

## May 2021 Congregational Council Reports

Compiled by Pastor Steve Troisi on May 14, 2021

Below is a brief summary of the reports and supporting documents enclosed for the council review.

### Strategic Visioning:

1. Grace's WHY and Guiding Principles (*see page 3*)
2. 2020-2021 Council Goals - Each year the council discerns a series of goals that focus our work for the year. Last month, the Council set our goals for the year (*see page 4*).
3. Organizational Structure – The organizational structure was updated into a new form in July 2020 (*see page 5*).
4. Council Liaison Assignments – Each Council member serves as a liaison to ministry pillar. Liaison position description was affirmed by Council in 2017. (*see pages 6-7*).

### Policy:

1. Policy Review — In 2018-2019 the Council compiled a listing of and reviewed all the policies (*see pages 8-9*). The next policy to be updated is the Constitution followed by the Financial Policies. An updated draft of the new Constitution is available for review. Pastor Steve will lead a short discussion about key points. This document will be sent as a separate document.

### Monitoring and Oversight:

1. Reports:
  - i. Senior Pastor's Report (*see pages 10-11*)
    - i. Engagement Report – (*see page 12*)
  - ii. Campus Ministry Coordinator Report (*see page 13*)
  - iii. Director of Music Ministries Report (*see page 14*)
  - iv. Administrative Secretary Report (*see page 15*)
  - v. Facilities Manager Report (*see pages 16-17*)
  - vi. Treasurer's Report :
    - i. Income/Expense Report (*see pages 18-23*)
    - ii. Restricted Funds Report (*see pages 24-26*)
    - iii. Balance Sheet (*see page 27*)
    - iv. Year-Over-Year Comparison and Financial Projection (*see pages 28-30*)
2. Old Business:
  - i. **Security Team** - This group is on hold during the suspension of activities.
  - ii. **Fire Alarm System** – In February 2018, the Council received a presentation regarding a Fire Alarm System for the Main Church Building.
  - iii. **Wilkes Property** – Council chartered a Task Force to investigate possibilities for generating income from the Wilkes County Property. This last month a new conversation has emerged about the possibility of using the property for a Solar

Farm. The Exec. Team is making contact with local power companies. For those interested in more information about these properties (*see pages 31-32*).

- iv. **Carriage House Update** -- The Carriage House has been emptied. The next step will be to assess the structure and major systems of the house. This will dictate whether it will be possible to put on an addition.
- v. **AMMPARO** -- The Synod Advocacy Committee had encouraged congregations to learn more about this initiative which was begun to focus the church's response to the surge in unaccompanied minors at the southern board (*see pages 33-34*)

### 3. New Business:

- i. **COVID-19** - In April, we continued our process of gradual re-opening, holding worship services each Sunday. Masks and physical distancing have been practiced at all of the gatherings. Next steps for consideration by the Council may include: adding back lay worship leaders, finding a safe way to serve communion, and considering how and when we might add back singing. We are all still adjusting to the news from the CDC last week that, for the vaccinated, removed the recommendation of masks and physical distancing with a few exceptions. We are eager to hear from the Governor and NC Synod Regathering Task Force with more guidance (*see pages 35-36*).
- ii. **2020-2021 Seminary Intern; Grace Place Interns** -- Take a minute to read a brief biography about our next intern, Vicar Randy (*see page 37*). Two LSA students have signed leases to live at Grace Place Interns for 2021-2022: Corrine Mullen (Jr.) and Ally Jacobs (So.). Pastor Steve met with each last month and will begin working on position descriptions for these internships.
- iii. **Spring Stewardship Drive** -- The timeline has been adjusted slightly. The new launch date for the Stewardship Drive will be June 1st and the culmination of the drive will be July 18th (*see pages 38-39*)
- iv. **Budgeting Process Update** -- An early draft of the 2021-2022 Budget has been compiled. It will be sent out as a separate attachment. In the past the Council has scheduled a separate Budget Workshop to finalize this document.
- v. **Nominating Committee** -- The Nominating Committee will soon begin their work of compiling nominees for Leadership Positions (*see page 40*).
- vi. **Update on High Country Coalition** -- Pastor Steve has been working with the Coalition to provide support for Holy Communion as they are in between interim pastors. Please pray for Holy Communion as they continue in this time of transition.
- vii. **ACTION ITEM: Extending Associate of Music Ministry Position** -- This position was funded September through May via a designated fund. Pastor Steve would like the Council to consider extending this position through August.

**Special Designations:** A Google Doc is used to help track all the special designations that Council is asked to make throughout the year (*see pages 41-42*).

*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**

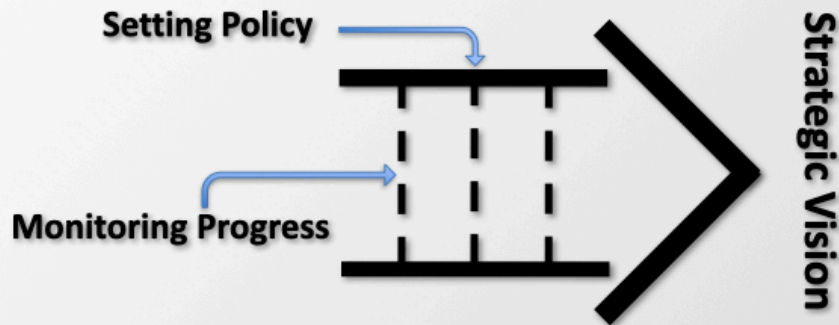
**Grow in relationship with God**

**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**:



## What makes a good goal for an organization?

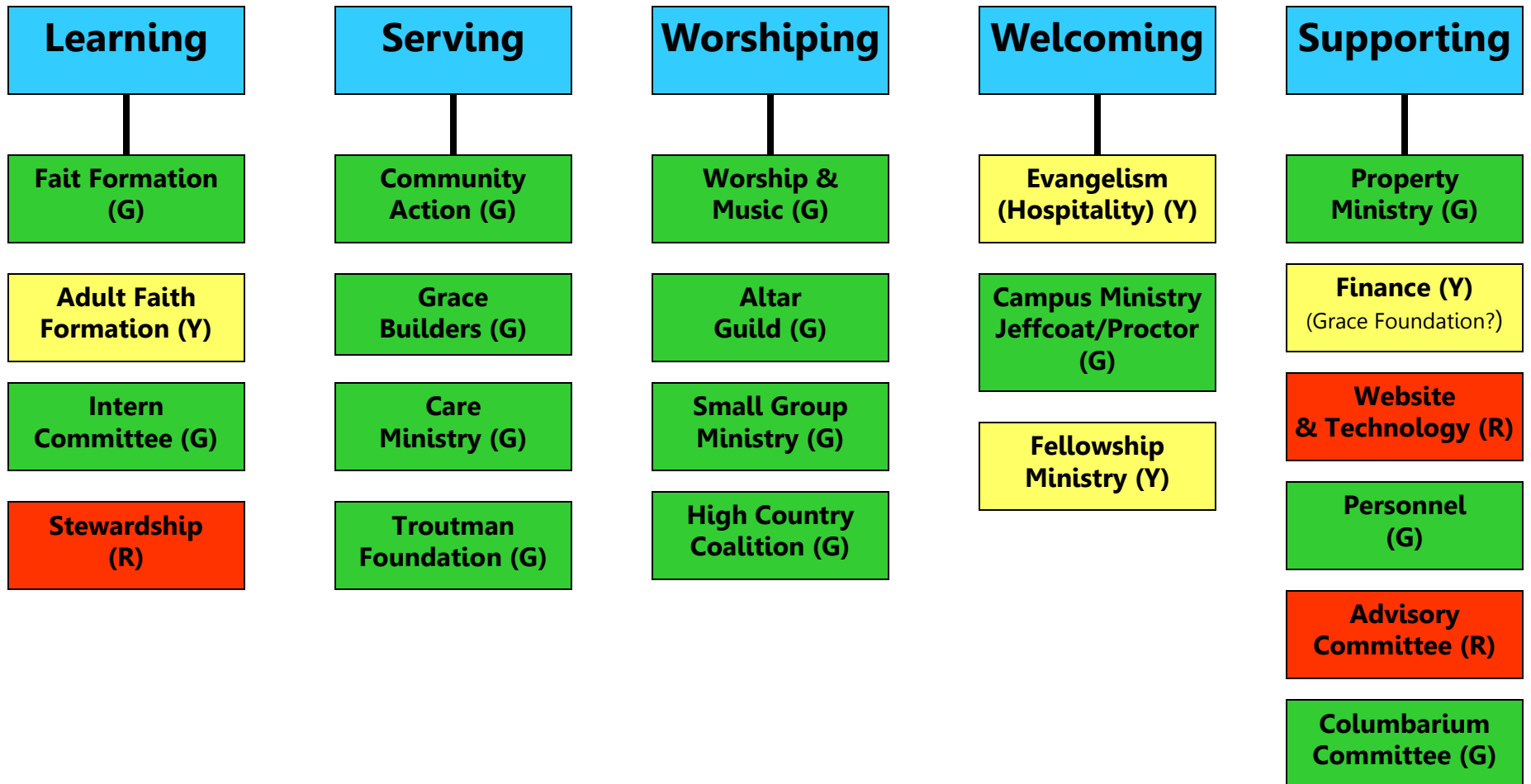


## Proposed Goals

- **Strategic** – Develop Planned Giving Strategy and schedule Planned Giving workshop.
- **Policy** – Update Constitution; create Task Force to review and update Financial Policies.
- **Monitoring** – Audit COVID Ministries, discern which should continue post-COVID, and ensure priority of funding for 2021-2022 ministry year.

## Structure & Relationship of Ministry Pillars & Groups

As of 11/20/18



Does not appear to meet or function.



Meeting and functioning



Possibly functioning or meeting, but requires more clarity and/or communication.

# MINISTRY STRUCTURE—2020-2021

Ministry Pillars & Council Liaisons	Ministry Groups	Ministry Group Chairperson
<b>LEARNING</b>		
<i>Mary Ballard</i>	Faith Formation	Beth Reavis
<i>Carol Norris</i>	Internship Committee	
	Stewardship	
<b>SERVING</b>		
<i>Laura McArthur</i>	Community Action	Janice Koppenhaver
	Grace Builders	Harold Stophel
	Visitation Ministry	Judy Michael & Charlene Sox
<i>Morgan Wright</i>	Troutman Foundation	Gail Lund
<b>WORSHIPING</b>		
<i>Alan Hauser</i>	Worship & Music	Alan Hauser
<i>Beth Reavis</i>	Altar Guild	Beth Reavis
	Small Group Ministry	
	High Country Coalition	
<b>WELCOMING</b>		
<i>Charlie Wallin</i>	Evangelism (Hospitality)	Roger Bodo
<i>Sandy Moretz</i>	Campus Ministry/Jeffcoat	Steve & Laura Seagle
	Fellowship Ministry	Robin Ray
<b>Supporting</b>		
<i>Emory Maiden</i>	Property Team	Bryan Berger
<i>Janice Koppenhaver</i>	Finance Team	Jeff Voss
<i>Gail Lund</i>	Website & Technology	
	Personnel	Gail Lund
	Advisory Committee	
	Columbarium Committee	Gail Lund & Sandy Morte

## **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

# Grace Lutheran Church Policies

## **Major Policies -- Reviewed at November Council Meeting**

1. Congregational Constitution - 25 pages (Y) -- Spring 2020
2. Troutman Foundation Bylaws -- 11 pages (Y) - Spring 2019
3. Jeffcoat/Proctor Foundation Bylaws -- 8 pages (R)
4. Trexler Foundation Bylaws -- ?? -- (Y)

## **Financial -- Reviewed at January Council Meeting**

5. Policy & Procedure for Church offerings and Receipts - 2 pages (R)
6. Policy for Charitable Contributions - 11 pages (Y)
7. Emergency Discretionary Funds - 1 page (R) -- New Policy Needed
8. Contributions and Disbursements - 13 pages (Y) -- Formatting issues, Missing procedure for Financial Secretary
9. Fundraising Procedures - 1 page -- (R)

## **Personnel -- Reviewed at March Council Meeting**

10. Policy on Sexual Harassment and Misconduct - 2 pages (Y)
11. Adverse Weather Policy - 1 page (Y)
12. Policy & Procedure for Nursery - 2 pages (Y)
13. Personnel Policy - 54 pages (Y)
14. Vacation/Sick Leave Policy - 2 pages (Y)



### **Ministry**

15. \*NEW\* - Safe Child Policy - Sent Back to Team to more Review (R)

16. Youth Lock-In Policy - 1 page -- *Remove after approval of Safe Church Policy*

### **Property -- Reviewed at the June Council Meeting**

17. Parking Lot Fundraisers - 3 pages (G)

18. Property Use Guidelines and Applications for use - 4 pages (Y)

19. Office Use and Accessibility Policy - 3 pages (Y)

### **Other Ministry**

20. Wedding Policy - 11 pages

21. Funeral Policy - 2 pages

## **Pastor Steve's Report to Congregational Council – May 2021**

This last month we began worshiping in-person in a limited way. I have been pleased with how the services have gone. Congregation members seem to be able to navigate the registration process and everyone seems happy to comply with our safety protocols. One interesting thing is that we have yet to fill up all of our spaces for worship on any of the Sundays. It appears that this could be a combination of the fact that some folks are not ready to return, people seem to really still enjoy the online worship, and I have heard that some are waiting until more of the safety protocols have been lifted. I believe that when we resume serving communion more folks may want to return.

This last month I continued to work with the HCC to provide support for Holy Communion as they work through their time of transition between interim pastors. I ended up going out to preach at Holy Communion one Sunday and it was neat to see how their parking lot worship services work.

This last month I attended three conferences (all in the same week!). However, these were all important events which included: NC Synod LYO Assembly, ELCA Boundary Training, and, locally, the WCCI Conference. All were excellent zoom events, however, I now have a better appreciation for our students who have had to spend whole days on the computer!

Last month, I met with both of our incoming college interns to clarify details and glean ideas for how their internship position description will take shape. Both Corrine and Ally are great and I am looking forward to a very good year of ministry together! Later this month, I will meet with Vicar Randy as we finalize details for his upcoming internship at Grace. As a reminder, he will begin serving Grace on August 1st.

May is, always, a fun month of celebrating at Grace. We have honored our LSA graduates, blessed pillowcase dresses, and given thanks for our online worship leaders. On Pentecost, we will celebrate Confirmation and on May 30th honor our High School Graduates.

Looking ahead, we have adjusted the schedule for the annual stewardship drive. It will launch formally on Sunday, June 6th and culminate on Sunday, July 18th. The Constitution update project has kicked into gear. The Synod will soon have the draft document for their legal folks to review. We have plunged into the budgeting process and have made great progress. We also have re-started the conversation around the Wilkes County Property and are exploring some new options. Finally, I have applied for both an ELCA Grant and a NC Synod Grant to help provide support for us to purchase our own equipment for recording online worship. We will keep our fingers crossed and hope that we can at least purchase our own camera and microphones.

**Preaching:** This month I preached 4/21, 5/2, 5/9, 5/16

**Visitation:** We currently have 8 members in care facilities (*goal is weekly visits*), 9 who are homebound (*goal is monthly visits*), 8 who have experienced a recent loss (*goal to contact as needed*) and 4 with acute pastoral care needs (*goal is weekly contact and at least monthly visits*).

**NOTE:** *The Visitation Team has asked if they could resume visiting homebound members in June.*

# PASTOR STEVE -- Full-Time Grace Staff

## Vacation, Sick and Continuing Education Leave

### 2020-2021 Approval Form

Full-time staff at Grace are granted 10-20 days of paid vacation leave as part of their compensation. For programmatic ministry staff, this may include 2-4 Sundays. Paid sick leave is granted as needed up to 10 day. Full-time, programmatic ministry staff at Grace are also granted up to 10 days of paid continuing education leave.

**Vacation Leave:** Write the dates requested for leave in the boxes below and initial. Submit this form to direct supervisor at least 4-weeks prior to the first leave day requested. In the case of programmatic ministry staff, Sundays should be specified in the box. Supervisor will initial each box to indicate approval of the request.

Sep. 20	Sep. 21	Sep. 22	Sep. 23	Nov. 22
Nov. 23	Nov. 24	Nov. 25	Jan 25	Jan. 26
Jan. 27	Jan. 28	Jan. 31 (Sun.)	Apr 25 (Sun.)	Apr 26
Apr 27	Jun 27 (Sun.)			

**Sick Leave:** Submit sick leave requests directly to supervisor prior to missing work. On the first day back in the office, record sick leave dates in the boxes below and initial. Supervisor will initial box to indicate approval has been previously granted.

Dec. 31	Jan. 7			

**Continuing Education:** Write the dates requested for leave in the boxes below and initial. Submit this form to direct supervisor at least 4-weeks prior to the first leave day requested. In the case of programmatic ministry staff, Sundays should be specified in the box. Supervisor will initial each box to indicate approval of the request.

Campfirmation July 26	Campfirmation July 27	Campfirmation July 28	Campfirmation July 29	Boundary Train Apr 19

## April 2020 Engagement Report

Last updated: 5/14/2021

### Regular Sunday Morning Engagement

Date	In-Person Worship	Worship Length (mins)	YouTube Minutes Viewed	Facebook Minutes Viewed	Total Engage (75% @ 1.5 viewers)	YouTube unique views	Facebook unique views	Total Viewers (x2)	ZOOM Commun Worship	Nursery	Children SS	Youth SS	Adult SS	Retreats
4/4/2021	120	36	2334	323	148	92	125	434						
4/11/2021		50	2886	463	134	77	111	376						
4/18/2021	40	50	2928	145	123	85	61	292	40					
4/25/2021	19	54	3528	225	139	85	91	352						
<b>Total</b>	<b>179</b>	<b>190</b>	<b>11676</b>	<b>1156</b>	<b>543</b>	<b>339</b>	<b>388</b>	<b>1454</b>						
<b>Average</b>	<b>60</b>	<b>48</b>	<b>2919</b>	<b>289</b>	<b>136</b>	<b>85</b>	<b>97</b>	<b>364</b>						
<b>YTD Averages</b>	<b>60</b>	<b>47</b>	<b>2994</b>	<b>289</b>	<b>152</b>	<b>86</b>	<b>85</b>	<b>393</b>						

### Special Events

Date	In-Person Worship	Worship Length (mins)	YouTube Minutes Viewed	Facebook Minutes Viewed	Total Engage (Time @ 1.5 viewers)	YouTube unique views	Facebook unique views	Total Viewers (x2)
4/1/2021		40	1086	105	119	54	50	208
4/2/2021		47	2166	79	112	73	34	214
<b>Total</b>		<b>87</b>	<b>3252</b>	<b>184</b>	<b>231</b>	<b>127</b>	<b>84</b>	<b>422</b>
<b>Average</b>		<b>44</b>	<b>1626</b>	<b>92</b>	<b>116</b>	<b>64</b>	<b>42</b>	<b>211</b>

\* Notes:

### Faith Formation Events

Date	Children	Confirm.	Youth	Adult	Event
<b>Total</b>					
<b>Average</b>					
<b>YTD Avg.</b>					

\* Notes:

### LSA Events

Dates	Sun.	Wed.	Event
<b>Total</b>		0	
<b>Average</b>		#DIV/0!	
<b>YTD Avg.</b>			

\* Notes:

Deacon Stacey Troisi, LSA Campus Minister  
March Council Report  
Tuesday, May 11, 2021

- **Wednesday, March 31st-** Dr. Mary Ballard joined LSA on zoom with some of her students to lead a self-defense class. I was unable to be in the meeting, but I did pop-in for a moment at the beginning. Our students loved this time and they hope that this will be something they can continue each semester.
- **Wednesday, April 7th-** Pastor Steve joined LSA on zoom again for another question and answer night. Our students continue to ask great and meaningful questions about their faith and how the church applies to them in their day to day lives.
- **Wednesday, April 14th-** We enjoyed a game night on zoom. We had hoped to meet in person, but the rain had other plans.
- **Wednesday, April 21st-** Our Elections committee met and we appointed our new leadership for the 2021-2022 year. *Officers are: President- Corinne Mullen (1st yr Sr.), VP Administration- Dallas Cobb (Jr.), VP Fundraising- Erin Darnell (Jr.), VP Programming- Ashley Berry (Soph.), and VP Communication- Trey Morris (Sr.)* I am very excited about the energy this new leadership brings. I think we are going to have another great year of LSA.  
For our meeting Bishop Kevin Strickland joined us on zoom. He shared his personal call story, and about his life. He also talked with us about being a RIC synod. Our students loved how extremely open and honest he was, and they hope to share in conversations with our congregation about becoming a RIC congregation.
- **Wednesday, April 28th-** We had our last meeting of the year. Before our meeting, old and new leadership met to go over their positions. We were able to meet in person for the first time this semester. Our students enjoyed gathering safely for a devotional and some yard games.
- **Sunday, May 2nd-** We had our LSA Sunday and Sr. Send-off. We gathered together outside of the Council house and we enjoyed our first (safe) meal together. We had a special worship service to honor our seniors, and Pastor Steve presided over communion. It was the first time in over a year that our students had communion.
- **Saturday, May 8th-** New leadership met to talk about our goals for the upcoming year. We will meet again for a ½ day retreat before the start of the fall semester.

Thank you to everyone who reached out after the death of my father. While this time has been, and will continue to be very difficult, I appreciate the love and support (and patience) that our Grace family has shared with me.

If anyone would like to come share with the students, please email me to let me know, so I can forward it on to our VP of Programming.

We express our thanks and appreciation to JoAnn and Morgan Wright for the generous donation of a fine Yamaha Clavinova digital piano for the choir loft. The Clavinova has a grand-style cabinet that takes up less space than a traditional acoustic. GrandTouch Keyboard action combined with world-class piano samples makes for an unrivaled piano experience from a digital piano. We look forward to using this fine instrument during worship.

The choir has enjoyed two in-person rehearsals with a hybrid in-person/zoom rehearsal format. It has been exciting to sing together again! The overwhelming majority of members are fully vaccinated and have been most cooperative in observing the following mitigation factors.

- Rehearse in the sanctuary with appropriate 6-foot social distance (the pews are already marked off for this)

- Wear singer's masks. In anticipation for our return to worship, Performance Series Face by Marchmaster have been purchased for all choir members.

- Members would bring their own hymnbooks and folders and carry them home after rehearsal.

- Rehearsals will be one hour in length. (We will probably extend the length of the rehearsal later)

- Earlier in the pandemic, proper air filters were installed, and the air exchange rate was found appropriate for safe gathering. We are working to transition from totally virtual to recording anthems in person for the online service. We will be able to add our long-distance members and several members who are waiting to join after singing has returned to services.

The Ringers of Grace continue to rehearse in the fellowship hall. We have increased the level of difficulty of our music by ringing at individual tables to maintain proper distance. We have recorded three anthems for the in-person and online services. The majority of members have been vaccinated. Members have been aware and most cooperative in wearing masks and maintaining distance when getting and putting away bells.

As we begin the transition to our new normal. I request that an octet be allowed to sing the hymns during the in-service worship. The octet would sing with singer's masks and maintain appropriate distance in the choir loft and away from the railing.

I have been most encouraged by the CDC's May 13<sup>th</sup> announcement of new guidelines for the fully vaccinated. Especially exciting and encouraging were the statements that fully vaccinated people could attend a full-capacity worship service and sing in an indoor chorus. (Those not vaccinated would need to wear masks.) Understanding that we need time to process this new information along with the Governor's and NC ELCA Synod recommendations, I am also prepared and welcome the opportunity to have choir rehearsals and recording sessions in the choir loft and also add congregational singing.

We have all worked so hard to observe the three W's and provide a safe environment for over a year, returning to rehearsals and worship as before could be quite a jolt and unrealistic. I would encourage continuing wearing our masks indoors until everyone has a chance to be fully vaccinated. After that time period, I would support and encourage mask wearing for fully vaccinated people who would be more comfortable in their masks and, of course, for those not vaccinated. I also think we would continue to maintain a comfortable distance of at least 2-3 feet between singers.

I appreciate and support the council's thoughtful study and guidance during the pandemic and as we continue the transition to an in-person corporate worship experience.

**MINISTRY ASSIST:**

- **Altar Guild** – worked with Beth Reavis and Gail Hauser to organize and launch the Geranium fund raiser for Pentecost. Printed the honorariums and memorials in color for in person worship on Pentecost and designed digital sides for the prerecorded worship service announcements featuring the memorials. Ordered the new paper mache vases for Altar Guild.
- **Worship & Music** –Designed and launched the In-Person Worship registration form. Each week the form is sent on Monday with a reminder on Thursday. Registration closes on Friday mornings. The seating charts are made and the Sanctuary is prepared for Sunday morning by placing bulletins in each family's assigned pew. Ushers have been trained and used on Sundays to assist with seating members. I was able to recruit and train 10 ushers in our new system. I have also launched a new usher sign up sheet which has been sent to those who are attending worship in person. Worked with Pastor Steve and Libby for worship planning recording schedules and bulletin production. Published weekly bulletins for worship - digitally for the congregation on the website and through the Sunday morning "Worship Invitation" e-mail; published weekly the large print paper copies for staff and homebound members. Weekly mailings to homebound members continue with weekly distribution of the bulletin as well as a quarterly mailing of the large print devotional and a printed invitation to the live communion worship service – which includes instructions on how to join by phone; worked with Jan Burgess to organize the Prayer Writers who weekly write the prayers of intercession; also worked with Pastor Steve to begin organizing digital lectors to record the weekly readings – including e-mail invitations to sign up, and weekly reminders to each writer along with the distribution of the readings and prayers. Digital Lectors and Prayer Writers are scheduled through May.
- **Website & Technology** – I continue to work with Pastor Steve and Emory Maiden to make thoughtful considerations on how to improve our website experience. Currently the Wix (our website publisher) analytics show that our most popular pages are the home page, the parking page, and the worship page.

I continue to attend a monthly ZOOM check-in meeting with Pastor Steve and Intern Sarah Parkhurst to discuss Grace's social media presence. Attended meetings with our future interns Corrine and Ally. Wrote/designed/published 11 emails distributed to 285 people weekly as Grace Weekly News and Worship Invitations, and death notices.

- **Care Ministry** – With continued communication to the Card Ministry and thanks to Carol McCubbins the Card ministry will send cards for May. Each week a digital Prayer Card is made available; I communicate weekly with Cinda Williamson for the email prayer chain, share the published prayer list with the Card Ministry (16 members). Continued work with the Prayer Ministry – which now receives weekly emails of the published prayer list on Saturday mornings.
- **Property** –In coordination with Jennifer and the Council recommendations, we continue with the partial opening of the Grace facilities. Currently the following groups are meeting at Grace: Wildwood, Grace Quilters, Lizzie-Estelle, and the Handbell Choir and the Grace Choir. Worked with Jennifer to launch the Summer Semester Parking sale and update our parking page for the coming semesters. We plan to launch the Fall Semester parking sale for July 1.
- **Columbarium** – No new niche sales at this time.

# **Facilities Manager Report**

## **5-13-21**

### **March,**

- \* Property Team met on 3-9-21
- \* I got 2 estimates on replacing the roof at the church which is around roughly \$50,000 to \$75,000.
- \* Started patching and painting in the Usher Closet. I removed the shelves and Harold and I removed the water heater that was no longer in use. I finished painting and moved stuff back in.
- \* Jeff's plumbing came on 3-17-21 to reconnect the supply line in the main bathroom correctly.
- \* I moved the chairs from Pastor Steve's office into the Narthex along with a small table for an updated sitting area to make it feel more inviting in the Narthex. I also have purchased a TV and mount to hang on the wall to scroll announcements and welcome signs.
- \* Helped clean out the Chapel closet. Stored extra artwork that was in Pastor Steve's Office in the closet.
- \* I replaced all the lightbulbs in the Chapel and Sacristy with daylight bulbs to help make it brighter.
- \* Mike the renter at the Carriage House moved out. I went in and took a load of trash to the dump and gave away most of the furniture.
- \* Jeff's Plumbing repaired the backflow preventer that wasn't working properly and reinspected and reported to The Town of Boone that it had passed.
- \* Jeff's Plumbing also came and replaced the vent pipe to the boiler at the Councill House that was rusted and replaced the expansion tank for the boiler.

### **April,**

- \* I painted the hallway by the Sacristy and Nursery. I relocated the Acolyte robes into the sacristy and took down the shelf in the hallway.
- \* Kurt Fengler made an oak closet for Pastor Steve's office for him to hang his Robes and Stoles in.



\* Spring Clean up happened on April 17th. We had about 31 PIKA fraternity guys and about 10 Grace members out to help. We spread 20 yards of mulch, trimmed bushes, picked up sticks and debris and bagged leaves. It was a great turnout and a lot got done.

\* We hauled two more loads of stuff off from the Carriage house including the stove and refrigerator. All that is left in the rental is some books I will donate to the library.

\* I got new rental agreements signed by the two new LSA students who will be moving into the Grace Place in August. They have both paid their first months rent and security deposit.

\* Tiffany, our worker from Watauga Opportunities started coming to vacuum again on a limited schedule. She will only work for one hour a week instead of two hours until we open up more.

\* Jeff's Plumbing came to replace a coupling on the boiler motor at the church that had failed and was making a loud noise.

\* Bob Richards with Air Craft heating and Cooling came to do the spring service on the AC units at the church and the heat pump at the Grace Place. He replaced all the air filters and brought extras for me to replace quarterly. He also had to replace the refrigeration compressor contactor on the heat pump at the Grace Place. All are working and ready for summer.

## **May,**

\* Mountaineer fire and Equipment came to do the annual inspection on all the fire extinguishers at the church and Council House which is required for the fire inspection.

\* Harold replaced the board around the light switches for the Fellowship hall. I caulked and painted around it all and Clayton Norris worked on some wiring and installed new plate covers to make that space look better.

\* I purchased flowers from Lowes and planted them in the planter by the church office door to spruce up that area.

\* I worked on a new diagram and chart for the lighting in the Sanctuary.

**Grace Evangelical Lutheran Church**  
**Analysis of Revenues & Expenses - Detail**  
**September 2020 to April 2021**

<b>Accounts</b>	<b>MTD Actual (This Year)</b>	<b>MTD Budget (This Year)</b>	<b>YTD Actual (This Year)</b>	<b>YTD Budget (This Year)</b>	<b>Annual Budget (This Year)</b>	<b>Annual Budget Remaining (This Year)</b>
<b>Revenues</b>						
<b>Offerings</b>						
<b>Tithes and Offerings</b>						
015201 - General Fund Offering	\$18,441.00	\$26,666.67	\$188,756.55	\$213,333.36	\$320,000.00	\$131,243.45
015205 - NC & ELCA Synod Income	\$120.84	\$1,750.00	\$11,468.79	\$14,000.00	\$21,000.00	\$9,531.21
<b>Total Tithes and Offerings</b>	<u>\$18,561.84</u>	<u>\$28,416.67</u>	<u>\$200,225.34</u>	<u>\$227,333.36</u>	<u>\$341,000.00</u>	<u>\$140,774.66</u>
<b>Rental Incomes</b>						
015307 - Property Rental Income	\$1,200.00	\$1,950.00	\$14,950.00	\$15,600.00	\$23,400.00	\$8,450.00
015308 - Parking Rental Income	\$22.00	\$3,333.33	\$16,741.00	\$26,666.64	\$40,000.00	\$23,259.00
<b>Total Rental Incomes</b>	<u>\$1,222.00</u>	<u>\$5,283.33</u>	<u>\$31,691.00</u>	<u>\$42,266.64</u>	<u>\$63,400.00</u>	<u>\$31,709.00</u>
<b>Miscellaneous Income</b>						
015301 - Interest/Dividends	\$0.00	\$0.00	\$376.38	\$0.00	\$0.00	(\$376.38)
015302 - Miscellaneous Donations	\$0.00	\$0.00	(\$75.00)	\$0.00	\$0.00	\$75.00
015305 - Jeffcoat-Proctor Offset	\$0.00	\$416.67	\$0.00	\$3,333.36	\$5,000.00	\$5,000.00
<b>Total Miscellaneous Income</b>	<u>\$0.00</u>	<u>\$416.67</u>	<u>\$301.38</u>	<u>\$3,333.36</u>	<u>\$5,000.00</u>	<u>\$4,698.62</u>
<b>Total Offerings</b>	<u>\$19,783.84</u>	<u>\$34,116.67</u>	<u>\$232,217.72</u>	<u>\$272,933.36</u>	<u>\$409,400.00</u>	<u>\$177,182.28</u>
<b>Total Revenues</b>	<u>\$19,783.84</u>	<u>\$34,116.67</u>	<u>\$232,217.72</u>	<u>\$272,933.36</u>	<u>\$409,400.00</u>	<u>\$177,182.28</u>

**Grace Evangelical Lutheran Church**  
**Analysis of Revenues & Expenses - Detail**  
**September 2020 to April 2021**

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)
<b>Expenses</b>						
<b>LEARNING</b>						
<b>Christian Education Ministries</b>						
016600 - Nursery	\$0.00	\$20.83	\$0.00	\$166.64	\$250.00	\$250.00
016601 - Christian Education	\$0.00	\$150.00	\$907.98	\$1,200.00	\$1,800.00	\$892.02
016602 - Books/Supplies/Study Materials	\$0.00	\$41.67	\$141.13	\$333.36	\$500.00	\$358.87
016604 - Confirmation	\$0.00	\$25.00	\$79.90	\$200.00	\$300.00	\$220.10
016605 - High School Recognition	\$0.00	\$20.83	\$0.00	\$166.64	\$250.00	\$250.00
016606 - Youth Lunch	\$0.00	\$20.83	\$0.00	\$166.64	\$250.00	\$250.00
<b>Total Christian Education Ministries</b>	<b>\$0.00</b>	<b>\$279.16</b>	<b>\$1,129.01</b>	<b>\$2,233.28</b>	<b>\$3,350.00</b>	<b>\$2,220.99</b>
<b>Youth &amp; Family Ministry</b>						
016501 - Senior Youth	\$75.00	\$25.00	\$75.00	\$200.00	\$300.00	\$225.00
016502 - Jr. Youth	\$0.00	\$25.00	\$0.00	\$200.00	\$300.00	\$300.00
016503 - Luther Kids	\$0.00	\$25.00	\$0.00	\$200.00	\$300.00	\$300.00
016507 - Family Programs	\$0.00	\$25.00	\$0.00	\$200.00	\$300.00	\$300.00
<b>Total Youth &amp; Family Ministry</b>	<b>\$75.00</b>	<b>\$100.00</b>	<b>\$75.00</b>	<b>\$800.00</b>	<b>\$1,200.00</b>	<b>\$1,125.00</b>
<b>Intern</b>						
016220 - Intern Stipend	\$0.00	\$1,600.00	\$0.00	\$12,800.00	\$19,200.00	\$19,200.00
016250 - Internship Fees	\$0.00	\$183.33	\$0.00	\$1,466.64	\$2,200.00	\$2,200.00
016321 - Intern - Professional Expenses	\$0.00	\$83.33	\$0.00	\$666.64	\$1,000.00	\$1,000.00
016322 - Intern Mileage	\$0.00	\$83.33	\$0.00	\$666.64	\$1,000.00	\$1,000.00
<b>Total Intern</b>	<b>\$0.00</b>	<b>\$1,949.99</b>	<b>\$0.00</b>	<b>\$15,599.92</b>	<b>\$23,400.00</b>	<b>\$23,400.00</b>
<b>Stewardship</b>						
016901 - Stewardship Supplies	\$0.00	\$41.67	\$450.00	\$333.36	\$500.00	\$50.00
<b>Total Stewardship</b>	<b>\$0.00</b>	<b>\$41.67</b>	<b>\$450.00</b>	<b>\$333.36</b>	<b>\$500.00</b>	<b>\$50.00</b>
<b>Total LEARNING</b>	<b>\$75.00</b>	<b>\$2,370.82</b>	<b>\$1,654.01</b>	<b>\$18,966.56</b>	<b>\$28,450.00</b>	<b>\$26,795.99</b>
<b>SERVING</b>						
<b>Care Ministry</b>						
016454 - Card/Devotionals Ministry	\$0.00	\$8.33	\$0.00	\$66.64	\$100.00	\$100.00
<b>Total Care Ministry</b>	<b>\$0.00</b>	<b>\$8.33</b>	<b>\$0.00</b>	<b>\$66.64</b>	<b>\$100.00</b>	<b>\$100.00</b>
<b>Community Benevolences</b>						
016108 - Pastor's Discretionary	\$0.00	\$125.00	\$0.00	\$1,000.00	\$1,500.00	\$1,500.00
<b>Total Community Benevolences</b>	<b>\$0.00</b>	<b>\$125.00</b>	<b>\$0.00</b>	<b>\$1,000.00</b>	<b>\$1,500.00</b>	<b>\$1,500.00</b>
<b>North Carolina Benevolences</b>						
016101 - NC Synod	\$0.00	\$500.00	\$0.00	\$4,000.00	\$6,000.00	\$6,000.00
<b>Total North Carolina Benevolences</b>	<b>\$0.00</b>	<b>\$500.00</b>	<b>\$0.00</b>	<b>\$4,000.00</b>	<b>\$6,000.00</b>	<b>\$6,000.00</b>
<b>Total SERVING</b>	<b>\$0.00</b>	<b>\$633.33</b>	<b>\$0.00</b>	<b>\$5,066.64</b>	<b>\$7,600.00</b>	<b>\$7,600.00</b>
<b>WELCOMING</b>						
<b>Campus Ministry</b>						
016815 - T-Shirts	\$0.00	\$8.33	\$0.00	\$66.64	\$100.00	\$100.00
016817 - Program Materials	\$0.00	\$20.83	\$53.12	\$166.64	\$250.00	\$196.88

**Grace Evangelical Lutheran Church**  
**Analysis of Revenues & Expenses - Detail**  
**September 2020 to April 2021**

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)
016818 - Food Ministry	\$0.00	\$104.17	\$174.42	\$833.36	\$1,250.00	\$1,075.58
<b>Total Campus Ministry</b>	\$0.00	\$133.33	\$227.54	\$1,066.64	\$1,600.00	\$1,372.46
<b>Evangelism</b>						
016701 - Welcoming Supplies	\$0.00	\$33.33	\$0.00	\$266.64	\$400.00	\$400.00
016704 - Communications	\$0.00	\$66.67	\$550.67	\$533.36	\$800.00	\$249.33
016706 - Chamber of Commerce Dues	\$0.00	\$16.67	\$195.00	\$133.36	\$200.00	\$5.00
<b>Total Evangelism</b>	\$0.00	\$116.67	\$745.67	\$933.36	\$1,400.00	\$654.33
<b>Fellowship</b>						
016801 - Fellowship Supplies	\$0.00	\$41.67	\$0.00	\$333.36	\$500.00	\$500.00
<b>Total Fellowship</b>	\$0.00	\$41.67	\$0.00	\$333.36	\$500.00	\$500.00
<b>Total WELCOMING</b>	\$0.00	\$291.67	\$973.21	\$2,333.36	\$3,500.00	\$2,526.79
<b>WORSHIPING</b>						
<b>Worship &amp; Music</b>						
016401 - Communion/Altar Supplies	\$0.00	\$83.33	\$467.30	\$666.64	\$1,000.00	\$532.70
016419 - Piano/Organ Maintenance	\$0.00	\$133.33	\$0.00	\$1,066.64	\$1,600.00	\$1,600.00
016421 - Music All Services	\$860.75	\$166.67	\$3,137.11	\$1,333.36	\$2,000.00	(\$1,137.11)
<b>Total Worship &amp; Music</b>	\$860.75	\$383.33	\$3,604.41	\$3,066.64	\$4,600.00	\$995.59
<b>Total WORSHIPING</b>	\$860.75	\$383.33	\$3,604.41	\$3,066.64	\$4,600.00	\$995.59
<b>SUPPORTING</b>						
<b>Property</b>						
<b>Property General</b>						
016614 - Snow Removal	\$0.00	\$83.33	\$275.00	\$666.64	\$1,000.00	\$725.00
016615 - Lawn/Landscaping	\$0.00	\$208.33	\$1,025.00	\$1,666.64	\$2,500.00	\$1,475.00
016761 - Taxes on Property	\$0.00	\$50.00	\$773.32	\$400.00	\$600.00	(\$173.32)
<b>Total Property General</b>	\$0.00	\$341.66	\$2,073.32	\$2,733.28	\$4,100.00	\$2,026.68
<b>Church</b>						
016509 - Water/Sewer	\$56.00	\$58.33	\$614.61	\$466.64	\$700.00	\$85.39
016510 - Natural Gas	\$0.00	\$333.33	\$2,863.27	\$2,666.64	\$4,000.00	\$1,136.73
016511 - Electric	\$261.72	\$333.33	\$2,211.79	\$2,666.64	\$4,000.00	\$1,788.21
016613 - Cleaning/Maintenance Supplies	\$99.58	\$104.17	\$669.55	\$833.36	\$1,250.00	\$580.45
016616 - General Repairs/Maintenance	\$482.28	\$416.67	\$2,717.56	\$3,333.36	\$5,000.00	\$2,282.44
016618 - Property Insurance	\$0.00	\$591.67	\$6,743.00	\$4,733.36	\$7,100.00	\$357.00
<b>Total Church</b>	\$899.58	\$1,837.50	\$15,819.78	\$14,700.00	\$22,050.00	\$6,230.22
<b>Office Expense</b>						
016001 - Printing	\$731.96	\$716.67	\$6,069.14	\$5,733.36	\$8,600.00	\$2,530.86
016002 - Office Supplies	\$74.44	\$166.67	\$612.41	\$1,333.36	\$2,000.00	\$1,387.59
016003 - Office Equipment & Repair	\$0.00	\$50.00	\$0.00	\$400.00	\$600.00	\$600.00
016004 - Postage/E'mail Service	\$336.00	\$208.33	\$1,313.05	\$1,666.64	\$2,500.00	\$1,186.95
016005 - Bank Service Fees/Checks	\$0.00	\$33.33	\$158.08	\$266.64	\$400.00	\$241.92
016006 - Computer Software/Hardware	\$0.00	\$166.67	\$0.00	\$1,333.36	\$2,000.00	\$2,000.00
016007 - Campus Telephone/Internet	\$549.25	\$366.67	\$2,089.06	\$2,933.36	\$4,400.00	\$2,310.94

**Grace Evangelical Lutheran Church**  
**Analysis of Revenues & Expenses - Detail**  
**September 2020 to April 2021**

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)
016010 - Payment Processing Fees	\$301.41	\$229.17	\$3,020.04	\$1,833.36	\$2,750.00	(\$270.04)
016012 - ACS Subscription Fees	\$295.00	\$291.67	\$2,332.00	\$2,333.36	\$3,500.00	\$1,168.00
016013 - CPA/Bookkeeper	\$0.00	\$333.33	\$0.00	\$2,666.64	\$4,000.00	\$4,000.00
016407 - Bulletins/Licensing/Software	\$447.00	\$125.00	\$1,200.95	\$1,000.00	\$1,500.00	\$299.05
<b>Total Office Expense</b>	<b>\$2,735.06</b>	<b>\$2,687.51</b>	<b>\$16,794.73</b>	<b>\$21,500.08</b>	<b>\$32,250.00</b>	<b>\$15,455.27</b>
<b>Grace Place</b>						
016651 - Property Insurance (GP)	\$0.00	\$41.67	\$451.41	\$333.36	\$500.00	\$48.59
016652 - Water/Sewer (GP)	\$47.65	\$62.50	\$330.80	\$500.00	\$750.00	\$419.20
016653 - Electric Service (GP)	\$236.51	\$145.83	\$1,202.57	\$1,166.64	\$1,750.00	\$547.43
016654 - Cleaning/Maintenance Supplies (GP)	\$0.00	\$12.50	\$0.00	\$100.00	\$150.00	\$150.00
016656 - General Repairs/Maintenance (GP)	\$0.00	\$62.50	\$959.11	\$500.00	\$750.00	(\$209.11)
016661 - Television Service (GP)	\$0.00	\$8.33	\$0.00	\$66.64	\$100.00	\$100.00
<b>Total Grace Place</b>	<b>\$284.16</b>	<b>\$333.33</b>	<b>\$2,943.89</b>	<b>\$2,666.64</b>	<b>\$4,000.00</b>	<b>\$1,056.11</b>
<b>Councill House</b>						
016671 - Water/Sewer (CH)	\$31.50	\$83.33	\$223.50	\$666.64	\$1,000.00	\$776.50
016673 - Electric Service (CH)	\$146.80	\$166.67	\$1,064.26	\$1,333.36	\$2,000.00	\$935.74
016674 - Fuel Gas (CH)	\$0.00	\$166.67	\$888.36	\$1,333.36	\$2,000.00	\$1,111.64
016676 - Property Insurance (CH)	\$0.00	\$108.33	\$1,228.00	\$866.64	\$1,300.00	\$72.00
016679 - General Repairs/Maint (CH)	\$0.00	\$100.00	\$1,382.52	\$800.00	\$1,200.00	(\$182.52)
<b>Total Councill House</b>	<b>\$178.30</b>	<b>\$625.00</b>	<b>\$4,786.64</b>	<b>\$5,000.00</b>	<b>\$7,500.00</b>	<b>\$2,713.36</b>
<b>Wilkes County Property</b>						
016763 - Property Insurance (WC)	\$0.00	\$500.00	\$248.50	\$4,000.00	\$6,000.00	\$5,751.50
<b>Total Wilkes County Property</b>	<b>\$0.00</b>	<b>\$500.00</b>	<b>\$248.50</b>	<b>\$4,000.00</b>	<b>\$6,000.00</b>	<b>\$5,751.50</b>
<b>Total Property</b>	<b>\$4,097.10</b>	<b>\$6,325.00</b>	<b>\$42,666.86</b>	<b>\$50,600.00</b>	<b>\$75,900.00</b>	<b>\$33,233.14</b>
<b>Personnel</b>						
<b>Senior Pastor</b>						
<b>Senior Pastor</b>						
016201 - Senior Pastors Salary	\$3,598.26	\$3,598.25	\$28,786.08	\$28,786.00	\$43,179.00	\$14,392.92
016202 - Senior Pastors Social Security	\$468.58	\$468.58	\$3,748.64	\$3,748.64	\$5,623.00	\$1,874.36
016205 - Senior Pastors Housing Allowance	\$2,500.00	\$2,500.00	\$20,000.00	\$20,000.00	\$30,000.00	\$10,000.00
<b>Total Senior Pastor</b>	<b>\$6,566.84</b>	<b>\$6,566.83</b>	<b>\$52,534.72</b>	<b>\$52,534.64</b>	<b>\$78,802.00</b>	<b>\$26,267.28</b>
<b>Sr Pastor Pension/Insurance</b>						
016251 - Senior Pastor Health Insurance	\$1,089.50	\$1,666.67	\$9,398.00	\$13,333.36	\$20,000.00	\$10,602.00
016252 - Senior Pastor Other Insurance	\$144.47	\$266.67	\$1,155.76	\$2,133.36	\$3,200.00	\$2,044.24
016253 - Senior Pastor Retirement Cont.	\$788.02	\$788.02	\$6,554.16	\$6,304.16	\$9,456.24	\$2,902.08
<b>Total Sr Pastor Pension/Insurance</b>	<b>\$2,021.99</b>	<b>\$2,721.36</b>	<b>\$17,107.92</b>	<b>\$21,770.88</b>	<b>\$32,656.24</b>	<b>\$15,548.32</b>
<b>Total Senior Pastor</b>	<b>\$8,588.83</b>	<b>\$9,288.19</b>	<b>\$69,642.64</b>	<b>\$74,305.52</b>	<b>\$111,458.24</b>	<b>\$41,815.60</b>
<b>Campus Minister</b>						
016221 - Campus Minister Salary	\$0.00	\$1,562.50	\$0.00	\$12,500.00	\$18,750.00	\$18,750.00
016267 - Campus Retirement Cont	\$156.25	\$156.25	\$1,250.00	\$1,250.00	\$1,875.00	\$625.00
016268 - Campus Minister Health Ins.	\$788.50	\$0.00	\$5,336.50	\$0.00	\$0.00	(\$5,336.50)

**Grace Evangelical Lutheran Church**  
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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)
016269 - Campus Minister Other Ins.	\$34.38	\$0.00	\$275.04	\$0.00	\$0.00	(\$275.04)
<b>Total Campus Minister</b>	<b>\$979.13</b>	<b>\$1,718.75</b>	<b>\$6,861.54</b>	<b>\$13,750.00</b>	<b>\$20,625.00</b>	<b>\$13,763.46</b>
<b>Youth &amp; Family Director</b>						
<b>Youth &amp; Family Director</b>						
016206 - Youth & Family Director Salary	\$1,562.50	\$0.00	\$12,500.00	\$0.00	\$0.00	(\$12,500.00)
<b>Total Youth &amp; Family Director</b>	<b>\$1,562.50</b>	<b>\$0.00</b>	<b>\$12,500.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>(\$12,500.00)</b>
<b>Total Youth &amp; Family Director</b>	<b>\$1,562.50</b>	<b>\$0.00</b>	<b>\$12,500.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>(\$12,500.00)</b>
<b>Music</b>						
016208 - Choral & Ensemble Director	\$1,500.00	\$1,500.00	\$12,000.00	\$12,000.00	\$18,000.00	\$6,000.00
016210 - Organist	\$900.00	\$833.33	\$7,200.00	\$6,666.64	\$10,000.00	\$2,800.00
016211 - Substitutes & Special Services	\$0.00	\$66.67	\$0.00	\$533.36	\$800.00	\$800.00
<b>Total Music</b>	<b>\$2,400.00</b>	<b>\$2,400.00</b>	<b>\$19,200.00</b>	<b>\$19,200.00</b>	<b>\$28,800.00</b>	<b>\$9,600.00</b>
<b>Office Staff</b>						
<b>Office Staff</b>						
016212 - Administrative Secretary	\$2,708.34	\$2,708.33	\$21,666.72	\$21,666.64	\$32,500.00	\$10,833.28
016219 - Financial Secretary Salary	\$820.05	\$833.33	\$6,156.15	\$6,666.64	\$10,000.00	\$3,843.85
016235 - Facilities Manager	\$2,500.00	\$2,500.00	\$20,000.00	\$20,000.00	\$30,000.00	\$10,000.00
016239 - Custodial Assistant	\$0.00	\$83.33	\$0.00	\$666.64	\$1,000.00	\$1,000.00
<b>Total Office Staff</b>	<b>\$6,028.39</b>	<b>\$6,124.99</b>	<b>\$47,822.87</b>	<b>\$48,999.92</b>	<b>\$73,500.00</b>	<b>\$25,677.13</b>
<b>Admin Sec Pension/Insurance</b>						
016281 - Adm Secretary Health Insurance	\$578.00	\$630.60	\$4,468.22	\$5,044.80	\$7,567.20	\$3,098.98
016282 - Adm Secretary Other Insurance	\$59.59	\$166.67	\$476.72	\$1,333.36	\$2,000.00	\$1,523.28
016283 - Adm Secretary Retirement Cont.	\$162.50	\$175.17	\$1,300.00	\$1,401.36	\$2,102.00	\$802.00
<b>Total Admin Sec Pension/Insurance</b>	<b>\$800.09</b>	<b>\$972.44</b>	<b>\$6,244.94</b>	<b>\$7,779.52</b>	<b>\$11,669.20</b>	<b>\$5,424.26</b>
<b>Facilities Manager Pension/Ins</b>						
016291 - Facilities Manager Health Insurance	\$633.00	\$630.60	\$5,008.00	\$5,044.80	\$7,567.20	\$2,559.20
016292 - Facilities Manager Other Insurance	\$55.00	\$166.67	\$440.00	\$1,333.36	\$2,000.00	\$1,560.00
016293 - Facilities Manager Retire Contrib	\$250.00	\$242.15	\$1,750.00	\$1,937.20	\$2,905.85	\$1,155.85
<b>Total Facilities Manager Pension/Ins</b>	<b>\$938.00</b>	<b>\$1,039.42</b>	<b>\$7,198.00</b>	<b>\$8,315.36</b>	<b>\$12,473.05</b>	<b>\$5,275.05</b>
<b>Total Office Staff</b>	<b>\$7,766.48</b>	<b>\$8,136.85</b>	<b>\$61,265.81</b>	<b>\$65,094.80</b>	<b>\$97,642.25</b>	<b>\$36,376.44</b>
<b>Other Personnel</b>						
016214 - Supply Pastors	\$225.00	\$175.00	\$825.00	\$1,400.00	\$2,100.00	\$1,275.00
016217 - Nursery Workers	\$0.00	\$83.33	\$0.00	\$666.64	\$1,000.00	\$1,000.00
<b>Total Other Personnel</b>	<b>\$225.00</b>	<b>\$258.33</b>	<b>\$825.00</b>	<b>\$2,066.64</b>	<b>\$3,100.00</b>	<b>\$2,275.00</b>
<b>Other Personnel Expenses</b>						
016301 - FICA/Medicare - Employer	\$676.01	\$1,208.33	\$5,535.21	\$9,666.64	\$14,500.00	\$8,964.79
016302 - Workers Comp. Insurance	\$0.00	\$250.00	\$1,824.00	\$2,000.00	\$3,000.00	\$1,176.00
016303 - Senior Pastor Travel Reimbursement	\$824.00	\$208.33	\$851.96	\$1,666.64	\$2,500.00	\$1,648.04
016308 - Campus Minister Prof Exp & Cont Ed	\$0.00	\$83.33	\$0.00	\$666.64	\$1,000.00	\$1,000.00
016309 - Music Director Prof Exp & Cont Ed	\$0.00	\$83.33	\$0.00	\$666.64	\$1,000.00	\$1,000.00
016310 - Senior Pastor Professional Exp.	\$1,078.00	\$125.00	\$1,135.72	\$1,000.00	\$1,500.00	\$364.28

**Grace Evangelical Lutheran Church**  
**Analysis of Revenues & Expenses - Detail**  
**September 2020 to April 2021**

<b>Accounts</b>	<b>MTD Actual (This Year)</b>	<b>MTD Budget (This Year)</b>	<b>YTD Actual (This Year)</b>	<b>YTD Budget (This Year)</b>	<b>Annual Budget (This Year)</b>	<b>Annual Budget Remaining (This Year)</b>
016317 - Staff Travel Reimbursement	\$0.00	\$41.67	\$0.00	\$333.36	\$500.00	\$500.00
016318 - Staff Training	\$0.00	\$83.33	\$44.95	\$666.64	\$1,000.00	\$955.05
016323 - Empl/Vol Background Chks	\$0.00	\$16.67	\$85.30	\$133.36	\$200.00	\$114.70
016715 - Conference Attendance	\$200.00	\$125.00	\$200.00	\$1,000.00	\$1,500.00	\$1,300.00
<b>Total Other Personnel Expenses</b>	<u>\$2,778.01</u>	<u>\$2,224.99</u>	<u>\$9,677.14</u>	<u>\$17,799.92</u>	<u>\$26,700.00</u>	<u>\$17,022.86</u>
<b>Total Personnel</b>	<u>\$24,299.95</u>	<u>\$24,027.11</u>	<u>\$179,972.13</u>	<u>\$192,216.88</u>	<u>\$288,325.49</u>	<u>\$108,353.36</u>
<b>Total SUPPORTING</b>	<u>\$28,397.05</u>	<u>\$30,352.11</u>	<u>\$222,638.99</u>	<u>\$242,816.88</u>	<u>\$364,225.49</u>	<u>\$141,586.50</u>
<b>Total Expenses</b>	<u>\$29,332.80</u>	<u>\$34,031.26</u>	<u>\$228,870.62</u>	<u>\$272,250.08</u>	<u>\$408,375.49</u>	<u>\$179,504.87</u>
<b>Net Total</b>	(\$9,548.96)	\$85.41	\$3,347.10	\$683.28	\$1,024.51	(\$2,322.59)

**Grace Evangelical Lutheran Church**  
**Summary of Restricted Accounts - Portrait**  
**September 2020 to April 2021**

Accounts	Beginning Balance	Restricted Revenue	Restricted Expenses	Ending Balance
<b>Temporary Restricted</b>				
<b>Church Projects</b>				
017548 - High Country Coalition HF	\$175.00	\$0.00	\$0.00	\$175.00
017579 - Fellowship Class Holding Fund	\$664.16	\$0.00	\$0.00	\$664.16
017597 - Upper Room Class Holding Fund	\$147.44	\$0.00	\$0.00	\$147.44
<b>Pastoral Projects</b>				
017402 - Pastor's Discretionary Holding Fund	\$3,565.51	\$2,530.00	\$1,843.62	\$4,251.89
017569 - Confirmation	\$521.65	\$0.00	\$0.00	\$521.65
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	\$838.82	\$2,000.00	\$2,500.00	\$338.82
<b>Total Pastoral Projects</b>	<b>\$7,775.98</b>	<b>\$4,530.00</b>	<b>\$4,343.62</b>	<b>\$7,962.36</b>
<b>Youth &amp; Family Projects</b>				
017502 - Youth Missions HF	\$7,685.17	\$0.00	\$0.00	\$7,685.17
017503 - Vacation Bible School/Supplies	\$810.00	\$0.00	\$0.00	\$810.00
017507 - Youth & Family HF	\$5,071.49	\$0.00	\$2,080.00	\$2,991.49
017529 - Camp/Conference Grant Holding	\$308.01	\$0.00	\$0.00	\$308.01
017563 - ELCA National Youth Gathering HF	\$821.31	\$0.00	\$0.00	\$821.31
017701 - OPUS	\$193.48	\$0.00	\$0.00	\$193.48
<b>Total Youth &amp; Family Projects</b>	<b>\$14,889.46</b>	<b>\$0.00</b>	<b>\$2,080.00</b>	<b>\$12,809.46</b>
<b>Campus Projects</b>				
017403 - LSA_Mission Trips	\$10,812.44	\$2,848.41	\$896.57	\$12,764.28
017517 - Jeffcoat/Proctor Holding Fund	(\$2,626.00)	\$990.00	\$0.00	(\$1,636.00)
<b>Total Campus Projects</b>	<b>\$8,186.44</b>	<b>\$3,838.41</b>	<b>\$896.57</b>	<b>\$11,128.28</b>
<b>Property Projects</b>				
017501 - Councill House Mortgage Principal	\$1.97	\$19,800.00	\$19,100.00	\$701.97
017530 - Rent Income Holding Fund	(\$2,065.50)	\$0.00	\$248.50	(\$2,314.00)
017533 - Councill House Mortgage HF	(\$7,932.96)	\$15,070.00	\$12,953.20	(\$5,816.16)
017564 - Columbarium	\$4,511.60	\$365.00	\$13.60	\$4,863.00
017567 - Facilities Fund	\$11,072.16	\$1,475.00	\$4,198.66	\$8,348.50
017591 - Grace Builders	\$16,739.05	\$20,442.34	\$17,098.70	\$20,082.69
017900 - Parking Lot/Paving HF	\$7,865.86	\$0.00	\$0.00	\$7,865.86
<b>Total Property Projects</b>	<b>\$30,192.18</b>	<b>\$57,152.34</b>	<b>\$53,612.66</b>	<b>\$33,731.86</b>
<b>Financial Projects</b>				
017410 - Temporary Account	\$1,018.20	\$27,232.61	\$27,050.81	\$1,200.00
017413 - Giving Tree	\$0.00	\$625.00	\$625.00	\$0.00
017414 - Staff Christmas Gifts	\$99.85	\$1,440.00	\$1,439.75	\$100.10
017417 - Wedding Fees Holding Acct.	\$0.00	\$175.00	\$100.00	\$75.00
017506 - Special Staff Gift	(\$39.69)	\$280.00	\$80.00	\$160.31
017513 - Troutman Foundation Holding	\$1,525.00	\$15,658.43	\$17,000.00	\$183.43
017534 - Peeler Bequest Holding Fund	\$10,659.00	\$12,972.62	\$10,281.00	\$13,350.62
017584 - Hank Beuttel Music Scholarship	\$4,810.00	\$0.00	\$0.00	\$4,810.00
017596 - Seasonal Decorations/Landscaping	\$2,574.10	\$650.00	\$557.88	\$2,666.22
017603 - Grateful For Grace Appeal	\$5,300.00	\$2,400.00	\$6,500.00	\$1,200.00
017605 - Special Offering Holding Fund	\$26,724.12	\$1,012.06	\$14,008.09	\$13,728.09
017606 - Growing Grace	\$0.00	\$93,298.75	\$84,041.70	\$9,257.05
<b>Total Financial Projects</b>	<b>\$52,670.58</b>	<b>\$155,744.47</b>	<b>\$161,684.23</b>	<b>\$46,730.82</b>
<b>Music Projects</b>				
017562 - Special Musicians Holding Fund	\$436.56	\$1,792.00	\$625.00	\$1,603.56
017594 - Music/Choir Holding Fund	\$2,331.65	\$525.00	\$750.00	\$2,106.65
<b>Total Music Projects</b>	<b>\$2,768.21</b>	<b>\$2,317.00</b>	<b>\$1,375.00</b>	<b>\$3,710.21</b>
<b>Women's Ministries</b>				
017560 - Lizzie Estelle Holding Fund	\$529.82	\$982.00	\$1,060.00	\$451.82
017599 - Quilter's Group Fund	\$5,687.98	\$0.00	\$264.27	\$5,423.71
017602 - Card Ministry	\$508.52	\$0.00	\$0.00	\$508.52
<b>Total Women's Ministries</b>	<b>\$6,726.32</b>	<b>\$982.00</b>	<b>\$1,324.27</b>	<b>\$6,384.05</b>
<b>Total Church Projects</b>	<b>\$124,195.77</b>	<b>\$224,564.22</b>	<b>\$225,316.35</b>	<b>\$123,443.64</b>
<b>Local Ministries</b>				
017117 - Oasis Holding Fund	\$850.00	\$55.00	\$905.00	\$0.00
017118 - Community Care Clinic Holding Fund	\$750.00	\$250.00	\$1,000.00	\$0.00
017404 - Hunger & Health Coalition Holding F	\$1,275.00	\$1,925.00	\$3,200.00	\$0.00
017524 - Habitat for Humanity Holding Fund	\$750.00	\$255.00	\$1,005.00	\$0.00



**Grace Evangelical Lutheran Church**  
**Summary of Restricted Accounts - Portrait**  
**September 2020 to April 2021**

<b>Accounts</b>	<b>Beginning Balance</b>	<b>Restricted Revenue</b>	<b>Restricted Expenses</b>	<b>Ending Balance</b>
017549 - Hospitality House Holding Fund	\$1,420.00	\$3,720.00	\$4,090.00	\$1,050.00
017586 - WeCAN Holding Fund	\$1,350.00	\$475.00	\$1,825.00	\$0.00
<b>Total Local Ministries</b>	<u>\$6,395.00</u>	<u>\$6,680.00</u>	<u>\$12,025.00</u>	<u>\$1,050.00</u>
<b>Synod Ministries</b>				
017416 - ELCA	\$0.00	\$100.00	\$100.00	\$0.00
<b>Total Synod Ministries</b>	<u>\$0.00</u>	<u>\$100.00</u>	<u>\$100.00</u>	<u>\$0.00</u>
<b>Total Temporary Restricted</b>	<u><u>\$130,590.77</u></u>	<u><u>\$231,344.22</u></u>	<u><u>\$237,441.35</u></u>	<u><u>\$124,493.64</u></u>

Grace Evangelical Lutheran Church  
Summary of Restricted Accounts - Portrait  
September 2020 to April 2021

Accounts	Beginning Balance	Restricted Revenue	Restricted Expenses	Ending Balance
<b><u>Permanent Restricted</u></b>				
<b>Restricted for Long-Term Use</b>				
<b>Funds for Future Use</b>				
017505 - Vehicle Replacement Fund	\$2,279.12	\$0.00	\$0.00	\$2,279.12
018002 - Capital Repl. Reserve LTHF	\$79,424.23	\$0.00	\$0.00	\$79,424.23
<b>Total Funds for Future Use</b>	<b>\$81,703.35</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$81,703.35</b>
<b>Total Restricted for Long-Term Use</b>	<b>\$81,703.35</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$81,703.35</b>
<b>Total Permanent Restricted</b>	<b>\$81,703.35</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$81,703.35</b>

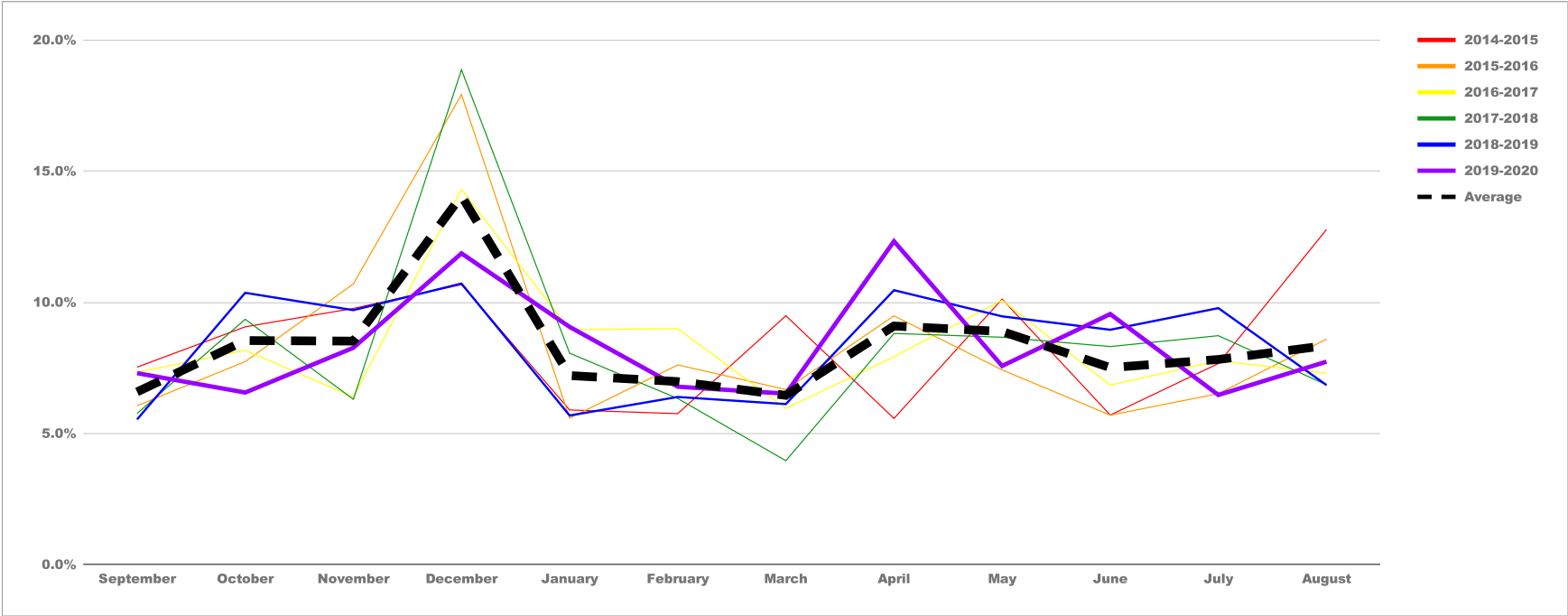
Grace Evangelical Lutheran Church  
Balance Sheet  
April 2021

Accounts

Assets		
<b>Funds for Current Use</b>		
011015 - High Country Bank Checking	\$49,206.67	
<b>Total Funds for Current Use</b>		<b>\$49,206.67</b>
<b>Funds for Long-Term Use</b>		
<b>HCB Money Market</b>		
011020 - HCB Money Market	\$194,758.96	
<b>Total HCB Money Market</b>	<b>\$194,758.96</b>	
<b>Total Funds for Long-Term Use</b>		<b>\$194,758.96</b>
<b>Accounts Receivable</b>		
<b>NC State Sales Tax Refund</b>		
011718 - Watauga Sales Tax 2%	\$927.59	
<b>Total NC State Sales Tax Refund</b>	<b>\$927.59</b>	
<b>Total Accounts Receivable</b>		<b>\$927.59</b>
<b>Fixed Assets</b>		
011904 - Councill Property	\$1,897,168.73	
<b>Total Fixed Assets</b>		<b>\$1,897,168.73</b>
<b>Total Assets</b>		<b>\$2,142,061.95</b>
<b>Liabilities, Fund Principal, &amp; Restricted Funds</b>		
<b>Liabilities</b>		
<b>Current Liabilities</b>		
<b>Payroll Items</b>		
<b>Payroll Taxes</b>		
012101 - Federal Payroll Taxes	\$1,645.54	
012102 - FICA Taxes-Employee	\$547.86	
012103 - Medicare Taxes-Employee	\$128.15	
012104 - NC State Payroll Taxes	\$321.00	
012112 - FICA Taxes Employer	\$547.86	
012113 - Medicare Taxes Employer	\$128.15	
<b>Total Payroll Taxes</b>	<b>\$3,318.56</b>	
<b>Other Payroll Items</b>		
012105 - Employee Retirement Contributions	(\$21.28)	
012106 - Add'l Insurance Premium	\$1,324.82	
<b>Total Other Payroll Items</b>	<b>\$1,303.54</b>	
<b>Total Payroll Items</b>	<b>\$4,622.10</b>	
<b>Total Current Liabilities</b>		<b>\$4,622.10</b>
<b>Long-Term Liabilities</b>		
<b>Mortgage Payable</b>		
012120 - HCB Loan 08.20.08	\$31,827.84	
<b>Total Mortgage Payable</b>	<b>\$31,827.84</b>	
<b>Total Long-Term Liabilities</b>		<b>\$31,827.84</b>
<b>Total Liabilities</b>		<b>\$36,449.94</b>
<b>Fund Principal</b>		
002002 - Fund Principal	\$30,727.03	
002004 - Equity in Councill Property	\$1,865,340.89	
Excess Cash Received	\$3,347.10	
<b>Total Fund Principal and Excess Cash Received</b>		<b>\$1,899,415.02</b>
<b>Restricted Funds</b>		
Total Temporary Restricted	\$124,493.64	
Total Permanent Restricted	\$81,703.35	
<b>Total Restricted Funds</b>		<b>\$206,196.99</b>
<b>Total Liabilities, Fund Principal, &amp; Restricted Funds</b>		<b>\$2,142,061.95</b>

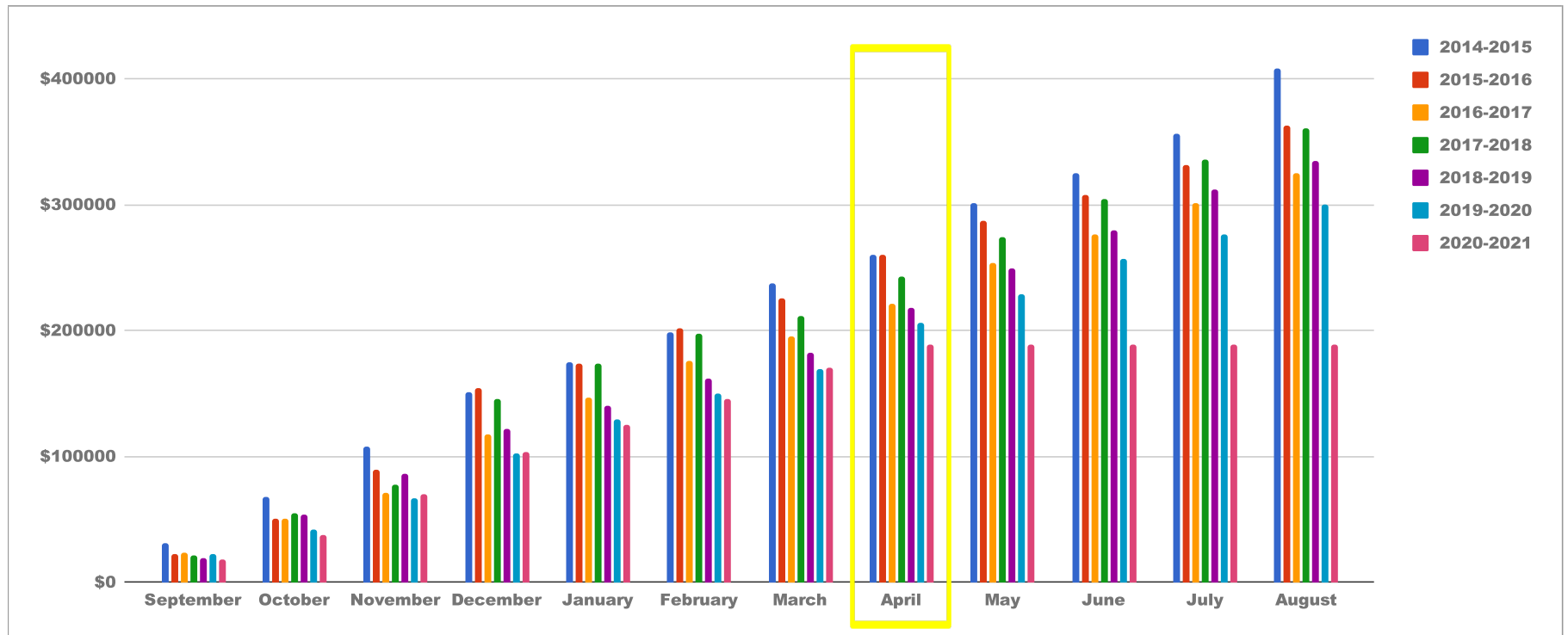
Year-Over-Year Monthly Giving

	2014-2015		2015-2016		2016-2017		2017-2018		2018-2019		2019-2020		Average	Projected 2020-2021	Actual 2020-2021	Surplus/(Deficit) 2020-2021
September	\$30,705.00	7.5%	\$21,952.40	6.1%	\$23,807.10	7.3%	\$20,735.45	5.8%	\$18,533.00	5.5%	\$21,868.30	7.3%	6.6%	\$21,067.28	\$17,775.00	-\$3,292.28
October	\$36,978.47	9.1%	\$28,064.00	7.7%	\$26,547.08	8.2%	\$33,673.28	9.4%	\$34,697.38	10.4%	\$19,654.00	6.6%	8.5%	\$27,332.98	\$20,139.52	-\$7,193.46
November	\$39,833.60	9.8%	\$38,793.98	10.7%	\$20,760.73	6.4%	\$22,684.86	6.3%	\$32,483.00	9.7%	\$24,766.39	8.3%	8.5%	\$27,264.17	\$32,384.95	\$5,120.78
December	\$43,539.01	10.7%	\$64,972.01	17.9%	\$46,468.23	14.3%	\$67,919.22	18.9%	\$35,878.00	10.7%	\$35,550.31	11.9%	14.1%	\$44,980.16	\$33,100.00	-\$11,880.16
January	\$24,049.00	5.9%	\$20,250.00	5.6%	\$29,079.43	9.0%	\$29,019.40	8.1%	\$19,034.00	5.7%	\$27,156.00	9.1%	7.2%	\$23,060.30	\$21,176.00	-\$1,884.30
February	\$23,475.12	5.8%	\$27,601.12	7.6%	\$29,213.93	9.0%	\$22,799.39	6.3%	\$21,401.38	6.4%	\$20,321.00	6.8%	7.0%	\$22,327.72	\$21,305.00	-\$1,022.72
March	\$38,702.38	9.5%	\$24,205.00	6.7%	\$19,338.65	6.0%	\$14,257.50	4.0%	\$20,490.00	6.1%	\$19,524.00	6.5%	6.5%	\$20,645.43	\$24,435.08	\$3,789.65
April	\$22,730.90	5.6%	\$34,381.20	9.5%	\$25,743.45	7.9%	\$31,727.00	8.8%	\$35,029.00	10.5%	\$36,930.00	12.3%	9.1%	\$29,107.08	\$18,441.00	-\$10,666.08
May	\$41,290.50	10.1%	\$26,914.47	7.4%	\$32,731.59	10.1%	\$31,209.97	8.7%	\$31,690.75	9.5%	\$22,690.00	7.6%	8.9%	\$28,439.61		
June	\$23,248.16	5.7%	\$20,658.43	5.7%	\$22,225.25	6.8%	\$29,927.55	8.3%	\$29,979.23	9.0%	\$28,620.00	9.6%	7.5%	\$24,028.72		
July	\$31,270.47	7.7%	\$23,630.00	6.5%	\$25,237.90	7.8%	\$31,422.00	8.7%	\$32,742.00	9.8%	\$19,375.00	6.5%	7.8%	\$25,025.04		
August	\$52,118.36	12.8%	\$31,170.05	8.6%	\$23,710.45	7.3%	\$24,675.00	6.9%	\$22,913.13	6.8%	\$23,180.62	7.7%	8.4%	\$26,721.51		
Total	\$407,940.97		\$362,592.66		\$324,863.79		\$360,050.62		\$334,870.87		\$299,635.62			\$320,000.00		-\$27,028.57



## Year-Over-Year Cumulative Giving Comparison

								<i>Actual</i>	<i>Needed</i>
		2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2020-2021
September		\$30,705.00	\$21,952.40	\$23,807.10	\$20,735.45	\$18,533.00	\$21,868.30	\$17,775.00	\$21,067.28
October		\$67,683.47	\$50,016.40	\$50,354.18	\$54,408.73	\$53,230.38	\$41,522.30	\$37,914.52	\$48,400.26
November		\$107,517.07	\$88,810.38	\$71,114.91	\$77,093.59	\$85,713.38	\$66,288.69	\$70,299.47	\$75,664.43
December		\$151,056.08	\$153,782.39	\$117,583.14	\$145,012.81	\$121,591.38	\$101,839.00	\$103,399.47	\$120,644.59
January		\$175,105.08	\$174,032.39	\$146,662.57	\$174,032.21	\$140,625.38	\$128,995.00	\$124,575.47	\$143,704.89
February		\$198,580.20	\$201,633.51	\$175,876.50	\$196,831.60	\$162,026.76	\$149,316.00	\$145,880.47	\$166,032.61
March		\$237,282.58	\$225,838.51	\$195,215.15	\$211,089.10	\$182,516.76	\$168,840.00	\$170,315.55	\$186,678.05
April		\$260,013.48	\$260,219.71	\$220,958.60	\$242,816.10	\$217,545.76	\$205,770.00	\$188,756.55	\$215,785.12
May		\$301,303.98	\$287,134.18	\$253,690.19	\$274,026.07	\$249,236.51	\$228,460.00	\$188,756.55	\$244,224.73
June		\$324,552.14	\$307,792.61	\$275,915.44	\$303,953.62	\$279,215.74	\$257,080.00	\$188,756.55	\$268,253.45
July		\$355,822.61	\$331,422.61	\$301,153.34	\$335,375.62	\$311,957.74	\$276,455.00	\$188,756.55	\$293,278.49
August		\$407,940.97	\$362,592.66	\$324,863.79	\$360,050.62	\$334,870.87	\$299,635.62	\$188,756.55	\$320,000.00



## Projected Year-End Total Giving Based on Historical Giving Patterns

	2020-2021 Cumulative Giving	Cautious	Average	Optomistic
September	\$17,775.00	\$208,459.79	\$269,992.13	\$321,174.65
October	\$37,914.52	\$215,527.67	\$250,673.19	\$274,860.38
November	\$70,299.47	\$256,979.74	\$297,310.52	\$328,320.00
December	\$103,399.47	\$238,182.39	\$274,258.71	\$304,226.91
January	\$124,575.47	\$252,506.84	\$277,402.88	\$296,651.26
February	\$145,880.47	\$257,699.18	\$281,160.12	\$301,500.32
March	\$170,315.55	\$269,127.40	\$291,951.72	\$312,484.82
April	\$188,756.55	\$259,400.69	\$279,917.80	\$296,144.38
May	\$188,756.55	\$235,389.03	\$247,321.78	\$255,560.95
June	\$188,756.55	\$217,467.62	\$225,168.01	\$237,254.73
July	\$188,756.55	\$200,468.69	\$205,954.74	\$216,404.26
August	\$188,756.55	\$186,887.67	\$188,756.55	\$188,756.55

**NOTE: Approved 2020-2021 Budget for General Fund Giving is \$320,000**

Parcel ID: 0700136

PARCEL_ID	700136
OWNER1	GRACE EVANGELICAL LUTHERAN CHURCH
MAILADD1	115 EAST KING STREET
CITY	BOONE
STATE	NC
ZIP	28607
TOTALACRES	205.93
PROPLOCAT	OFF MT ZION RD
BOOK_PAGE	1090/0078
SALEDATE	3/31/2009, 8:00 PM
SALETYPE	1
FIREDIST	F08
OLDNBH	629
CLASS	R1
STATECLASS	910
NBRHOOD	108
PIN	2897-88-5037
ORTHO	2897

Parcel ID: 0901513

PARCEL_ID	901513
OWNER1	GRACE EVANGELICAL LUTHERAN CHURCH
MAILADD1	115 EAST KING STREET
CITY	BOONE
STATE	NC
ZIP	28607
TOTALACRES	43.38
PROPLOCAT	OFF ROM ELLER RD
BOOK_PAGE	1161/0377
SALEDATE	12/16/2012, 7:00 PM
SALEPRICE	50,000.00
SALETYPE	1
FIREDIST	F08
OLDNBH	635
CLASS	R1
STATECLASS	910
NBRHOOD	108
PIN	2897-98-6003
ORTHO	2897





# AMMPARO

Accompanying Migrant Minors with Protection, Advocacy, Representation and Opportunities

## *Brief summary*

### INTRODUCTION

In 2014, media put a spotlight on the humanitarian crisis in Honduras, El Salvador and Guatemala that led almost 70,000 unaccompanied children and another 70,000 individuals in family units to flee to the United States.<sup>1</sup> In fiscal year 2015, after varied government responses, the number of children arriving in the U.S. decreased by approximately 42 percent.<sup>2</sup> However, deportations of Central Americans in Mexico increased sharply.<sup>3</sup> The Evangelical Lutheran Church in America (ELCA) is keenly aware of the forced displacement of these families and children due to its historical and personal connections with churches in the region.

Following visits from ELCA leaders and staff to the U.S.-Mexico border, Central America and Mexico, it became evident that children and mothers must flee their communities today due to **violence, poverty and lack of opportunities**. The U.N. High Commissioner for Refugees confirmed in a study that most children have a need for international protection. A child might need this protection due to fleeing domestic, gang or other types of violence, being a victim of trafficking, or being targeted in other ways.

As vulnerable children make the treacherous journey, ELCA connections in the region and in the U.S. give the ELCA a unique and critical perspective to help uphold and guarantee the protection of children. Working as church together and with companions and partners, the ELCA will focus on three interdependent guiding principles: **ACCOMPANIMENT, AWARENESS BUILDING AND ADVOCACY**.

### THE CALL TO THE CHURCH FOR ENGAGEMENT

The ELCA's 1995 social statement, "For Peace in God's World," states:

Care for the Uprooted. Tens of millions are refugees in foreign lands. At least as many are internally displaced. In unprecedented numbers people have had to flee their homes because of persecution or general violence. We support compassionate survival assistance for refugees and vigorous international protection for them. The world community has a responsibility to aid nations that receive refugees and to help change the situations from which they have fled. In our own country, we support a generous policy of welcome for refugees and immigrants. We pledge to continue our church's historic leadership in caring for refugees and immigrants.

<sup>1</sup> [http://www.cbp.gov/sites/default/files/documents/FINAL\\_Draft\\_CBP\\_FY14\\_Report\\_20141218.pdf](http://www.cbp.gov/sites/default/files/documents/FINAL_Draft_CBP_FY14_Report_20141218.pdf).

<sup>2</sup> U.S. Customs and Border Protection. "Southwest Border Unaccompanied Alien Children Statistics FY 2015." <http://www.cbp.gov/newsroom/stats/southwest-border-unaccompanied-children/fy-2015>.

<sup>3</sup> Washington Office on Latin America. [http://www.wola.org/news/mexico\\_now\\_detains\\_more\\_central\\_american\\_migrants\\_than\\_the\\_united\\_states](http://www.wola.org/news/mexico_now_detains_more_central_american_migrants_than_the_united_states)[http://www.wola.org/news/mexico\\_now\\_detains\\_more\\_central\\_american\\_migrants\\_than\\_the\\_united\\_states](http://www.wola.org/news/mexico_now_detains_more_central_american_migrants_than_the_united_states).

Because we understand each person to be made in God's image – without distinction based on race, ethnicity, gender, economic class or country of origin – and have heard God's call to serve the needs of our neighbor wherever they may be, we recognize ourselves to be in mission and ministry together for the benefit of all God's people. (See also "Freed in Christ: Race, Ethnicity and Culture," 1993).

## BACKGROUND

Forcibly displaced children are highly vulnerable in their communities, as they journey to safety, and in the U.S. Despite these vulnerabilities, governments – the U.S., Mexico, Guatemala, Honduras and El Salvador – have focused on border enforcement without taking sufficient steps to protect them.

Currently, the ELCA has programs to accompany these children in Honduras and Guatemala through our global ministry and in the U.S. through the church's domestic ministry, synods and its partners, such as Lutheran Immigration and Refugee Service. The AMMPARO strategy will support and expand the ELCA's work, while improving coordination and advocating to improve systems that protect children.

## STRATEGY

This strategy accompanies children in the countries of origin, in transit, and in the U.S.

Some examples of **ACCOMPANIMENT** include:

- enhancing the capacity of companions to develop strategic alliances with organizations in the countries of origin and with outside organizations that are working on the issues of migration, detention, deportation, repatriation and reinsertion and to develop plans of action; and
- encouraging congregations to develop service centers that focus on needed social services, including "wrap-around services" (e.g. education, life-skills training, legal assistance, etc.).

Some examples of **AWARENESS-BUILDING** include:

- enhancing ELCA members' awareness of the situation through new resources (including the creation of a webpage), documents and other materials; and
- conducting immersion programs and tours for ELCA members, colleges, universities, seminaries and others in collaboration with companions in Central America and Mexico with a capacity to receive such visits.

Some examples of **ADVOCACY** include:

- addressing the root causes of migration, including outlining needed U.S. policy changes;
- bringing together ELCA synods, ethnic-specific ministries, partners, the Immigration Ready Bench, synods on the Mexico border and other communities serving migrants to advocate for fair and compassionate migration policies; and
- encouraging local advocacy by companions as well as solidarity advocacy by international companions (e.g. ELCA) in a coordinated and collaborative way.

**Re-Gathering Task Force**  
**Current Guidelines based on Executive Order #209**  
Effective April 30 - June 1, 2021

North Carolina's COVID-19 numbers are trending in a more hopeful direction. Standards have now changed for those fully vaccinated. (See guidance below from the NCDHHS on who can gather safely.) There is still a mask requirement for indoor public places and for any indoor gathering outside of our homes. Physical distancing is still required.

1. Outdoor gatherings, physically-distanced, are recommended.
2. In the event of any in-person gathering, limit indoor occupancy to 100 or 50% of your space while guaranteeing sufficient physical distancing of at least a 6-foot separation between households.
3. Holy Communion can be celebrated with appropriate protocols.
4. Be sure that ALL gatherings include a roster of those in attendance in the event that contact tracing needs to be done.
5. We recommend that children or youth events happen outdoors, masked, and physically distant.
  - a. We recommend NO indoor overnight events (lock-ins or retreats) at this point.
  - b. In the event of any in-person gathering, limit indoor occupancy to guarantee sufficient physical distancing of at least a 6-foot separation between households. This limit applies separately to each room within a building.
6. We continue to recommend no congregational singing or chanting indoors.

- a. Outdoors, distanced by at least 10-12 feet, with everyone masked, singing is a possibility, though not without risk.
  - b. Musical instruments such as handbells, guitars, violins, etc. are low risk options. Brass and other wind instruments (instrument bell covers are recommended) outside should be well distanced—at least 20 feet from any other participant. Again, not without risk.
- 7. We continue to recommend no fellowship meals, coffee hours, or other such events that make physical distancing difficult.
  - 8. In NC, face coverings are required. Face coverings should be worn at all times indoors by everyone present.
  - 9. We highly recommend vaccination. Remember that a person is not fully vaccinated until two weeks after the final dose.

Even as more people are becoming fully vaccinated, we should still be following the three Ws—Washing hands, Waiting 6 ft. apart, and Wearing face coverings. Getting the COVID-19 vaccine and following the 3 Ws is everyone's best protection from getting and spreading COVID-19.

NCDHHS Interim Guidance for those receiving vaccinations.

<https://tinyurl.com/ybg67j4l>

**On a separate sheet of paper, attach a one-page autobiography by which you would like to be introduced to persons who will be working closely with you during your internship.**

Randolph A. Rothschild

Randy was born in Arizona. His parents and two older sisters lived in Kansas and Washington, before moving to California before his 4<sup>th</sup> birthday. His younger sister was born in California. The family of 6 moved to Denver before Randy's 10<sup>th</sup> birthday. He completed elementary school at St. Johns and graduated from Denver Lutheran High school. Upon completing his Bachelor of Education from Concordia Seward Randy accepted a call to St. Paul's Lutheran Church in St. Louis. Five years later Randy accepted a call to Houston Texas, taught at Trinity-Messiah school and then Lutheran High School South. While there, he finished a master's in counseling from the University of Houston. He then moved to Baltimore and served as the school counselor at Baltimore Lutheran School.

After 20 years as a rostered leader in the church Randy accepted a position with Baltimore County Public Schools. While working as a school counselor, he completed all the course work and exams for an Ed. D. in Education Policy, Planning, and Administration and was promoted to school administration. After 25 years, he retired from Baltimore County Public Schools in August of 2017, entered candidacy for the ministry of Word and Sacrament, and enrolled in Lutheran Theological Southern Seminary.

Randy and his wife Ann, married 37 years, have two children, ages 32 and 26. Their son Jordan lives in Chicago and their daughter Hannah lives with them. Ann is a clinical social worker and is licensed in North Carolina. During his studies at the Seminary, Randy has put his hobbies of woodworking and home improvements on hold. He has also taken a long break from playing Golf. Randy now is restoring an old car when he can make the time.

Randy hopes to transfer the skills he has learned in the classroom and in administration to ministry in God's church. He sees those who have hidden talents and ability, who are perhaps disabled, or who have fallen through the cracks of systems. His ministry in the public sector has been to help them discover their gifts and strengths, teach them how to live in those areas, and watch them be transformed as they experience success. "The most important role I have had is providing the resources to people that can facilitate their actions in areas of passion and watch them become and create something special."

## **STEWARDSHIP 2021 THEME: About to do a new thing!**

*Isaiah 43:19*

*I am about to do a new thing; now it springs forth, do you not perceive it?*

*I will make a way in the wilderness and rivers in the desert.*

Through this pandemic, we have, in many ways, been in a time of exile. We have had to keep our distance from each other and our neighbors. The regular patterns of life have been uprooted. It has been disorienting and challenging for everyone! But, as we emerge from this Pandemic, we should not be looking to return to life as it was before, but instead consider how we have been reshaped for the new roads ahead.

The promise God through Isaiah is that God will bring the people in exile back home — even if it requires carving a super highway in the middle of the desert. This is one of the new things that God promises to do. But pay attention to what comes next — God does not desire that the people simply return to the lives that they had prior to exile, but instead desires that a new way of life, a faithful way of life, might have an opportunity to begin.

We stand at a great opportunity as a congregation. What we have learned together over the this past year will open up many new ministry possibilities. How will we rise to meet that calling? How will we leverage what we have learned together, in a way that points us forward in love toward each other and our neighbors?

Well, it begins with dreaming and planning for the road ahead. That is what each Stewardship Pledge Drive is all about. It is about looking forward and prayerfully-asking the question, What is God calling us to be and to do for the sake of our community in the coming year? And it is about making a commitment together to that shared mission which we believe transforms lives and changes communities.

### **PHASE 1: FAMILIAR MINISTRIES IN A VERY NEW TIME**

#### **May 2nd: LSA Sunday**

Celebrating LSA and lifting up their move to provide a combination of in-person and online activities this year. A positive is that they have been able to get guest speakers join their Zoom gatherings: including Bishops, Pastors, and other leaders from around the country.

#### **May 9th: Pillow Case Dress Sunday (Mother's Day)**

This ministry has continued even though we have been apart. But not only that, we have connected with others, as far as Washington State, who have been inspired by this work and have sent dresses to add to our ministry.

#### **May 16th: Online Worship Leader Recognition Sunday**

On this Sunday we will recognize and thank all those who have helped create and develop our online worship services since March 2020. This way of worshiping out of necessity has become a powerful way for us to connect and worship together, including many of our homebound members and those who live away. With all the new things we have tried, we have remained committed to continuing to worship in a way that feels like Grace.

#### **May 23rd: Confirmation Sunday**

This group of young people have made a commitment to not only doing all the Confirmation Instruction Online by also doing digital Lenten Mentoring. A powerful addition to the program has been parent involvement — parents and youth sit in on class together.

#### **May 30th: High School Graduate Sunday (Memorial Day)**

Our High School students have been resilient and flexible as they have adjusted to many new things. Ministry this year looked different with the addition of Ms. Faith, and included a combination of in-person and online events.

### **PHASE 2: NEW ROADS SPRING UP AHEAD**

#### **June 6th: New Ways of Worship**

#### **June 13th: New Ways of Growing in Faith**

#### **June 20th: New Ways of Partnering in the Community**

#### **June 27th: New Ways to Share God's Love — Commitment Sunday**

## Council Stewardship and Budgeting Process Timeline

	Stewardship	Budgeting Process
<b>January</b>	Select Stewardship Drive Timeline and Process	
<b>February</b>	Review Stewardship Theme and General Timeline	
<b>March</b>	Approve Final Stewardship Drive	Council requests Committee compile Budget Requests
<b>April</b>	Stewardship Drive: Part 1	Committees compile requests
<b>May</b>	Stewardship Drive: Part 2	Council reviews Committee Requests and discusses projected income
<b>June</b>	Stewardship Drive Follow-up Begins	Council Hosts a Congregational Budget Workshop
<b>July</b>	Stewardship Drive Follow-up Completed	Council Finalizes Budget to be presented to the Congregation
<b>August</b>		<b>Congregational Meeting</b>
<b>September</b>		Books are closed, Council reviews and approves correcting entries, Council communicates year-end results to the congregation
<b>October</b>		
<b>November</b>		
<b>December</b>		

## **REPORT FROM 2020-2021 NOMINATING COMMITTEE**

### **Trexler Foundation Board**

*Nominated by Columbarium Team, Appointed by Council, Presented to Congregation*

Pastor and 4 at-large members serving 3-year terms:

- Tommy Moretz (Term expires 2021) -- *Presented to the Congregation*
- Gail Lund (Term expires 2022)
- Laura Just (Term expires 2022)
- Gail Hauser (Term expires 2023) -- *Presented to the Congregation*

### **Troutman Foundation Board Members**

*Nominated by Finance Team, Approved by Council, Needs Ratification by Congregation*

Pastor, Treasurer and 3 at-large members serving 3-year terms:

- Kevin Patteron (Term expires 2021) -- *Needs Ratification by Congregation*
- Jeff Ramsdell (Term expires 2022)
- Gail Lund (Term expires 2023) -- *Needs Ratification by Congregation*

### **Jeffcoat-Proctor Foundation**

*Nominated by Campus Ministry Team, Elected by Council, Needs Confirmation by Congregation*

Pastor and 4 at-large members serving 3-year terms:

- Pam Nenow (Term expires 2021)
- Shelley Wainscott-Wallin (Term expires 2021)
- Bradley Dowdy (Term Expires 2022)
- Jan Burgess (Term expires 2023) -- *Needs Confirmation by Congregation*

### **Council Members - Elect 4 to a 3-year Term**

Nominees:

- Morgan Wright (Term expires 2023)
- Carol Norris (Term expires 2023)
- Laura McArthur (Term expires 2023)
- Emory Maiden (Term expires 2023)

### **2021-2022 Nominating Committee - Elect 6**

*Includes 2 outgoing Council Members, if possible, and 4 at-large Members, each serving a 1-year term*

- Sabina Maiden
- Ellary Maiden
- Lynn Caldwell
- Martha Morte
- Lewis Sigmon
- Andy Burgess



# Council Designations

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

## 2019-2020 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	Dorcas	Mission Trip

### 2019-2020 Sunday Breakfasts

Date	Meal Assignment	Offering Designation
September 29, 2019	Council	General Fund
December 29, 2019	Cookie 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

### \*\*2020 App Game-Day Parking (Proposed)

Date	Opponent	*2019 Designations
September 5, 2020 at 3:30 (Sat)	Morgan State	
September 26, 2020 at 3:30 (Sat)	U Mass (Family Weekend)	LSA
October 7, 2020 (Wed)	Louisiana	LSA
October 24, 2020 at 3:30 (Sat)	Arkansas State (Homecoming)	Grace Builders
November 14, 2020 at 2:30 (Sat)	Georgia State	
November 28, 2020 at 2:30 (Sat)	Troy	
December 5, 2020 (Sat)	Sun Belt Championship Game	LSA