowship Hall will be the primary meeting space. The Chapel, Parlor, and Lower Fellowship Hall are also available for smaller group gatherings. Each space will need a cleaning block of time between meetings. ● Food and drinks may not be served at in-person, indoor gatherings.
Church Office	<ul style="list-style-type: none"> ● The church office will be open 9am-2pm, Monday-Thursday. Staff members may balance in-person and remote work as needed. Staff members will continue to be able to be reached through their church extensions when working remotely, and staff members continue to be responsive on email. 	<ul style="list-style-type: none"> ● The church office will continue to be open but on a limited schedule, as staff members balance in-person and remote work. Staff members will continue to be able to be reached through their church extensions when working remotely, and staff members continue to be responsive on email. ● Staff members will be masked when interacting with other people inside the church facilities.

Strengthening the Financial Position of Grace Lutheran

Developed November 16, 2022, Updated December 16, 2022,

Updated January 13, 2023 Updated February 18, 2023

Updated March 18, 2023 Updated April 14, 2023

Updated May 15, 2023

What can be done immediately to strengthen Grace's financial position over the next 6-9 months?

(1). Immediately Inform Congregation of the Current Financial picture. **All complete.**

- Pastor Steve updated the congregation through an E-News article on November 3rd.
- Giving Statement continues to be printed in each week's bulletin.
- Budget Summary was included in the e-news.

(2). Challenge the congregation to give a special offering to support the ministries of Grace **All complete.**

- A congregation member, who wishes to remain anonymous, has offered a \$10,000 matching gift! Pastor Steve would like to launch this mini-drive on Wednesday, November 23. **We are at \$7,000 toward the match. The full \$10,000 was matched and the matching gift received! The combination of December and January giving was the highest in 5 years!**
- Send out "quarterly statements" with a note from the Treasurer around December 1st. **Statements were sent out via email and mail. Year-end Statements have been sent out.**

(3). Increase the number of student parkers. We currently have more parkers than the number of spots available, because not all the parkers use the lot at the same time. **We have increase the number for Spring parking by 5-8. All parking spots for the Spring have been reserved. So far, the increase in parkers has not presented a problem. No update. Student parking for Fall 2023 will open on July 1st.**

(4). Bring in New Members. A new member class will be received on November 20th and plans are underway for another new member class in January. **Reception of New Members scheduled for February 18th. We have two families, plus 3 more families that participated in the last new member class but haven't joined yet – a total of 12 people. We will receive 15 new members on Feb. 19th! We will plan to bring in another new member class on June 4th. Best estimate right now is that we will have 5-8 new members in June.**

(5). Wilkes County Property

- Timbering – Pastor Steve contacted Casey and Associates, a timbering firm in Wilkesboro. Waiting for them to visit the property to provide an estimate of timber value. **Weather has prevented this. No update. No update. No update. No update.**
- Carbon Credits – Pastor Steve has researched the possibility of leasing the carbon credit from the property. **Wayne and Pastor Steve have registered the property as a "Farm" with the USDA which will open more possibilities, including Carbon Credits.**

Pastor Steve and Wayne are working to schedule a meeting with the person at the Ag. Extension Office who works with Carbon Credits. Meeting has been scheduled. Wayne and Pastor Steve met with representatives of the USDA office in Wilkesboro. Pastor Steve and Wayne Powell believe the next step is to reach out to Indigo Carbon, a recommended and reputable Carbon Credit company. *If a large-scale building project is considered, the sale of the Wilkes Property may provide a nice boost to the funding. At \$2,000 per acre, this would be about \$500,000.*

What can be done now to strengthen Grace's financial position over next 2 years?

- (1). Activate the Stewardship Team! Wayne has begun the process of building a Stewardship Team. New Team met on December 11th. Team will meet on Jan. 17th. Team has created a plan for a Stewardship Drive April 23-May 21. Team continues to meet and pull together details. Final details are being pulled together; we are on track for an April 23rd launch! *2023 Stewardship Drive is running.*
- (2). Rent the Councill House to college interns and relocate LSA to the Main building. No update. No update. No update. No update. No update., *No Update.*
- (3). Extend the back parking lot. Jennifer is waiting on an estimate. Estimate of \$52,000 received. Jennifer and Pastor Steve met with Municipal to plan the project. If new zoning is going to be required, should a large project be considered? No update. No update. No update. *No Update.*
- (4). Pause the Internship Program for 2023-2024 and Rent the Grace Place to College Interns. Similarly, consider sharing the intern (and costs) with other High Country Coalition Congregations. Seminary will not have a Vicar to send; 2 College interns secured for 2023-2024 @ \$700 per student per month plus 5 hours per week (average). Students have been giving rental agreements to sign. No update. No update. No update. *No Update.*
- (5). Adjust the Staffing Model. No update. No update. No update. No update. No update. *No Update.*
- (6). Increase Student Parking Rate for 2023-2024. The Council has previously discussed raising the rate from \$700 to \$750 plus \$25 processing fee. This decision will need to be made by April 2023 (or sooner) in order for the website to be updated. Fall 2023 parking reservations open July 1st. No update. No update. No update. *No Update.*

What needs to be considered now to strengthen Grace's financial position over the next 3-5 years+?

- (1). Create a long-term plan for Wilkes Property or sell property. No update. No update. No update. No update. No update. *No Update.*

(2). Develop robust Planned Giving Program to encourage members and friends of Grace to give estate gifts to the congregation in order to build out a set of endowment that will secure ministries and facilities upkeep in the future. No update. No update. No update. No update. No update. No Update.

(3). Consider purchasing the small plot of land next to Grace Place and adding a small home which would become the new Vicarage. Opening the Grace Place to house renters or other staff members. Pastor Steve reached out to the Deeds Department at AT&T to talk about this possibility. Pastor Steve sent another message. Pastor Steve sent another message. Pastor Steve received a reply from Deeds Department. They are activating a review of the property and if it is deemed that the property is not needed, then the contact information for the person in charge of negotiating the sale have been provided. The property was recently surveyed by AT&T, a positive sign that things are moving forward on their end. No Update.

(4). Research adding solar panels to the main church roof to offset electricity costs. No update. No update. No update. No update. No Update.

(5). Consider the development of housing on the Council Property. Pastor Steve has been running financial models for a new Campus Ministry Center and Student Housing facility on Council Property. Pastor Steve has continued to run various different financial and building project ideas. No update. No update. Pastor Steve, Jennifer and Vicar Spence met with VPC Builders to have an initial conversation about the viability of this type of project. Pastor Steve also met with a Town Council member to talk through implications of this type of project. Pastor Steve, Wayne and Jennifer met with VPC Builders again to get an estimate of the cost to prepare a full architectural plan for Pastor Steve's "Big Crazy Idea." The cost for the development of a buildable plan is about \$55,000.

Council Designations

Below are a series of council designations that need to be made annually.

2021-2022 Special Offerings

Occasion	Designation
Advent	General Fund
Christmas Eve	General Fund
Lent	General Fund
Easter	General Fund
Other?	

~~2019-2020 Holden Evening Prayer Meal Assignment and Offering Designation~~

Date	Meal Assignment	Offering Designation
September 19, 2019	Choir	
October 16, 2019	Lizzie-Estelle	
November 20, 2019		
December 18, 2019	Doracs/Guatemala	
January 22, 2020	Fellowship	
February 19, 2020	LSA Chili Cook-off	LSA
March 18, 2019 – Lent – No Meal	CANCELLED	
April 15, 2020 – No Worship		
May 20, 2020	Relay for Life	Relay for Life
June 17, 2020 – No Worship		
July 15, 2020 – No Worship		
August 19, 2020 – No Worship?		

2020 Lenten Evening Meal Assignments and Offering Designation

Date	Meal Assignment	Offering Designation
March 4, 2020	Ushers	Mission Trip
March 11, 2020	Lizzie Estelle	Mission Trip
March 18, 2020 CANCELLED	Faith Formation	Mission Trip
March 25, 2020 CANCELLED	Choir	Mission Trip
April 1, 2020 CANCELLED	Doreas	Mission Trip

2019-2020 Sunday Breakfasts

Date	Meal Assignment	Offering Designation
September 29, 2019	Council	General Fund
December 29, 2019	Gookie Party	N/A
March 29, 2020 — CANCELLED	Mission Trip	Mission Trip
April 12, 2020 — CANCELLED	Council	General Fund
May 31, 2020	Council -- Coffee Hour	General Fund

****2023 App Game-Day Parking**

Date	Opponent	Designations
July 29, 2023 at 7:30pm (Sat)	Darius Rucker Concert	Choir/Music
September 2, 2023 at ?::? (Sat)	Gardner-Webb	LSA
September 16, 2023 at ?::? (Sat)	ECU (Family Weekend)	LSA
October 10, 2023 at ?::? (Tues)	Coastal Carolina	Community Action
October 28, 2023 ?::? (Sat)	Southern Miss (Homecoming)	Grace Builders
November 4, 2023 at 7:30? (Sat)	Marshall	LSA
November 25, 2023 at ?::? (Sat)	Georgia Southern	GB/Choir/Youth?
*December 2, 2023 (Sat)	Sun Belt Championship Game	LSA