



ANNUAL REPORT 2020

ANNUAL CONGREGATIONAL MEETING
January 31, 2021
Grace Lutheran Church - Fremont, Ohio

ANNUAL CONGREGATIONAL MEETING

January 31, 2021

Grace Lutheran Church
Fremont, Ohio

COVID-19 Restrictions are in place. No in-person gatherings at this time.

Meeting Arrangements:

The business meeting will begin at 10:30 a.m. via ZOOM.

Please Note:

The reports of the Pastors, Church Council, Auxiliaries, Treasurer, The Proposed Budget for 2021, and the Proposed Resolutions for the 2021 Annual Congregational Meeting are printed for you in this Annual Report. Please study the Annual Report carefully.

It will be helpful to you to have this copy in front of you during the ZOOM Congregational Meeting.

MISSION STATEMENT:

The mission of Grace Lutheran Church is to *“Present the Light of Christ”*

EXCUTIVE COMMITTEE

President	Jean Dupey
Vice-President	Ed Muffler
Secretary	Kristen Lindsay
Treasurer	Ruthann House

TERM ENDING 2021

Jean Dupey	Mindy Gedeon
Kristen Lindsay	Jerry Moses

TERM ENDING 2022

Connie Amor	Bill Hollister
Kristen Smith	Natalie Wilfong

TERM ENDING 2023

Ruthann House	Beth Muffler
Ed Muffler	Tanya Schling

STANDING COMMITTEE CHAIRPERSONS

Christian Missions/Outreach Committee	Connie Amor
Christian Worship Committee	Mindy Gedeon
Christian Property Committee	Jerry Moses
Christian Stewardship Committee	Tanya Schling
Christian Youth/Growth Committee	Natalie Wilfong

Standing Committees meet monthly at a time designated by that Committee.

Church Council meets the second Monday of each month at 7:30 p.m.

PLEASE NOTE, due to COVID-19, all Council meetings were held via ZOOM.

ANNUAL MEETING
GRACE LUTHERAN CHURCH
JANUARY 31, 2021

Please note: due to COVID-19, there were no in-person activities or events held at Grace Lutheran Church from mid-March through December 31, 2020. Therefore, reports from the following groups/committees were neither requested or required: Library Committee, Boy Scout Troop #307, Voices of Praise, Christian Worship, Christian Stewardship, Eden Springs Health Care Center.

Business Meeting via ZOOM.....	10:30 a.m.
1. OPENING DEVOTIONS	
2. 2020 CONGREGATIONAL MINUTES.....	page 6
3. REPORTS	
A. Pastoral Staff	
1) Pastor Jody Rice.....	page 10
2) Maureen Pump.....	page 11
3) Pastoral Acts Report.....	page 13
B. Church Council	
1) President.....	page 14
2) Christian Mission/Outreach Committee.....	page 15
3) Christian Youth/Growth Committee.....	page 16
a) Youth Minister.....	page 18
b) Noah's Ark Preschool.....	page 19
4) Christian Worship Committee	
a) Director of Music.....	page 20
c) Altar Guild.....	page 21
5) Christian Property Committee.....	page 22

C. Auxiliaries of Grace Lutheran Church	
1) Grace Lutheran Church Women (GLCW).....	page 24
2) Radio Ministry.....	page 26
3) Soup Kitchen.....	page 27
D. Endowment Board.....	page 28
4. FINANCIAL REPORTS	
A. Noah’s Ark Preschool.....	page 30
B. Grace Lutheran Church.....	pages 31 - 37
5. RESOLUTIONS	
A. Resolution #1 - Church Budget.....	page 38
- Vote taken by Ballot	
B. Resolution #2 - Church Volunteers.....	page 38
C. Resolution #3 - Church Staff.....	page 38
6. L.I.F.T. Operating Agreement	pages 39 - 47
- Re-approval	
7. ELECTIONS	
A. Endowment Board	
- Nominees to fill two (2) seats:	
Matt Moss	
Lori Wise	
8. ADJOURNMENT	
A. Closing Prayer	

GRACE LUTHERAN CHURCH

Annual Meeting of the Congregation - Minutes

Jean Dupey, Vice President
February 2, 2020 10:08 a.m.

Jan Harris, Treasurer, called the 2020 congregational meeting to order in the sanctuary of Grace Lutheran Church with 64 congregants in attendance, while Jean Dupey completed her Deacon duties. President Ed Muffler was out-of-town due to a professional commitment.

Opening Devotions

Pastor Jody shared a prayer to celebrate our gathering and focus our decisions on God's glory and purpose for our congregation.

2. Congregational Meeting Minutes from February 3, 2019

Jan Harris entertained a motion to accept last year's meeting minutes. Ruthann House moved to accept the congregational meeting minutes from February 3, 2019. Carol Miller seconded. Voice vote was taken. Motion carried.

3. Reports

Before reviewing the reports contained in the Annual Report document, Pastor Jody shared a handout that included a summary of pastoral acts, membership, and other items that were not included in the original document copies.

Tanya Schardt moved to accept the combined pastoral staff reports included in the annual report document. Rick Bradford seconded. Voice vote was taken. Motion carried.

Maureen Pump moved to accept the combined reports of the Church Council. John Avers seconded. Voice vote was taken. Motion carried.

Kathy Burmeister moved to accept the auxiliary services reports included in the Annual Report. Les Widmer seconded. Voice vote was taken. Motion carried.

Carole Miller moved to accept the Endowment Report. Mark Damschroder seconded. Voice vote was taken. Motion carried.

4. Financial Reports

Tanya Schardt moved to accept the Noah's Ark Preschool Financial Report. Harry Aspacher seconded. Voice vote was taken. Motion carried.

Concerning the Grace Lutheran Church Financial Report, Jan Harris shared a letter from the Audit Committee which reported an overall review of the finances, and approved them as accurate.

Beverly Bradford moved to accept the Grace Lutheran Church Financial Report. Ruthann house seconded. Voice vote was taken. Motion carried.

5. Resolutions

Resolution #1: Church Budget

Jan Harris shared the church budget resolution concerning the 2020 Proposed Budget. Jeanette Damschroder moved to approve the 2020 Grace Lutheran Church Budget as proposed. Dave Burmeister seconded.

Discussion included Pastor Jody's explanation of the 2019 review of actual financial results. Pastor Jody also detailed the information shared at the 1.19.2020 budget meeting, specifically focusing on proposed distribution of the endowment funds designated for outreach. She also shared gratitude to Doug Morris, whose keen sense of numbers helped speed up the budgeting process. The proposed budget is built on a conservative outlook.

Following no discussion, ballots were distributed to all voting members present, completed, and collected. Council members exited to count the votes. Ballots were counted. The resolution passed unanimously.

Resolution #2: Church Volunteers

Jean Dupey stepped in to lead the remainder of the meeting. She read aloud Resolution #2 and acknowledged church volunteers' time, energy and enthusiasm. James Scranton moved to adopt Resolution #2. Les Widmer seconded. Voice vote was taken. Motion carried.

Resolution #3: Church Staff

Jean Dupey read aloud Resolution #3, which thanked the staff of Grace Lutheran Church for their dedicated commitment, extending gratitude for their faithfulness and dedication. Tanya Schardt moved to adopt the resolution. Nancy Roddy seconded. Voice vote was taken. Motion carried.

6. L.I.F.T. Re-Approval

The February 2020 draft L.I.F.T. Operation Agreement was shared. Pastor Jody directed members' attention to the L.I.F.T. Parrish agreement adjustments, and reviewed the change in language that offers an alternative option for a congregations' membership to vote to become a member. The inclusion of alternative language (that refers to various administrative structures instead of only the structure typically followed in a Lutheran congregation) allows various churches (specifically Hayes Methodist) to select to participate as full members.

John Avers moved to adopt the revised L.I.F.T. Operation Agreement. Rick Bradford seconded. Nancy Roddy requested clarification on participation in the joint Fifth Sunday services. Grace Lutheran will host a combined Fifth Sunday service on 3.29.2020 at 10:00 am. In summary, Pastor Jody pointed out that we cannot afford (due to reduced attendance and reduced giving) to participate in all of the Fifth Sunday services. We will reduce participation from five to three Sundays. Voice vote was taken. Motion carried.

7. Elections

Grace Lutheran Church representative for the L.I.F.T. Board:

Maureen Pump will continue to serve out the second year of her two year term, thus negating the need for a newly elected representative.

Endowment Board:

Jean Dupey invited additional nominations from the floor. Hearing none, she invited a closure of the nominations. Ruthann House moved to close the nominations and elect the two individuals identified on the ballot for the two open spots (Richard Bauer and Al Mehlow). Harry Aspacher seconded. Voice vote was taken. Motion carried.

8. New Business

Christmas Eve Services 2020 Discussion:

Attendance continues to decline at Christmas Eve services. Jean Dupey invited conversation concerning adjustment of services and times. She shared that no vote was to be taken; Church Council was simply collecting thoughts and feedback. Service times are currently 5:00pm (largest), 7:30pm (most consistent attendance), and 10:00pm (second most well-attended). Each is preceded by 30 minutes of special music. All three feature battery-operated candles.

Cheryl Paeth began the discussion sharing that the services are spread out in time, and that they also spread the congregation thin, and the 5:00pm service was very early if you are trying to wrap up a day at work. Mary Nossaman pointed out that, on behalf of the musicians, it can be a long and tiring evening. Tanya Schardt recommended that the 5:00pm is great for the families with children, and the latest one is a special time for a candlelight service, so the middle one could be deleted. AJ Mehlow recommended hosting the 5:00pm and moving the later service to 9:00pm.

John Avers threw in support for moving back to the 11:00pm service, so that individuals can collectively congregate in the church at midnight to celebrate the birth of Jesus Christ as the day begins. Maureen Pump shared that being here at 5:00pm is important for individuals who want to wrap up worship, go home for dinner with family, then get the kids to bed on time. Jean Dupey emphasized that the 7:00pm service fits her Christmas Eve schedule quite well. John Antesberger noted, that although some people will be disappointed no matter the decision, he recommends the 5:00pm and 11:00pm. Jim Scranton and George Dupey seconded John's recommendation, because the 11:00pm used to attract many individuals from other congregations because of the special service.

George Dupey also shared that he believes these thoughts should be referred to a special committee. Cheryl recommended the special committee review other local church service times to hopefully fill a gap in the community. Cindy Scranton reminded us that if we change for one year, we can always change back as necessary. Pastor Jody recommended that a Holy experiment can be an excellent failure, and that's okay! Larry McElfresh believes that we've embarked on too many experiments lately, and attendance is suffering from continued experimentation and inconsistency.

George Dupey moved that a Council Committee review these recommendations. Tanya Schardt seconded. Voice vote was taken. Motion carried.

Northwest Ohio Synod, ELCA Annual Meeting:

Jean Dupey announced that John Avers, Richard Bauer, Jan Harris, and she will be attending the Northwest Ohio Synod meeting to represent Grace Lutheran Church this spring.

9. Adjournment

Pastor Jody preceded adjournment with a prayer, ending with the Lord's Prayer recited together. Maureen Pump moved to adjourn. Rick Bradford seconded. Motion carried— no vote necessary. Meeting was closed.

Respectfully Submitted,
Kristen Renée Lindsay
Secretary

Senior Pastor

Proverbs 3:5-6 says, "Trust in the Lord with all your heart, and do not lean on your own understanding. In all your ways acknowledge him, and he will make straight your paths."

Oh my... 2020 was an incredible year for Grace Lutheran Church, our community and the world. Never would we have expected such a change in our lives from COVID-19. And for Grace Lutheran Church we were "the Light of Christ" in so many ways, but new and profound ways.

Here are just a few of the great ministries from 2020 for both Grace and LIFT activities which we participated in:

New Facebook live services

New YouTube services

New on-line Bible studies and daily devotions

New Drive In Church

Delivering our sermons to shut ins and those in facilities

And many others... all in all, we now reach the Good News of Jesus to many more people than ever before!

During the year we also had 11 baptisms, 2 new members, 1 wedding, 3 youth confirmed and 18 funerals. And of course, my retirement...

You now move forward into 2021! Things will not return to our normal life for a while, but remember that God is always with you. You will begin a call process shortly! What exciting times for Grace!! Share the joy and anticipation...

God bless you all,

Pastor Jody

"Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit" Matthew 28:19

Lay Associate Minister/ Synodically Authorized Minister

PROJECTS CURRENT AND COMPLETED 2020:

- Was authorized to serve as the Synodical Authorized Minister for Trinity, St. Mark and Grace (SAM)
- Attended bi-monthly meetings with the bishop
- Attended monthly SAM meetings
- Serve on the LIFT Executive Board
- Serve on the LIFT Call Committee
- Began Good Mornings with Moe a morning devotional 5 days a week
- Began a monthly prayer group
- Worked with Executive Committee to put together a Covid color protocol
- Served on the worship re-entry team
- Created a schedule for virtual Christmas Eve worship services
- Worked with Pastor Matt Wheeler on Car Church
- Attended Eastern Conference meetings
- Worked with Linda Baumer on Pastor Jody's farewell open house and service.
- Worked with Pastor Jody on virtual wedding seminar
- Worked with Pastor Henry Seibert on Advent services
- Continue to lead Grace Fellowship 2 fellowship group
- Continue to lead Spousal Grief Support Group
- Act as Noah's Ark board as secretary
- Set up the All-Saints Day table with the help of Jim Post
- Attend the LIFT Pastor's Meetings
- Participating in the Book Study group (Book Worms)
- Serve as Co-chair of the LIFT Caring Ministries team
- Serve on the LIFT board
- Act as manager of Church Face Book page
- Continue to supervise one Nursery Minister and 2 Kitchen Ministers.
- Continue to oversee the My Brother's Keeper ministry
- Continue to act as worship leader and do children's sermons
- Led 2-3 Bible studies each week
- Make hospital visits 1 time each week
- Review Welcome Cards/Connection Cards each week
- Preached 28 sermons
- Conducted 10 funerals
- Conducted 1 baptism

- Co-ordinated the Love in Action Ministry
- Act as staff representative to Missions/Outreach Committee
- Attended LIFT gatherings
- Continue to lead a Juggling Act for women
- Work with Pastor Jody weekly making sure we keep track of our hospitalized, home bound and nursing home members.

What a year it has been! Covid 19 truly through a curve ball at all of us along with Pastor Scott Mauch and Pastor Jody leaving. But we have stepped up to the plate and continued to move forward in a positive way. Learning to conduct worship virtually was a challenge at first but now it is second nature. It has brought many blessings to my groups. Good Mornings with Moe has a nice following and I have people following this devotional time along with my Bible Studies from other parts of the country. These are not members of Grace but saw the morning devotions and wanted to be a part of the studies. They are also now joining in for virtual worship. Of course, it also makes it possible for our snowbirds to stay connected!

Not having in person worship for such a long time has been a source of grief for myself as well as all of you. But we honestly believe we are making the best decision and following Jesus command to love one another. When all of this is over, and it will be, I want to know we were part of the solution and kept everyone safe. Out of this decision came car church with St. Johns. This has been such a blessing to our members who attend regularly. They love it! It has been a wonderful example of what LIFT is called to be and I personally enjoy working with Pastor Matt. We have made a great team.

Having Pastor Jody retire during all this was unexpected and a bit disconcerting. But I completely understand why it was time. She has served Grace faithfully for 8 years and it was time for her to take care of herself. It was an unselfish and sacrificial decision and I have great respect for her ability to put the well being of Grace ahead of her desire to continue to serve here. I wish her well and am confident God will continue to use the gifts he has placed in her in new and powerful ways.

Now we look forward to 2021 and anticipate what the new year will bring us. We pray to see an end of this pandemic and ability to gather in the sanctuary once again for worship. We have learned many lessons over this year, and it is my prayer we never again take for granted the ability to shake a hand, gather for worship in the sanctuary and see a smile that is not behind a mask.

God's Peace and Love,

Maureen Pump

Lay Associate Minister/ Synodical Authorized Minister

PASTORAL ACTS

2018 **2019** **2020**

Baptisms			
Children	7	6	11
Adults	0	0	0
Confirmation - Youth	5	4	3
Marriages	6	4	1
Funerals			
Members	21	15	10
Non-Members	8	6	8
Saturday and Sunday Worship Services	141	125	92
Weekday Worship Services	21	18	6

MEMBERSHIP

Received by Baptism, Confirmation, Letter of Transfer or Re-Profession			
Baptized	22	16	16
Confirmed	15	9	5
Removed from roster by Death, Transfer, Moving to other denominations & Inactivity			
Baptized	27	97	18
Confirmed	25	47	16
Membership as of end of year			
Baptized	1111	962	944
Confirmed	783	678	670

OTHER ITEMS

Membership receiving custodial care	26	21	21
Shut-in residing in private homes	18	21	18
Avg. attendance in Saturday/Sunday Worship	268	211	176*
Avg. attendance in SS/Bible Study/Conf./Choirs	108	141	82**

*This number reflects the average attendance for **In-person** worship held January 5-March 15, and October 4-November 1, 2020.

** This number reflects the average attendance gathered prior to the March 15 shutdown and includes numbers from scheduled Zoom events, etc. throughout the remainder of 2020.

Council President

Blessings to the members of Grace Lutheran Church.

I want to thank the Executive team members (Ed Muffler, Ruthann House, and Kristen Lindsay) for all they have done this past year, especially with the continual changes with COVID 19 and taking over when I had my knee replaced. Knowing the church was in good hand made things easier for me. I also want to thank the staff for their hard work and support of our congregation. I wish to thank the Church Council members and lay participants for their support and work of running the church. Everyone – Council, Staff, and the Congregation have given their time talents and gifts to support Grace Lutheran Church.

It has definitely been a year of changes! COVID 19, not having Easter Services in the Sanctuary, taping the services to watch on Sundays and Drive in Church to live streaming the services to name a few. Then we returned to the Sanctuary only to have to leave it again. Missing the Symphony, and now possibly the Christmas Services we all love – how do we handle it? We handle it by our belief in our Savior Jesus Christ, the Holy Spirit and God our Father.

Changes are not easy but we have had our share this past year. The retirement of Pastor Jody has been a difficult change to deal with. We miss her but wish her God's Blessing as she starts her new journey as we start ours. The Staff continues to keep Grace moving forward. Maureen, Linda, Trisha, Heather, Tom and all the volunteers that help need to be commended for all their hard work and dedication to our congregation. THANK YOU! Also thank you to Pastor Bob and Pastor Henry who stepped up to help in our time of need.

So, another year gone. We move from 2020 to usher in 2021. We can and will continue our faith journey together despite what is thrown our way. COVID 19 can't keep us down! We are starting a new phase at Grace calling a new Senior Pastor to lead us. We continue to help those in need in our community and the world. We as brothers and sisters in Christ need to continue to trust in the Lord, always praise him and love him with our whole hearts.

The future may not be what we expect, but with God's love and helping hand, we can and will accomplish many things! I look forward to 2021.

God's Blessings to all,

Jean Lindsay Dupey

Church Council President

Christian Outreach/Mission Committee

Council Members: Beth Muffler, Connie Amor

At Large Members: Mary Nossaman, Harry Aspacher, Barb Klohn, Becky Seibert and LaMar Garner

Staff Liaison: Maureen Pump

We strive to carry the message of Grace Lutheran Church to our community, locally, and globally to represent our congregation in doing the will of our Lord Jesus Christ and to love our brothers and sisters in our church, community, nation and the world.

We Support the following through direct assistance or dedicated Yellow Mission Envelope offerings: Clergy Emergency Fund, Liberty Center, My Brother's Keeper, our Member to Member Ministry. Soup Kitchen, Sandusky County Food Pantry, Share and Care. We support National and World Missions through Lutheran World Relief, ELCA World Hunger and ELCA Global Missions.

We as a congregation join in financial support for ELCA Missionary Rev. David Brondos who is serving in Mexico City. Our budget includes \$1,800.00 for his support. We also provide support for NW Ohio Synod, Global Mission Water Project of Mzogole, Tanzania, East Africa.

Programs "Help is on the Way" provides transportation for medical and other needs for those desiring assistance. Bridge of Hope Ministry, Grace Bookworms reading group continues to meet. At this time, due to COVID-19, food donated for our Food Pantry Challenge is to be taken directly to the Food Pantry. Raised approximately \$513.08 for the noisy offering with the first quarter designated to help with study books and food for English as a Second Language led by Pastor Mary Carman.

We continue working on our committee's 2025 goals as well as incorporating new opportunities for mission, as they present themselves.

Our Committee thanks all of our members, who have supported these missions. This past year has been a challenging year due to COVID-19. We ask our members to keep us in prayer that soon we will all be able to work together again.

Respectfully submitted,

Connie Amor

Chairperson

Christian Youth/Growth Committee

Committee Members

Natalie Wilfong
Kristen Smith
Annette Fisher

The Youth/Growth Committee would like to thank all of the children, parents, and volunteers for all of their help and involvement. We pray for your continued support and encouragement of all our programs here at Grace, 2020 and COVID have brought a new look to ministry for the youngest.

Faith Education

Classes from January through March were held during a portion of the 9 am worship service. Children were taken out following the Children's message and returned after the Hymn of the day. Starting in September Sunday School @ Home lessons were posted on the youth Facebook group. Materials from Sermons4kids.com and Ministry for Children were used for teaching. We attempted to have Middle and High school meet following worship with poor attendance. We changed it to once a month and did service projects. Several Faith Formation activities have also been created on Google Slides as games.

Confirmation

A combined confirmation was held with the other LIFT churches. In February we visited the Islamic Center in Perrysburg. In May we virtually confirmed three confirmands. Spring classes were finished on Zoom. This fall we have eight students participating online with other students from the LIFT churches. We are meeting twice a month for one hour. Our format consists of lesson, Bible Project video, activity and prayer. Leaders rotate leading sections of the classes.

First Communion Training

Six children were given packets for at home training for first communion. Options were offered for COVID safe first communion. One family choose to have a private ceremony in the courtyard. The other families chose to wait until we returned to the Sanctuary to complete their first communion.

Vacation Bible School

2020 VBS was held virtually during the first 3 weeks of August. We used Go Curriculum's BOLT VBS. It was specifically designed for online use. Through a private Facebook group we posted a new lesson every Sunday and throughout the week we did Mondays from Monterrey Mexico (learn the bible verse in Spanish), Take Home Tuesdays (craft/activity), In the Word Wednesdays (game to memorize the verse), Traveling Thursdays (prize give away), and Faith 5 Fridays (at home family devotion). We had 31 families and 56 children involved.

(Christian Youth/Growth Committee continued.)

2020 Events

Tot-Time (1 gathering)

Little Lutherans (Children First- Fifth)

God's Army Boot Camp

Third Grade Bibles

Family Game Night (Cancelled-COVID)

Mother's Day Virtual Service

Virtual Christmas Program

Princess Camp

Palm Sunday Virtual Skit

Easter Party (Cancelled-COVID)

October Walsh Park

Youth

Service Sundays

Lock- In

Virtual Check In on Zoom

Summer Mission Trip (Cancelled- COVID)

Fall Into Lakeside (Cancelled- COVID)

Ice Skating at Rec Center

Mother's Day Virtual Service

Additional Activities of Youth Director

Children's Sermons

Uniform Exchange Room

Missing in Worship Contacts

Ace Mentoring @ Fremont Middle School

Spring Fundraiser Committee

Graduate Recognition

Attend Tuesday Bible Study

LIFT Youth and Family Table Chair

Attend School/Community Events of Youth

Attended National Youth Summit (online)

Attended Youth Ministry Extravaganza in Anaheim

Fall into Lakeside Planning Committee

Assisted with Lessons and Carols LIFT Service

LIFT Graduation Prayer online video

Phone calls to members during COVID

Advent Bags for 76 Youth & Children

Advent Photo Challenge

Northwestern Ohio Synod Youth Discipleship Network

Attend Youth Committee & Church Council Meetings

Attend Online Prayer Group

Fifth Quarters

Fresh Expressions Innovator Academy

Tech Support and Video Editing

During COVID I was asked by Pastor to help. I learned and taught other staff members to use Zoom, share screens, share videos, Facebook LIVE and Premier features, how to edit videos, how to email and transfer larger files, and how to live stream. I spent numerous hours online learning via YouTube University. We purchased LIVE stream equipment and taught ourselves how to use it. We purchased broadcasting equipment and learned to use it. Our use of technology has increased by leaps and bounds to stay in touch throughout COVID.

Youth Minister

A Note from the Youth & Children's Minister

What an unexpected year 2020 has been, I miss all the children and youth at Grace. I think the hardest part of my job is not getting to see their smiling faces every week. What a joy it has been to see several of you during the filming of the Christmas play. To the parents, thank you for raising your children up to know God. I pray he keeps us safe until we can safely meet again and resume our activities. Know he is constantly with us even through these times.

I want to finish by saying I am proud of the staff members I work with for stepping up and embracing technology. In the face of COVID they have learned more than they thought possible. I also want to thank the members of council for their support throughout the past year. What we have been trying to get going for years has taken off and I am excited to see what can happen in the years to come. Thanks for giving me the opportunity to be a part of this team of disciples.

Heather Hawn

Youth and Children's Minister

Noah's Ark Nursery School - 2020

Noah's Ark Preschool began as a ministry of Grace Lutheran Church in 1980 and has been blessed by hundreds of 3-5 year olds over the years. We are in session from Labor Day until Memorial Day, and our program is designed to meet a child's social and emotional needs while preparing them for kindergarten. We recognize that a child's earliest school experience will leave a lasting impression on their attitude towards education throughout their lives; therefore we strive to instill a deep love of learning. At the time of this report, we have 13 students enrolled. Due to the pandemic, many parents have chosen to keep their children home, and as a result, our Tuesday/Thursday class had no enrollment. We continue to teach on Monday/Wednesday/Friday.

Noah's Ark is governed by a Board which consists of former educators, church members and parents, and meets 7 times a year. The staff consists of myself, Tricia McElfresh, Administrator. I have been in this position since 2002. Pamela Lee, Lead Teacher, has been in her position since 2004.

We are thankful to God for always providing for the staff and students at Noah's Ark. We are thankful to the dedicated Board members, and to the church members who have donated money or items we are in need of. We are thankful for the families who entrust their most precious gifts to us each school year.

On March 11, 2020, we were informed that due to the pandemic, we were closing down on Monday, March 16. On Thursday, March 12, that was changed to Friday, March 13, and that was our last day of the school year. We put together take-home work and goodie bags for each student and delivered them personally. For weeks, we went on Facebook live to read stories to the students. We held several Zoom meetings to see their faces. In June, we were able to have our Picture Day by appointment.

The start of the 2020/21 school year went off on time. We have new procedures to keep the risk of illness low. Things are going well, and we have not had to miss one day of school up to Winter Break, at the time of this report.

Faithfully serving God's littlest,

Tricia McElfresh, Administrator

Director of Music

This has certainly been an unusual year and somewhat trying, to say the least.

The Cherub Choir sang once in January with the Chancel Choir.

The Chancel Choir sang through the end of February when the Covid pandemic hit and closed things down. I will say that they are a faithful bunch having come to rehearsal following the Advent services in order to provide music for the Christmas Eve service. Thank you all!

The Handbell Choir started up rehearsals in October and continue to meet every Wednesday evening at 6:00 for an hour and a half. They too, will be heard on Christmas Eve online.

We also have a string trio that is dedicated. All being members of the Bell Choir, they have rehearsed for the three weeks and will also play for the Christmas services. The group consists of Barb Ziebold, violin, Helen Biddinger, violin, and Mary Nossaman, cello. Of course, I serve as their accompanist.

I look forward to a time when we will be back 'in church' and rehearsals resume.

Respectfully submitted,

Tom Curry

Director of Music

Altar Guild 2020

Altar Guild members are servants of God's people as well as servants of God. We prepare the worship space for services, prepare the sacrament for distribution, and clean up afterwards.

During the past year, the service of Altar guild members was limited to maintaining the oil-filled candles and changing the paraments according to the season of the church calendar due to the pandemic.

We thank the men and women who have served this past year during the COVID-19 pandemic. We continue to praise God with our service and invite all who are willing to serve the Lord in this capacity. There are many ways to serve. Some of which are preparing communion, changing the paraments as the church calendar dictates and keeping the candles in good working order. You are welcome to be a part of this quiet way of service. Service on altar guild is flexible to your schedule, serving either in preparation or conclusion of worship. You will be paired with an existing member and work in teams. This is a great opportunity to work with your son or daughter and also a wonderful family experience in service. Please contact Becky Seibert (419-217-4114) for any questions or to volunteer.

We thank all those who have served on Altar Guild Ministry in the past and especially thank Janet Dorr as she retires at the end of 2020. "Well done, good and faithful servant."

Respectfully submitted,

Becky Seibert

Christian Property Committee

The Property Committee maintains and upgrades the property of Grace Lutheran Church. Our property is beautiful and full of history that requires regular upkeep and at times significant projects. Your property Committee is also responsible for contracts that provide insurance, electric, and natural gas for the church. The committee encourages your ideas and concerns on how we may improve our property. You are welcome to provide feedback and input during our committee meetings held on the second Monday of each month at 6:30 p.m. located in the kitchen.

COMPLETED PROJECTS FOR 2020

Worked with Jim Post and Linda Baumer to facilitate general maintenance.
Helped facilitate safe reentry back into sanctuary for in person church .
Maintenance inspection completed by Midwest Maintenance Inc.
Most nonessential projects put on hold until Church reopening due to pandemic.

FUTURE PROJECTS *(not in priority order)*

Spring 2020 schedule outside building repairs deemed necessary during inspection

Remove Tree in courtyard and plant grass in area to reclaim courtyard as usable space

Smoke detection for entire facility

Revisit air conditioning project

Have dormers re-evaluated to be repaired

Install surge protection

Kitchen and choir room water infiltration (evaluate how to repair)

Security upgrades (cameras, video Doorbell etc.)

Update Narthex restroom or examine possibility of converting coatroom to 2 restrooms

(Property Committee continued.)

VISION 2025 PROJECTS PROGRESS STATUS:

- Building use assessment--completed assessment tool, awaiting staff input
- Energy Audit--Working with Burkett Industries to identify areas and ways to save energy (90% complete)
- Contingency plan for catastrophic events
- Property Committee will continue to work with other council committees as required to complete Vision 2025 long range plans.
- Continue to lobby the Executive Committee for an adequate budget to maintain our GLC property

Thank you all who have given your time and energy on many of 2020 projects completed. The committee asks that you continue to donate your time and talents making Grace a welcome place of worship.

Using the pink envelopes marked “Building for our future” or donations marked a source, are essential to maintain the proper upkeep of our beautiful facility.

Jerry Moses, Jr., Chairman, Property Committee

GLCW - Grace Lutheran Church Women

President: Jan Harris
Secretary: Bev O'Donnell
Treasurer: Janet Dorr
Mission Action -
Project Day/
Lutheran World Relief: Connie Wasserman

The mission statement for the women of the ELCA:
To mobilize women to act boldly on their faith in Jesus Christ.

GLCW is made up of the GLCW Board and Joy Circle. The Board usually meets 3-4 times a year. Joy Circle meets monthly for Bible study and fellowship. Joy Circle has approximately 15 members.

Due to the pandemic, the past year has been rather quiet for the church women. Most activities were put on hold. The Board did not meet during the year. Any business that needed tending to was completed by phone. The Board did give donations to various agencies for Christmas.

Project Day volunteers only met during January and February completing a few quilts for Lutheran World Relief. Joy Circle gathered for a few meetings when able, either at church or at someone's home where they were able to socially distance.

All women of Grace Lutheran Church are invited to participate in all functions. We are always looking to increase the number of women involved in GLCW activities.

Each year GLCW supports the ministries of Grace Lutheran Church, our community, and our world by donating time, talents, and financial support as we are able. If there is a need, we try to find the means to help make our world a better place by loving our neighbors - those both near and far.

A goal for 2021: Prayerfully consider a way to get involved with the GLCW family.

Respectfully submitted,

Jan Harris, GLCW President

GLCW - Treasurer's Report 2020

2019 Carry Over Balance \$ 1,542.90

INCOME:	Worship offerings	\$ 179.70	
	Funeral dinner donations	175.00	
	Thank Offering donations	440.00	
	Anonymous	<u>30.00</u>	
			\$ <u>824.70</u>
			\$ 2,367.60

EXPENSES:	Women of the ELCA		
	60% Worship Offerings to Synod	\$ 107.80	
	Fruit Basket for Staff (2019)	43.83	
	Batting for LWR quilts	81.75	
	Thank Offering donations to		
	Women of the ELCA	440.00	
	Men in Mission (2) radio broadcasts	145.00	
	Thank Offering Envelopes	20.71	
	Gifts of \$50 each to:		
	Genacross, LSS, Filling Home of		
	Mercy, Sandusky County Food		
	Pantry, and Soup Kitchen	<u>300.00</u>	\$ <u>1,139.09</u>
			\$ 1,228.51

Balance on Hand	December 31, 2020	\$ 1,228.51
------------------------	--------------------------	--------------------

Janet Dorr, Treasurer
Grace Lutheran Church Women

Men in Mission Radio Ministry

What a difference a year makes - as the saying goes, and it certainly is true for 2020. The role of the Radio Ministry for Grace Lutheran Church has taken on a whole new emphasis and benefit in 2020. With the greatly limited abilities that we are experiencing from our normal worshiping services, we are having to rely more on alternative methods of worshiping our Lord. The radio ministry is helping to achieve one of those important methods of staying in touch with worship.

A great big THANK YOU to those who have so graciously sponsored broadcasts in memory of or in honor of someone they love during the past year. We continue to have good interest and feedback from the congregation for the radio ministry.

With the major changes in how our worship services are being handled, a big Thank You needs to go to Heather Hawn and Tricia Dabrunz. They have been taking care of getting each service recorded each week when it is being tape recorded for the weekly service.

We continue to hear many positive comments and benefits regarding the radio broadcasts from here at Grace as it is providing a positive service for a number of people. Our radio broadcasts can be heard each Sunday at 9:30 a.m. on Eagle 99.1 radio station.

Anyone wishing to sponsor a radio broadcast, the cost remains at \$72.50. Please contact Les or Marcella Widmer at the following contact information. If you want specific Sundays you can reserve those in advance.

Les; 419-341-1850; widmerleslie@gmail.com; Marcella: 491-307-5227

Sincerely;

Les Widmer

Soup Kitchen

The Soup Kitchen has faced some special challenges in 2020.

- March - closed due to COVID-19.
- October - re-opened handing out sack lunches at the Clover St. door.
- November - began serving hot meals for carry out only.
- December 31, 2020 - served a carry-out holiday style meal to nearly 100 people! This meal was sponsored by the LIFT Parish and the Soup Kitchen with donations from Frisch's Big Boy, Ole Zim's Wagon Shed, and Root's Poultry.

The Soup Kitchen serves a meal every Thursday, 11:30am - 12:30pm. Anyone who is hungry is welcome. At this time, all meals continue to be carry-out only.

It is my desire that this ministry carry on throughout 2021.

Serving our God and community,

Nancy Ewing,

Coordinator, Soup Kitchen

Endowment Board - 2020

Bill Armstrong, Secretary, elected by the Congregation
 Richard Bauer, elected by the Congregation
 Mark Damschroder, Treasurer, elected by the Congregation
 Ruth Ann House, appointed by Church Council
 Barry Luse, Vice Chair, appointed Investment Advisor
 Al Mehlow, Chair, elected by the Congregation
 Jody Rice, Senior Pastor (retired, attended final meeting on 10/19/2020)
 Bill Wingard, appointed Legal Representative

The Endowment Fund was established in response to the blessings and abundance of gifts provided to Grace Evangelical Lutheran Church. The Endowment Fund recognizes the need for Christian charity to help and support the Christian welfare of others throughout our community and the world. Contributions are received for investment and the return on those investments is used to support a variety of stewardship and outreach activities. The 2020 actual disbursements and the 2021 proposed disbursements, which have yet to be formally approved, are as follow:

<u>2020</u>	<u>2021</u>	
\$ 9,029	\$20,000	LIFT - Fremont area mission strategy
8,500	8,500	Camino de Vida – Hispanic ministry partnership with Hayes Methodist Church
2,000	2,000	Bridge of Hope Ministry - outreach to the Hispanic community
3,750	3,750	Lutheran Home Society - senior living, youth care and outpatient services
4,500	4,500	Lutheran Social Services - assistance and counseling programs
1,800	1,800	Mexico City Missionary - support Pastor Brondos is Mexico City
1,000	1,000	Supporting Native African Pastors (SNAP) – outreach ministry to Cameroon
1,000	1,000	Redeemer Lutheran Summer Programs - outreach to intercity youth
1,000	1,000	Salem Lutheran Hunger Ministry - outreach to the hungry and malnourished
0	500	Special Festival/Dinner - as needed for special event(s)

Additionally, a maximum of \$125,000 in matching contributions to support the Capital Campaign (Preserving Our Past and Embracing Our Future) were approved in 2019. Given the onset of COVID-19, the campaign has been put on hold and endowment funds have not yet been provided for any capital campaign projects.

Al Mehlow, Chair

October 01, 2020 through December 31, 2020

Account Name : Grace Lutheran Church Endowment

Portfolio Summary

December 31, 2020

	Portfolio %	Tax Cost	Market Value	Estimated Ann Inc	Current Yield
Equities	62.16%	616,268.42	788,638.41	14,537.07	1.84%
Fixed Income	31.35%	389,520.94	397,678.99	8,161.11	2.05%
Cash & Equivalents	2.05%	26,008.61	26,008.61	0.00	0.00%
Other Assets	4.44%	15,000.00	56,340.00	0.00	0.00%
Total Portfolio	100.00 %	1,046,797.97	1,268,666.01	22,698.18	1.79%
<i>Accrued Income</i>			951.56		
<i>Net Cash</i>			0.00		
<i>Total Market Value</i>			1,269,617.57		

Portfolio Components May Not Equal 100% Due To Rounding

NOAH'S ARK PRESCHOOL 2019-2020
SOURCES AND USES OF FUNDS

Bank Balance as of September 1, 2019

Checking	\$ 7,596.62	
Certificate of Deposit	\$ 5,091.08	
		\$ 12,687.70

Sources

Tuition	\$ 19,331.20	
Registration	\$ 350.00	
Art Fees	\$ 810.00	
Fundraiser/Class Pictures/Videos	\$ 1,374.70	
Donations/Late Fees	\$ 452.76	
Tuition Assistance Fund	\$ 1,922.28	
Interest Income	\$ 98.89	
Payroll Protection Program Loan Forgiveness	\$ 6,300.00	
Total Receipts		\$ 30,639.83

Uses

Salaries (Net)	\$ 21,694.18	
Payroll Withholding Taxes & Workers Comp	\$ 6,648.97	
School Supplies	\$ 417.95	
Fundraiser Costs	\$ -	
Office Supplies	\$ 162.88	
Miscellaneous	\$ 578.43	
Staff Seminar/Training	\$ 79.90	
Payroll Service	\$ 300.00	
Total Disbursements		<u>\$ 29,882.31</u>

Bank balance as of August 31, 2020 *	<u><u>\$ 13,445.22</u></u> *
--------------------------------------	------------------------------

Checking	\$ 7,445.22
CD	\$ 6,000.00
	<u><u>\$ 13,445.22</u></u>

Respectfully submitted,

Linda L. Baumer, Treasurer

* Includes Tuition Assistance Fund Balance	\$ 3,014.08
--	-------------

**TREASURER'S REPORT
TWELVE MONTHS ENDING DECEMBER 31
2020**

BALANCE IN GENERAL FUND JANUARY 1, 2020 \$ 116,828.04

RECEIPTS:

Envelopes, Pledges	\$ 374,339.15
Loose Offering	\$ 1,752.50
Sunday School	\$ 197.75
Seasonal Offerings	\$ 5,277.00
Noisy Offering	\$ 523.13
General Fund-Undesignated	\$ 17,049.92
Endowment Gift	\$ 32,625.00
Checking/Investment Interest	\$ 1,231.73
GWG Interest	\$ 8,499.96
PPP Loan Forgiveness	\$ 59,700.00
Transfer from Contingency Reserve	\$ -
Total Receipts	<u>\$ 501,196.14</u>

Total Receipts plus Beg. Balance \$ 618,024.18

Employee Taxes Withheld & Pension Withheld	<u>\$ 41,529.91</u>
--	---------------------

Total Receipts, Taxes, Withholding, and Balance \$ 659,554.09

DISBURSEMENTS:

Budget Items (actual expenses)	\$ 458,939.47
2019 End of Year Transfer to Contingency Reserve	\$ 50,000.00
Credit Card fee - to be reimbursed in January 2021	\$ 51.83
Employee Taxes Remitted & Pension pd	\$ 40,163.36
Total Expenditures	<u>\$ 549,154.66</u>

BALANCE IN GENERAL FUND DECEMBER 31, 2020	<u><u>\$ 110,399.43</u></u>
---	-----------------------------

FOR PURPOSES OF COMPARISON

	<u>2019 BALANCES</u>	<u>2020 BALANCES</u>
General Fund	\$ 116,828.04	\$ 110,399.43
Special and Misc.	\$ 382,778.30	\$ 420,590.37
Contingency Reserve	\$ 95,249.12	\$ 114,360.22
Tressel Memorial Scholarship	\$ 1,778.66	\$ 1,778.66
	<u>\$ 596,634.12</u>	<u>\$ 647,128.68</u>

2020
FINANCIAL SUPPORT AND CHARITABLE GIVING

<u>Organization</u>	<u>Budgeted</u>	<u>Giving</u>
ELCA Synod & Churchwide	\$ 31,500.00	\$ 31,500.00
NWOS Global Mission Mzagole Water Well	\$ -	\$ 500.00
Fremont Ministerial/Share and Care	\$ -	\$ 3,246.00
Hispanic Ministry / Pastor Brondos	\$ 1,800.00	\$ 1,800.00
Liberty Center	\$ -	\$ 120.00
L.I.F.T.	\$ 30,800.00	\$ 12,459.00
L.I.F.T. - Camino de Vida	\$ 8,500.00	\$ 8,500.00
L.I.F.T. - Bridge of Hope	\$ 2,000.00	\$ 2,000.00
Lutheran Homes Society	\$ 3,750.00	\$ 3,750.00
Lutheran Social Services	\$ 4,500.00	\$ 4,500.00
Redeemer Lutheran Summer Program	\$ 1,000.00	\$ 1,000.00
Salem Lutheran	\$ 1,000.00	\$ 1,000.00
SNAP	\$ 1,000.00	\$ 1,000.00
Total	<u>\$ 85,850.00</u>	<u>\$ 71,375.00</u>

CONTINGENCY RESERVE FUND

BALANCE, JANUARY 1, 2020 \$ 95,249.12

RECEIPTS:

2019 End of Year Excess \$ 50,000.00

Total Receipts \$ 50,000.00

TOTAL RECEIPTS, INTEREST & BALANCE \$ 145,249.12

DISBURSEMENTS

Transfer to Capital Campaign \$ 30,000.00

Property Expenses over Budget \$ 888.90

Total Expenses \$ 30,888.90

BALANCE, DECEMBER 31, 2020 \$ 114,360.22

TRESSEL MEMORIAL SCHOLARSHIP FUND

BALANCE, JANUARY 1, 2020 \$ 1,778.66

RECEIPTS:

Interest \$ -

Member gift \$ -

Total Receipts \$ -

TOTAL RECEIPTS, INTEREST & BALANCE \$ 1,778.66

DISBURSEMENTS

Scholarships \$ -

Partners in Education-Capital University \$ -

Total Expenses \$ -

BALANCE, DECEMBER 31, 2020 \$ 1,778.66

SPECIAL AND MISCELLANEOUS FUNDS

Fund	Beginning Balance 01/01/20	Receipts	Expenses	Ending Balance 12/31/20
Charity	151.00	235.00	351.00	35.00
Library	671.26	0.00	49.95	621.31
World Hunger	0.00	0.00	0.00	0.00
Flowers/Landscaping	180.00	0.00	0.00	180.00
Stained Glass Maintenance	0.00	0.00	0.00	0.00
Organ Fund	0.00	0.00	0.00	0.00
Music Miscellaneous	0.00	72.00	0.00	72.00
Sunday School Mission Fund	1,672.96	17.50	120.00	1,570.46
Youth Fund	46,918.44	813.18	1,501.97	46,229.65
Toledo Symphony Sponsorship	19,805.81	5,000.00	315.00	24,490.81
Global Mission-Yellow Env.	75.00	1,210.00	1,277.00	8.00
My Brother's Keeper	11,692.12	12,071.35	2,000.00	21,763.47
Prayer Shawl Ministry	0.00	0.00	0.00	0.00
Funeral Meals	2,439.52	187.50	2,127.02	500.00
Wm. F. Beck Caring Fund	23,140.01	3,003.96	23,430.09	2,713.88
IN/OUT	400.00	89,506.11	89,591.22	314.89
Weddings	1,343.21	350.00	1,363.98	329.23
Sanctuary Air Conditioning	30,890.65	5,125.00	5,000.00	31,015.65
Kitchen Air Conditioning	7,058.14	0.00	0.00	7,058.14
Capital Campaign Fund	34,641.99	37,601.73	0.00	72,243.72
Building for the Future	111,183.64	3,713.00	0.00	114,896.64
Soup Kitchen	12,372.84	712.90	6,257.91	6,827.83
Capital Campaign Pledges	65,683.00	19,349.72	0.00	85,032.72
Altar Guild	288.93	250.00	60.00	478.93
Technology	10,322.96	2,759.37	13,080.11	2.22
Sound System	0.00	0.00	0.00	0.00
GLC General Scholarship Fund	1,846.82	3,144.00	785.00	4,205.82
TOTAL	\$ 382,778.30	\$ 185,122.32	\$ 147,310.25	420,590.37

2020 PATTERN OF WEEKLY GIVING

2019 DONORS	2020 DONORS	AMOUNT
2	1	\$300.01 - \$400
6	2	\$200.01 - \$300
19	8	\$100.01 - \$200
1	8	\$ 90.01 - \$100
1	2	\$ 80.01 - \$ 90
10	8	\$ 70.01 - \$ 80
8	6	\$ 60.01 - \$ 70
14	9	\$ 50.01 - \$ 60
8	5	\$ 45.01 - \$ 50
6	3	\$ 40.01 - \$ 45
7	12	\$ 35.01 - \$ 40
8	9	\$ 30.01 - \$ 35
13	15	\$ 25.01 - \$ 30
17	15	\$ 20.01 - \$ 25
22	21	\$ 15.01 - \$ 20
23	24	\$ 10.01 - \$ 15
26	28	\$ 5.01 - \$ 10
24	18	\$ 3.01 - \$ 5
23	20	\$ 1.01 - \$ 3
50	20	\$ 0.01 - \$ 1
455	514	No Contributions

**GRACE LUTHERAN CHURCH
2021 PROPOSED BUDGET**

		2020 Budget	2020 Actual	2021 Budget
	INCOME			
01	Offerings	\$ 400,000	\$ 374,339	\$ 400,000
20	Loose	\$ 8,000	\$ 1,753	\$ 8,000
25	Sunday School	\$ 400	\$ 198	\$ 400
30	Seasonal	\$ 11,000	\$ 5,277	\$ 11,000
32	Noisy Offering	\$ 2,500	\$ 523	\$ 2,500
33	Gen Fund undesignated	\$ 20,000	\$ 17,050	\$ 20,000
34	Endowment Gift	\$ 44,050	\$ 32,625	\$ 44,050
35	Checking/Investment Int.	\$ 3,600	\$ 1,231	\$ 300
36	GWG Interest	\$ 8,500	\$ 8,500	\$ 8,500
37	PPP Loan Forgiveness	\$ -	\$ 59,700	\$ -
	Total Income	\$ 498,050	\$ 501,196	\$ 494,750
50	Trans. to Contingency Reserve			
	Total Income plus Cont. Reserve/Bldg for Future	\$ 498,050	\$ 501,196	\$ 494,750
	EXPENSES			
	Minor 10 - World Mission			
10	Mission Support	\$ 31,500	\$ 31,500	\$ 31,500
20	Lutheran Homes	\$ 3,750	\$ 3,750	\$ 3,750
30	Lutheran Social Services	\$ 4,500	\$ 4,500	\$ 4,500
40	Local Mission/Noisy Offering	\$ 2,500	\$ 513	\$ 2,500
41	Missionary Support	\$ 1,800	\$ 1,800	\$ 1,800
42	Disciple Celebration	\$ 500	\$ -	\$ 500
43	Other	\$ 3,000	\$ 3,000	\$ 3,000
	Total World Mission	\$ 47,550	\$ 45,063	\$ 47,550
	Minor 20 - Local Mission			
15	Spirit	\$ -	\$ (65)	\$ -
20	Youth	\$ 2,000	\$ 1,536	\$ 1,008
35	Christian Missions/Outreach Committee	\$ 1,000	\$ 899	\$ 1,000
40	Stewardship	\$ 500	\$ 259	\$ 500
41	L.I.F.T.	\$ 41,300	\$ 22,959	\$ 41,000
61	Boy Scouts	\$ -	\$ -	\$ -
	Total Local Mission	\$ 44,800	\$ 25,588	\$ 43,508
	Minor 30 - Worship			
20	Bulletin, Church Lit.	\$ 700	\$ 222	\$ 700
30	Contribution Env., Certif.	\$ 1,000	\$ 752	\$ 1,000
40	Altar & Sacramental	\$ 700	\$ 1,036	\$ 700
60	Choir Music & Vestment	\$ 2,000	\$ 500	\$ 996
75	Worship Expenses	\$ 1,800	\$ 2,129	\$ 1,800
80	Christian Worship Committee	\$ -	\$ -	\$ -
	Total Worship	\$ 6,200	\$ 4,639	\$ 5,196
	Minor 40 - Christian Education			
21	Cont. Edu - Pastors	\$ 700	\$ 587	\$ 240
50	Misc. Christian Edu	\$ 500	\$ 259	\$ 498
	Total Christian Edu.	\$ 1,200	\$ 846	\$ 738

GRACE LUTHERAN CHURCH
2021 PROPOSED BUDGET

		2020 Budget	2020 Actual	2021 Budget
Minor 50 - Operations & Maintenance				
20	Janitor Supplies	\$ 1,800	\$ 925	\$ 1,800
30	Utilities - Natural Gas	\$ 13,400	\$ 11,723	\$ 13,400
35	Utilities - Electric	\$ 17,700	\$ 13,547	\$ 17,700
36	Utilities - Water	\$ 2,400	\$ 1,810	\$ 2,400
37	Utilities - Waste Disposal	\$ 1,800	\$ 1,674	\$ 1,740
40	Telephone	\$ 1,505	\$ 1,466	\$ 1,536
50	Insurance	\$ 15,115	\$ 16,069	\$ 20,135
65	Property, Repairs and Maint.	\$ 10,000	\$ 10,000	\$ 10,000
	Total Operations & Maint	\$ 63,720	\$ 57,214	\$ 68,711
Minor 60 - Salaries & Related				
10	Senior Pastor Salary	\$ 30,924	\$ 30,660	\$ 28,347
11	Senior Pastor Housing	\$ 40,000	\$ 38,846	\$ 36,667
12	Senior Pastor Travel	\$ 1,800	\$ 337	\$ 550
13	Senior Pastor Pen & Med	\$ 20,256	\$ 20,193	\$ 18,568
30	Visitation Pastor Salary	\$ -	\$ -	\$ -
31	Visitation Pastor Travel	\$ -	\$ -	\$ -
55	Clergy/Organist Substitute	\$ 1,544	\$ 1,538	\$ 1,338
65	Staff Payroll	\$ 199,255	\$ 198,448	\$ 203,746
72	Staff Pension	\$ 6,538	\$ 6,539	\$ 6,671
	Total Salaries & Related	\$ 300,317	\$ 296,561	\$ 295,886
Minor 70 - Administration				
20	Postage	\$ 2,800	\$ 3,296	\$ 2,800
25	Payroll Service	\$ 1,860	\$ 1,885	\$ 1,860
30	Office Equipment & Maint.	\$ 5,000	\$ 4,369	\$ 5,000
40	Office Supplies	\$ 3,200	\$ 2,283	\$ 3,200
45	Technology Support/Maint.	\$ 2,500	\$ 2,292	\$ 2,500
	Total Administration	\$ 15,360	\$ 14,125	\$ 15,360
Minor 80 - Miscellaneous				
10	FICA & Worker's Comp	\$ 17,003	\$ 11,865	\$ 16,981
15	Synod Assembly	\$ 600	\$ 20	\$ 300
22	Employee Mileage	\$ 600	\$ 87	\$ 220
40	Miscellaneous	\$ 700	\$ 2,931	\$ 300
	Total Misc	\$ 18,903	\$ 14,903	\$ 17,801
	Total Expenses	\$ 498,050	\$ 458,939	\$ 494,749
	Income less expenses	\$ 0	\$ 42,257	\$ 0

RESOLUTION #1 – CHURCH BUDGET

Whereas, the Executive Committee and the Church Council have proposed a budget for the 2021 calendar year after careful review, discussion, and prayer; and

Whereas, the input of the Congregation has been sought;

Therefore, be it resolved that the 2021 Proposed Budget be adopted at this Congregational Meeting, and that we, as Grace Lutheran Church and its individual members, respond faithfully and responsibly with our offerings so that this budget may be met.

RESOLUTION #2 – CHURCH VOLUNTEERS

Whereas, this Congregation depends upon its people to share their time, energy, and enthusiasm to advance the ministry of the Church and its mission; and

Whereas, these people deserve our acknowledgment, appreciation, and respect;

Therefore, be it firmly resolved that we thank our many volunteers for their gracious hours of service, which have contributed to the ministry of Grace Lutheran Church in education, music, youth, worship, evangelism, property, finance, and office administration during the 2020 calendar year.

RESOLUTION #3 – CHURCH STAFF

Whereas, the following individuals have sought to serve their Lord through their work at Grace Lutheran Church, Noah's Ark Preschool, and LIFT, as paid staff members: and

Whereas, our congregation should acknowledge and appreciate their efforts;

Therefore, be it resolved that we extend our sincere gratitude to all members of these staffs for their faithfulness and dedication for the 2020 calendar year. They are, as named below,

Janice Baker, Linda Baumer, Tom Curry, Tricia Dabrunz, Nancy Ewing, Heather Hawn, Pam Kensler, Gregg Kinsey, Pam Lee, Pastor Scott Mauch, Stephen Mauch, Tricia McElfresh, Doug Morris, Jim Post, Maureen Pump, Pastor Jody Rice, Gail Ross, Heather Tullis.

And be it further resolved that we acknowledge with gratitude the efforts of the following people who served on the staff of Grace and whose time of service came to an end during 2020: Pam Kensler, Pastor Scott Mauch, Stephen Mauch, Pastor Jody Rice.

And be it further resolved that we continue to support, pray for, and work in partnership together as a Congregation and church staff to the Glory of Jesus Christ our Lord.

Lift Parish LLC
Operating Agreement

Approved by all Full Member Congregations and
in force as of 2/2020

Fundamental Charitable Purpose. Notwithstanding anything herein to the contrary, the organization is organized exclusively for charitable, religious, and educational purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, as amended. All provisions herein shall be subject to such purpose.

1) Definitions

- a) **"LIFT"** means "Living In Faith Together"
- b) **"Grace"** means Grace Evangelical Lutheran Church of Fremont, Ohio
- c) **"St. John's"** means St. John's Evangelical Lutheran Church of Fremont, Ohio
- d) **"Faith"** means Faith Evangelical Lutheran Church of Fremont, Ohio
- e) **"St. Mark"** means St. Mark Evangelical Lutheran Church of Fremont, Ohio
- f) **"Trinity"** means Trinity Evangelical Lutheran Church of Kingsway, Ohio
- g) **"Emmanuel"** means Emmanuel Lutheran Church of Hessville, Ohio
- h) **"Ministry Teams"** means the members of the congregations of LIFT who regularly help to plan and carry out mission and/or mission support activities in a particular area
- i) **"ELCA"** means the Evangelical Lutheran Church in America or its successor body
- j) **"NWOS"** means the Northwest Ohio Synod of the ELCA, or its successor body
- k) **"Worshiping Community"** means a group of persons regularly gathered around word and sacrament
- l) **"LIFT Parish"** means the sum of all those congregations and worshiping communities that have approved these Articles of Agreement pursuant according to its terms
- m) **"LIFT Parish Board"** **"LIFT Board"** or **"Board"** shall mean the managing Council responsible for managing the cooperative ministry of the LIFT Parish under this agreement.
- n) **"Code"** means the Internal Revenue Code of 1986, as amended ("Code").

2) Name of Organization

The organization shall be known as **"Lift Parish, LLC,"** but may be referred to internally as "LIFT Cooperative Ministry Parish" or "LIFT Parish".

3) Purpose

The purpose of the organization is to further Code Sec. 501(c)(3) exempt religious, charitable, and educational purposes allowable under Code Sec. 501(c)(3) of its members by sharing resources and opportunities for mission and ministry, to grow disciples of Jesus Christ, to discern a shared vision for God's mission in the Greater Fremont area, and to share the good news of God's love in Jesus Christ with our community and with the world.

4) Membership Eligibility & Forfeiture

- (a) Eligibility. Any member organization must be organized and operated under Code Sec. 501(c)(3) exclusively for religious, charitable, or educational purposes, or be an agency or instrumentality of the United States, any State or political subdivision thereof.
- (b) Forfeiture. Should a member cease to be organized and operated under Code Sec. 501(c)(3) exclusively for religious, charitable, or educational purposes then it shall forfeit

its membership.

5) Membership Transfer Prohibition

No member may transfer its membership without the prior written consent of the other members; provided always, any transferee shall be organized and operated under Code Sec. 501(c)(3) exclusively for religious, charitable, or educational purposes, or be an agency or instrumentality of the United States, any State or political subdivision thereof.

6) Enforcement by Members

The members shall expeditiously and vigorously enforce all of their rights in the organization and pursue all legal and equitable remedies to protect their interests in the organization.

7) Prohibitions

- (a) No part of the earnings of the organization shall inure to the benefit of, or be distributable to, its members, directors, officers or other private persons, except that the Corporation shall be authorized and empowered to pay reasonable compensation for goods and services rendered.
- (b) No substantial part of the activities of the organization may consist of carrying on propaganda or attempting to influence legislation.
- (c) The organization shall not participate in, or otherwise intervene in (including the publishing or distributing of statements), any political campaign on behalf of (or in opposition to) any candidate for public office.

8) Transfer of Assets - Fair Market Value Required

- (a) Transfer of Assets to Non-Member. Any asset of the organization may only be transferred (directly or indirectly) for fair market value to any non-member organization that is not a Code Sec. 501(c)(3) organization or an agency or instrumentality of the United States, any State or political subdivision thereof.
- (b) Transfer to Former Member. Any asset of the organization may only be transferred (directly or indirectly) for fair market value to a former member organization that ceases to be a Code Sec. 501(c)(3) organization or an agency or instrumentality of the United States, any State or political subdivision thereof.

9) Guidelines

In pursuit of this purpose, we will:

- (a) proclaim Jesus as Lord in word and deed
- (b) be guided by scripture and led by the Holy Spirit
- (c) be open to God's work in and around us
- (d) love one another, respect one another and pray for one another
- (e) pray and worship together regularly
- (f) speak the truth in love and listen to one another in love
- (g) be flexible and open to change
- (h) respect and honor the gifts of each congregation and the gifts and ministries of the parish as a whole

- (i) maintain a cooperative relationship with the overall area mission strategy of the Eastern Conference and Northwest Ohio Synod of the ELCA.
- 10) Parish Administration / Management**
- a) LIFT Parish Board. The LIFT Cooperative Ministry Parish shall be managed by the LIFT Parish Board. The voting members of the LIFT Parish Board shall include the following:
 - (1) Two lay members each from congregations participating as full members of the LIFT Parish.
 - (2) One lay member total from among worshipping communities not part of a congregation.
 - (3) All of the pastors of LIFT and LIFT full member congregations, ex officio.
 - b) In general, each lay member shall serve for a two-year term. However, at the initiation of this agreement, half the lay members of the LIFT Parish Board shall be elected to a two-year term and the other half to a three-year term. Thereafter, each lay LIFT Board member will be selected annually, to a two-year term.
 - c) Term Limit. Members may serve consecutive terms, except that no one elected under section a) (1) shall serve more than 3 consecutive terms.
 - d) Associate Membership. Upon request, the LIFT Board may designate a congregation or worshipping community cooperating in any LIFT ministries as an Associate Member of the LIFT Parish. When so designated, a lay representative and pastor of the Associate Member may attend Board meetings and have voice but not vote. Where funds are exchanged; or joint staff hired or called, the terms of cooperation will be described in a written cooperative ministry plan. LIFT congregations may continue to participate in LIFT ministries as an associate member of the Parish even if the congregation does not vote to become a LIFT Parish Member under the terms of Section 7.
 - e) Quorum. A quorum of the LIFT Board is a majority of LIFT Board voting members.
 - f) Responsibilities. The LIFT Parish Board will:
 - (i) oversee and provide for the administration of this parish to enable it to fulfill its functions and perform its mission,
 - (ii) promote peace and goodwill and, as differences and conflicts arise, endeavor to foster mutual understanding,
 - (iii) have general oversight of the life and activities of this parish,
 - (iv) lead this parish by stating its mission, doing long-range planning, setting goals and priorities, and evaluating its activities in light of its mission and goals,
 - (v) provide for incorporation as a nonprofit Limited Liability Corporation,
 - g) Frequency. The LIFT Parish board will meet at least quarterly.
 - h) Officers
 - (i) The LIFT Board will elect a vice- chairperson annually to serve one year as vice-chair and one year as chair.
 - (ii) The LIFT Board will elect a secretary annually.
 - (iii) The treasurer shall be elected by a 2/3 majority of the LIFT board. The treasurer shall

serve a two-year term. The treasurer need not be a member of the LIFT board, and if not a member, shall have voice but not vote in the meetings of the LIFT board.

- (iv) The Treasurer shall:
 - (A) prepare and submit regular financial reports to the LIFT Parish Board.
 - (B) assist in the preparation of the annual budget of the parish.
 - (C) keep the bank accounts for the parish.
 - (D) keep the books of account of the parish.
 - (E) disburse all funds on proper orders as designated by the LIFT Board.
 - (F) take the necessary steps to protect this LIFT Board and its members from liability.
- (v) An independent audit of the books of the parish shall be conducted annually.

11) Authority

- a) Parish. The authority of the LIFT Parish rests with the LIFT Parish Board, who is responsible to develop parish ministry plans and strive to implement those plans. The LIFT Board has authority to set the compensation package for parish staff in accordance with the compensation guidelines of the Northwest Ohio Synod of the ELCA.
- b) Congregations. Nothing in this agreement shall diminish or undermine the identity and authority of a participating congregation, including the authority to make its own decisions, hire its own staff, call its own pastor or make other decisions regarding their individual congregations.
- c) Worshiping Communities not part of Congregations. LIFT Worshiping Communities which are not a part of any LIFT congregation shall have the autonomy and authority and representation as defined in a written ministry plan approved by the LIFT Board, as it may be revised from time to time.

12) Entry

A 2/3 majority vote of the members present and voting at a congregational meeting called in accordance with that congregation's constitution shall be required for that congregation to adopt these Agreement and enter the LIFT Parish. After the formation of the LIFT Parish, a majority vote of the members of the LIFT Parish Board shall be required for a church to enter the LIFT Parish, in consultation with the synod staff.

OR

A majority vote to adopt this agreement according to the polity of the church requesting membership in the LIFT Parish must be obtained. A majority vote of the members of the LIFT Parish Board shall be required for a church to enter the LIFT Parish, in consultation with the synod staff.

13) Effective Date

The organization's secretary shall certify the effective date of this agreement.

14) Responsibilities

- a) Pastoral Responsibilities. In keeping with the responsibilities of pastors as defined in the constitutions of the ELCA and the Letter of Call to Ordained Ministry, the pastors of this parish shall:

- i) Lead worship, including preaching, administration of the sacraments, marriages and funerals. Pastors may train and supervise lay assistants to assist them in these activities. Pastors shall rotate in their worship leadership in each of the congregations of the parish,
 - ii) Provide for and coordinate pastoral care, including visitation of and care for the sick, the homebound, the grieving, inactive and prospective members, and members of the broader community as appropriate,
 - iii) Engage in continuing education and professional development and share insights learned within the parish,
 - iv) Nurture relationships with and between the members of the parish,
 - v) Equip all the baptized to share in ministry and mission,
 - vi) Provide for Christian education in order to foster spiritual growth and discipleship, including confirmation/catechism classes, new member classes, regular Bible study, and teaching and modeling spiritual disciplines (prayer, tithing, fasting, meditation, etc.),
 - vii) Ensure that the records and rosters of the congregations and Parish are maintained annually.
- b) Congregational Responsibilities. The congregations of this parish shall:
- i) Practice wide-open and active hospitality, inviting others to participate in the life of the parish and welcoming guests in the name of Christ.
 - ii) Nurture relationships with one another and with the community at large.
 - iii) Engage in community outreach, including feeding the hungry, sheltering the homeless, clothing the naked, visiting the sick and imprisoned, and caring for the least, the last, the lost and the lonely in the spirit of Matthew 25:31-46.
 - iv) Participate actively in the shared ministries of the parish and actively seek opportunities to share ministry with each other.
 - v) Engage in self-study to identify areas of strength and opportunities for growth.
 - vi) Actively seek to communicate to their members and to other congregations within the parish about their mission and ministry.
 - vii) Commit to welcoming and loving treatment of rostered leaders and their families and honor the ministries of all leaders within the parish.
 - viii) Seek to grow faithfully in their Mission Support to the Northwest Ohio Synod and the ministries of the broader church.
 - ix) Be good stewards of and make faithful use of buildings, grounds and other congregational assets.
 - x) Be accountable to one another in love as fellow workers in Christ.

c) Responsibilities of All Baptized Members. Governed by a spirit of love, mercy and compassion in our life together, every baptized member will be encouraged to:

- (i) Attend worship regularly
- (ii) Participate actively in the ministries of the parish and congregations
- (iii) Participate in the Ministry Teams of the Lift Parish
(with the teams providing reports to the board)
 - A. Children, Youth and Family
 - B. Caring for Members and the Community
 - C. Worship and Music
 - D. Evangelism and Outreach
 - E. Hospitality and Fellowship
 - F. Property Support
 - G. Finance, Administration and Leadership Support
 - H. Stewardship
- (iv) Participate in the Prayer and Discipleship groups of the Lift Parish
 - A. Faith Engagement
 - B. Equipping
 - C. Welcoming Diversity
 - D. Justice for our Neighbors
 - E. Sustainable Connections
- (v) Grow in faith through:
 - A. daily prayer
 - B. regular study of Scripture
 - C. service in the congregations, community and wider world
 - D. generous giving and the intentional practice of Christian discipleship
 - E. be open-minded and willing to change

As followers of Jesus Christ, we will commit to love one another, serve one another, listen to one another, be honest with one another, care for one another, trust one another, challenge one another, encourage one another, hold one another accountable and receive every person as we would receive Jesus Christ.

15) **Call Process**

The call of a pastor to serve the parish shall be under the guidance of the Office of the Bishop of the Northwest Ohio Synod. There shall be a call committee for the parish, consisting of the senior pastors of each participating congregation and at least one lay member from each worshipping community, with no less than six nor more than twelve total members. The members of the call committee shall be elected by the respective congregation councils. A 2/3 majority vote of those present and voting at a combined Parish meeting called in accordance with each congregation's constitution for a congregational meeting shall be necessary for approval of the pastoral candidate. If the call is approved, the congregations authorize the LIFT Parish Board to issue the call. Mutual Ministry Committee

There shall be a Mutual Ministry Committee consisting of at least one member from each worshipping community in the parish, and no fewer than six nor more than 10 members. The members of the committee shall be selected in consultation between the rostered leaders and LIFT Board. The Mutual Ministry Committee will be affirmed by the LIFT Parish Board. The Mutual Ministry Committee shall facilitate communication and assist the rostered leaders of the parish and congregations in reviewing the ministry goals of the parish and the respective

congregations.

16) Shared Expenses

- a) The parish may share staff expenses as appropriate, including the compensation and benefits for:
 - i) rostered leaders, if applicable
 - ii) shared administrative staff, if applicable
 - iii) shared programmatic staff, if applicable
 - iv) shared musicians, if applicable
 - v) shared music director, if applicable
- b) The parish will seek, as much as possible, to share expenses related to programming of mission and ministry, such as, but not limited to:
 - i) office equipment and supplies
 - ii) software and licensing
 - iii) confirmation instruction
 - iv) youth ministry
 - v) music
 - vi) special events
 - vii) vehicles
 - viii) internet presence
 - ix) property management and insurance, as applicable
 - x) preschool

17) Pastor's Compensation

Compensation of pastors and rostered leaders serving the parish will be consistent with the Northwest Ohio Synod's Compensation Guidelines.

18) Finances

- (a) There shall be a parish treasury out of which the parish treasurer shall pay all expenses. An annual audit will be conducted independently and shared with the parish board and all congregations of the parish.
- (b) For the 2016 calendar year, the participating congregations will commit to contribute financially to the parish in specified amounts as determined by a budget committee, comprising at least the senior pastors and treasurers of each participating congregation, and presented at the congregation's annual meeting together with a description of the use of those funds.

19) Congregational contributions for future years will be established through annual Parish Congregational Budgets adopted by December 1 for the subsequent calendar year. Special Meetings

Special meetings of the parish may be called by the LIFT Board chairperson in consultation with the individual congregational council presidents and the pastors, or by any two board members.

20) Review and Changes

- (a) Method of Change. The participating congregations agree to an annual review of this agreement to be conducted in consultation with the senior pastors, the councils of the participating congregations and the Office of Bishop of the Northwest Ohio Synod. Changes or modifications to these Articles of Agreement may be made by a 2/3 vote of members of each congregation present and voting at congregational meetings or a parish-wide meeting, called in accordance with congregational constitutions. All proposals for changes shall be recommended by the parish board to each congregation council for congregational vote.
- (b) Limitation on Change. Any amendment to this agreement, or other governing document of the organization, shall comply with the rules, requirements, and limitations of Section 501(c)(3) of the Code.

21) Terms of Dissolution/Termination

After consultation with the Office of the Bishop, termination of this agreement and dissolution of the organization by a congregation shall be by a 2/3 majority vote of the members of the congregation present and voting at a congregational meeting called in accordance with that congregation's constitution. Written notice will be given to the LIFT Board by July 1 of a congregation's intention to withdraw from the parish for the following calendar year.

22) Distribution of Assets Upon Dissolution/Termination

Upon termination and dissolution of the organization, all the assets of the organization shall be distributed either to: The Northwest Ohio Synod of the Evangelical Lutheran Church in America, or its successor, provided such organization is then organized and operated exclusively for charitable, educational, or religious purposes under Section 501(c)(3) of the Code, or (ii) any other organization(s) which then qualifies as a exempt organizations under Section 501(c)(3) of the Code.

23) Merger / Conversion

The organization is prohibited from merging with any organization who is not exempt under Section 501(c)(3) of the Code. Likewise, should the organization ever convert to another form of entity, such conversion is limited to an entity which qualifies as an exempt organization under Section 501(c)(3) of the Code.

24) Specific Arrangements/Other

Worship times shall be established in consultation between the congregations of the parish and the LIFT Board.

25) Incorporation

The LIFT Parish shall be incorporated under the laws of Ohio as a nonprofit limited liability corporation (LLC). This LIFT Parish, LLC shall be the congregation of record for any individuals within LIFT not otherwise members of any congregation of LIFT.

26) Merger

Merger of a participating congregation with this LIFT Parish, LLC shall require approval by the LIFT Board and each LIFT member congregation council.

LIFT Parish By Laws

Delegation of Authority

The Board hereby delegates to the Executive Committee (comprising the Chair, Vice-Chair, Treasurer, Secretary and LIFT pastors) the taking of executive action on behalf of the Company, provided that:

- 1) the Board is notified of significant actions in advance
- 2) no board member requests full Board review.

The Board hereby delegates to the Finance and Administration mission support team, the taking of all routine administrative actions on behalf of the Company, provided the Executive Committee is kept informed and no member of that Executive Committee or the Board requests full review.

The Board hereby delegates to each Mission Team the taking of all actions within their area of responsibility, provided they keep the Executive Committee informed and coordinate and cooperate with the other mission teams that may be affected. Any Board member or alternate can request Board review and decision at any time, for any issue, where that person believes there may be a significant difference of opinion about the right decision, or where further consideration would be necessary or useful, and the request is made in writing to any member of the Executive Committee.

Approved by LIFT Board January 26, 2016