

ANNUAL REPORT 2021

Grace Lutheran Church
Fremont, Ohio



ANNUAL CONGREGATIONAL MEETING

January 30, 2022

Grace Lutheran Church
Fremont, Ohio

Meeting Arrangements:

The business meeting will begin at 9:00 a.m. in the sanctuary.
This meeting can be attended In person or via ZOOM.

Please Note: The reports of the Pastors, Church Council, Auxiliaries, Treasurer, The Proposed Budget for 2022, and the Proposed Resolutions for the 2022 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 Congregational Meeting.

MISSION STATEMENT:

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

EXCUTIVE COMMITTEE

President	Ed Muffler
Vice-President	Jerry Moses
Secretary	Connie Amor
Treasurer	Ruthann House

TERM ENDING 2022

Connie Amor	Bill Hollister
Kristen Smith	Natalie Wilfong

TERM ENDING 2023

Ruthann House	Beth Muffler
Ed Muffler	Tanya Schling

TERM ENDING 2024

Annette Fisher	Judy Overmyer
Jerry Moses	Cindy Scranton

STANDING COMMITTEE CHAIRPERSONS

Christian Missions/Outreach Committee	Annette Fisher
Christian Worship Committee	Judy Overmyer
Christian Property Committee	Bill Hollister
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.

ANNUAL MEETING
GRACE LUTHERAN CHURCH
JANUARY 30, 2022

Business Meeting9:00 a.m.

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A. Endowment Board	
- Nominees to fill two (2) seats:	
Richard Bauer	
Al Mehlow	
8. ADJOURNMENT	
A. Closing Prayer	

Grace Lutheran Church

ANNUAL MEETING OF THE CONGREGATION

1.31.2021 (Zoom Meeting)

Jean Dupey, President, called the meeting to order at 10:33am and began with important announcements. Participants were informed that the meeting was being recorded, everyone was muted upon entry and must remember to unmute if speaking, and “poll” voting would be anonymous. Participants were encouraged to share their name(s) in the Zoom chat feature. At the opening of the meeting, 25 devices were logged into the Zoom meeting. At the conclusion of the meeting, 29 devices (representing 35 participants) were logged into the Zoom meeting.

OPENING DEVOTIONS

Maureen Pump shared a devotion to remind us that we must let go of old ways and embrace new options and actions as we navigate our current pandemic. She shared examples like Fresh Expressions, our newly called L.I.F.T. pastor, and virtual worship.

2020 ANNUAL CONGREGATIONAL MEETING MINUTES

Becky McElfresh moved to accept the minutes. Larry McElfresh seconded. Show of hands vote was taken. Motion carried.

STAFF AND COUNCIL REPORTS

Jim Scranton moved to accept the combined pastoral staff portions of the Annual Report. Mary Nossaman seconded. Show of hands vote was taken. Motion carried.

Maureen Pump moved to accept the combined reports of the Church Council President and Committees included in the Annual Report. Ed Muffler seconded. Show of hands vote was taken. Motion carried.

Jim Scranton moved to accept the Auxiliary Services Reports included in the Annual Report. Jan Harris seconded. Show of hands vote was taken. Motion carried.

Endowment Board

Richard Bauer moved to accept the Endowment Board Report included in the Annual Report. Mary Nossaman seconded. Show of hands vote was taken. Motion carried.

FINANCIAL REPORTS

In addition to the official reports (Noah’s Ark Preschool and Grace Lutheran Church financial reports) included in the Annual Report document, Jean shared the statement from the auditing committee which identified that all financial items are in good order. This statement will be added to the Annual Report document.

Jerry Moses moved to accept the Financial Reports. Richard Bauer seconded. Show of hands vote was taken. Motion carried.

RESOLUTIONS

Resolution #1

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.

Jean Dupey read aloud the above resolution. Ruthann House moved to adopt the 2021 Grace Lutheran Church Budget as proposed. Tanya Schling seconded.

Discussion began with Ruthann House detailing that there are no changes following the open budget meeting. She also pointed out that this is the first year we are realizing the increased insurance costs due to a return to a more comprehensive policy.

Larry McElfresh requested additional information about the budget overage experienced for 2020, which was originally discussed in the open budget meeting. Maureen shared that the Mission / Outreach committee met and decided to distribute \$7500 locally (e.g. soup kitchen and homeless ministry) and \$7500 globally (eg: water treatment in Africa and Mexico hurricane relief). Another portion of overage (\$2700) was transferred into contingency funding, mirroring past practice.

Following no further discussion, an anonymous "Poll" was launched via the Zoom platform to conduct the Secret Ballot vote. The virtual votes were counted, and the resolution carried with unanimous agreement.

Resolution #2

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.

Jean Dupey read aloud the above resolution. Jim Scranton moved to adopt the resolution recognizing all the valuable volunteers that contribute time and effort to carry out the important work of the congregation. Richard Zilles seconded. Show of hands vote was taken. Motion carried.

Resolution #3

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.

Jean Dupey read aloud the above resolution. John Avers moved to adopt the resolution recognizing the valuable efforts of all church staff. Mary Nossaman seconded. Show of hands vote was taken. Motion carried.

L.I.F.T. APPROVAL

Jerry Moses moved to approve the submitted LIFT Parish LLC Operating Agreement and the LIFT Parish by Laws. Jan Harris seconded. Show of hands vote was taken. Motion carried.

ELECTIONS

Nominations were sought and received to fill two vacant positions on the Endowment Board for the coming term: Matt Moses and Lori Wise.

Maureen Pump moved to accept these nominated names to be elected to the Endowment Board. George Dupey seconded. Show of hands vote was taken. Motion carried.

ADJOURNMENT

Maureen Pump led us in a closing prayer. Jim Scranton moved to adjourn. Motion was adopted by consensus.

Interim Pastor

"I thank my God every time I remember you, ⁴constantly praying with joy in every one of my prayers for all of you, ⁵because of your sharing in the gospel from the first day until now. ⁶I am confident of this, that the one who began a good work among you will bring it to completion by the day of Jesus Christ."

Philippians 1:3-6

It is very good to be with you during this time of interim and transition as together we look ahead to 2022 and all that the coming year will bring. Ten years ago I went through a period of change and tradition as I left the relative comfort of a settled call as an associate pastor, and began a new phase of my ministry as an interim pastor. There are times when I long for what was left behind, but there are others when it becomes clear that the Holy Spirit has led me to new ways of serving as a pastor in the ELCA.

2021 brought changes for Grace, as well. Some of you may long to return to the days and ways from the past, but as with all things in the pilgrimage of life, the Spirit continually leads us to new ways of thinking, living and serving.

I began my service as your Interim Pastor on June 1. In the past seven months, here are some things that together we have accomplished:

- Appointed a Transition Team which met regularly to learn about the dynamics of congregational life and transitions, to gather information from the congregation regarding your hopes and dreams for Grace, and what kind of leader is needed for your next senior pastor. Using this information and input from the congregation, the Team completed the Ministry Site Profile, the document that explains the ministry at Grace to potential pastoral candidates.

- Appointed a Call Committee at the December meeting of the Congregation Council.

- Began regular meetings of the Worship Committee to plan and implement all aspects of worship and music at Grace

- Conducted a fall Stewardship Campaign under the theme *Live Generously*, generating 89 completed "Intent Cards" with pledges for giving in 2022 totaling \$222,838.

This is the first interim in which I have had a full staff with which to share leadership tasks and responsibilities, as well as an extended staff through the ministry of the LIFT congregations. I give thanks every day for all these faithful servants who do very well what Grace and LIFT has called them to do. Reading their contributions to this report is a good reminder of everything they do on behalf of the members of Grace.

I don't know how much longer that I will be serving as your interim pastor. Now that the Call Committee is in place, there is the very real possibility of a new pastor for Grace by summer. I have enjoyed and appreciated the ministry we have shared here at Grace. You have supported me strongly and generously. Allow me to repeat the words of Paul quoted above: "I am confident of this, that the one who began a good work among you will bring it to completion by the day of Jesus Christ."

Your friend in Christ,

Pastor Mark Bogen

Lay Associate Minister/ Synodically Authorized Minister

PROJECTS CURRENT AND COMPLETED:

Continue 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
Continue with Good Mornings with Moe. A morning devotional 5 days a week
Continue a monthly prayer group
Served First Communion to our 2nd graders on Maundy Thursday and Holy Saturday
Worked with Pastor Paul and Matt on Lenten services
Worked with Pastor Matt Wheeler on Car Church until April
Worked with Pastors Matt and Paul on Easter Car Church services.
Attend Eastern Conference meetings
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 Leadership Meetings
Participating in the Book Study group (Book Worms)
Serve on the LIFT board
Serve on the Lift Executive Committee
Act as manager of Church Face Book page
Continue to supervise 2 Nursery Ministers.
Continue to oversee the My Brother's Keeper ministry
Continue to act as worship leader
Led 3-4 Bible studies each week
Contact hospital 1 time each week
Review Welcome Cards
Preached 54 sermons
Conducted 20 funerals
Conducted 3 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
Keep up with our hospitalized, home bound and nursing home members.
Attend Endowment Board meetings

(Lay Associate Minister/Synodical Authorized Minister continued.)

What a year it has been! When I wrote my annual report last year Pastor Jody had just left and Covid was preventing us from gathering in the sanctuary for worship. For the first four months of 2021 we joined St. John's for car church, and it was a blessing! Except for February's cold and snow, we gathered every Sunday plus, Easter! We came back in our sanctuary April 18th thinking Covid was winding down only to find that was not the case. Fortunately, we have been able to remain in the sanctuary with a few adjustments to our traditional services. For this I am grateful.

We continue to move forward in the transition and soon will actively be in the call process. Thank you to the Transition Team for their hard work getting us ready for the call. By the time this report is published we will have a Call Committee in place and moving forward. I am confident God knows who our next pastor will be and will reveal His choice for us in His time. Until then, I am confident we will continue to move forward in peace and unity as you support Pastor Mark and me.

In November 2020, Bishop Daniel authorized me to serve as a Synodical Authorized Minister for Grace, Trinity, and St. Mark. Until Pastor Mark came, seven months later, I, along with the rest of the staff led Grace. I say the rest of the staff because I could not have done it alone. Office and Financial Administrator, Linda Baumer and I worked closely during those months. Linda has her finger on the pulse of the business end of Grace Lutheran and I did the same for the worship end of our ministry here. As the rest of the staff jumped in and did what needed to be done, we moved forward through the first seven months of the vacancy. Heather Hawn got us up to speed with the changes and additions we needed in the technology area. Tom Curry, our Director of Music put together the music for our live streamed Christmas service. Tricia Dabrunz kept turning out bulletins and helping with some of the technology for live streaming. We are blessed to have a devoted and gifted staff, here at Grace. Thank you to each of them for their support and thank you to this congregation for the love and support you have always shown me. Over the past 29 years of ministry, I have been blessed to serve here at Grace, and look forward to, at least, a few more years!

As we enter 2022, I pray we see the calling of a Senior Pastor, the end of Covid and the members of Grace coming back into the sanctuary for worship. I miss seeing you gathered in the sanctuary. The church is at its best when we come together. Until that time, know how much I appreciate each one of you and pray for God to bless each one of you with peace and joy.

God's Peace and Love,

Maureen Pump

Lay Associate Minister/ Synodical Authorized Minister

L.I.F.T. Pastor

LIFT is a unique collaboration of congregations working together. Our full member congregations are Emmanuel, Grace, St. Mark, St. John's, and Trinity. Faith and Hayes Memorial are associate members. As I come to the end of my first year as LIFT pastor, I highlight some of our life together, using as a framework the list of five mission priorities from our mission statement.

Present in our community

The Block Party, originally scheduled for August 12, was moved to October 24 because of inclement weather. Nevertheless, it was a festive event, with many people from the community attending. The idea emerged from the My Brother's Keeper group at Grace, but it quickly became clear that it would have more impact as a LIFT event. On behalf of LIFT, Linda Baumer and Maureen Pump applied for a synod micro grant to help fund this outreach opportunity.

Pastor Mary Carmen Padilla, from Camino de Vida, LIFT's ecumenical Spanish language ministry, along with her husband, Leo, are back in Fremont after over a year in Mexico with bureaucratic complications in renewing their visas. We celebrate their homecoming and look forward to future mission collaboration.

Together with Bridge of Hope and Camino de Vida, a Posada was held on December 11 at Hayes Memorial UMC as a holiday event primarily for our migrant neighbors. This is a traditional Mexican celebration remembering Mary and Joseph's search for welcome en route to Bethlehem.

Witnessing to God's love

Worship is LIFT's primary way of proclaiming God's love. Three months of drive-in car church gave me a chance for some good collegial teamwork with the pastoral and music leaders from the congregations. As COVID precautions have changed, our congregations have been returning to in-person worship. As the primary pastoral leader for Trinity and St. Mark, I began preaching at Trinity on April 11 at 8:30 and at St. Mark on Sundays at 9:45, starting April 18.

I was involved with LIFT's Vacation Bible School at Hayes from June 26-28. Pastor Mark Bogen and I led the opening and closing skits.

On October 3, LIFT hosted a Blessing of the Animals worship service outdoors at St. Mark at 1 PM.

After being online for 2020-2021, Confirmation classes are now in person (with hybrid online options), rotating between St. John's, Grace, and St. Marks, with pastors and youth leaders sharing the leadership. Classes will be held on about two Sundays per month, with an initial parent meeting on September 19 at 11:45 at St. John's.

Trinity News: Trinity Lutheran Church has voted to dissolve as a congregation. The next, and last, worship service for Trinity will be on January 9 at 8:30 AM in the auditorium at St. John's. A lunchtime congregational meeting for Trinity members will be on March 13. A final celebration of ministry will be held outdoors on the former site of Trinity on June 26.

(LIFT Pastor continued.)

Hearing the needs

We continue to have requests for the Mercy Fund, including people out of work and folks impacted by medical situations. Pastor Dennis Wansitler is the new contact person for this fund.

This year, I have been involved in several pastoral acts, including two baptisms, five funerals, and one wedding.

Serving our neighbor

Bridge of Hope continues to operate a food pantry at Hayes Memorial United Methodist. Ashley Wynn, the new BOH director, brings significant experience in business management, nonprofit work, and faith communities. She is finishing up her master's degree at the Methodist Theological School in Ohio, and will be using her time at BOH for her field education. I am functioning as her supervisor, with regular meetings and paperwork with the seminary.

A Blue Christmas service was held on December 19, recognizing that the holiday season can be a difficult time for people experiencing loss or grief.

Striving for justice

Justice is more than preaching about social issues. It's about matching our practices with our beliefs. Part of that includes equitable compensation for people who create the resources we use. It's not legal or ethical just to photocopy songs for them now and put them in the bulletin. We do need to pay a license and report our usage. The LIFT congregations share licenses together, and Tricia Dabrunz at Grace is responsible for reporting what hymns are sung in our congregations each week.

Prayerfully submitted,

Pastor Paul Bailie

<u>PASTORAL ACTS</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Baptisms			
Children	6	11	13
Adults	0	0	0
Confirmation - Youth	4	3	4
Marriages	4	1	0
Funerals			
Members	15	10	15
Non-Members	6	8	6
Saturday and Sunday Worship Services	125	92	122
Weekday Worship Services	18	6	14
 <u>MEMBERSHIP</u>			
Received by Baptism, Confirmation, Letter of Transfer or Re-Profession			
Baptized	16	16	21
Confirmed	9	5	5
Removed from roster by Death, Transfer, Moving to other denominations & Inactivity			
Baptized	97	18	32
Confirmed	47	16	22
Membership as of end of year			
Baptized	962	944	948
Confirmed	678	670	655
 <u>OTHER ITEMS</u>			
Membership receiving custodial care	21	21	13
Shut-in residing in private homes	21	18	15
Avg. attendance in Saturday/Sunday Worship	211	176*	93+
Avg. attendance in SS/Bible Study/Small Groups/Confirmation/Choirs	141	82**	173++

*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**.

+This number reflects the average attendance for **In-person worship held April 18—December 26, 2021**. Attendance numbers were not available for Drive-in Worship from January 3 through April 11, 2021.

++This number reflects the average attendance gathered from scheduled **in-person and online events through 2021**.

Council President

Dear members of Grace Lutheran Church,

First off, I would like to thank the Executive Team (Jerry Moses, Ruthann House , and Connie Amor) for all of their hard work and support. Secondly, I would like to thank all the church council members and lay participants for their commitment and support to help shape and drive the important matters of the church. There continues to be lots of hard work and determination from all the staff, across all the committees and unbelievable support and generosity (time, talents and gifts) from the best congregation in the area! THANK YOU!

To say 2021 has been another strange year would certainly be an understatement. I don't think any of us expected the world to change so much in such a short amount of time, but here we are. Despite the challenges of COVID, and in some ways thanks to COVID, I feel like we've accomplished a great deal this year. Live Streaming services, ZOOM meetings, parking lot church, collaboration with St. John's and of course safely back into the sanctuary for worship! Thanks to ALL who have made this possible!

A special THANK YOU to Maureen Pump for helping continue to lead Grace! What an honor to have been recognized by our synod as a Synodically Authorized Ministry (SAM). Your leadership and commitment to Grace Lutheran Church has been (and will continue to be) a blessing!

As we look toward the future, we know that change is again on the horizon. Most notably we will soon be working through the Call Process for our new Senior Pastor. Thank you Pastor Mark Bogen for your leadership/guidance in this process. A special thanks to our Transition Team (Beth Muffler, Becky Seibert, Jean Dupey, Peggy Kiser, Larry McElfresh, and Mike Amor) and those in the congregation who took part in the "small cottage meetings" and surveys in helping shape our ministry site profile. It was a lot of hard work, but also exciting! The Call Committee is now eagerly awaiting candidates to interview!

"In every situation (no matter what the circumstances) be thankful *and* continually give thanks to God; for this is the will of God for you in Christ Jesus." **1 Thessalonians 5:18**

I GIVE THANKS to GOD for ALL of YOU!

Have a blessed and safe 2022!

Ed Muffler

Council President

Christian Outreach/Mission Committee

Council Members: Beth Muffler, Annette Fisher

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

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, and 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 \$1800 for his support. We also provide support for NW Ohio Synod, Global Mission Water Project of Mzagole, 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 continue to meet. We have recently begun using our shopping carts located in the Narthex to continue the collection of food donations for our monthly Food Pantry Challenge. In July, we began collecting again for the monthly Noisy Offering. Collections totaled \$1479 for the year 2021 which were donated to the Soup Kitchen.

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. These are challenging times that we find ourselves in due to Covid-19. We ask our members to keep us in prayer that soon we will all be working together again.

Respectfully submitted,

Annette Fisher

Christian Youth/Growth Committee

Committee Members

Natalie Wilfong

Kristen Smith

The Youth/Growth Committee would like to thank all of the children, parents, and volunteers for their help and involvement. We pray for your continued support and encouragement of all our programs here at Grace, as we continue through this time of unexpected interruptions and move forward.

Faith Education

There were no in person classes from January to August. Sunday School @ Home lessons were posted on Facebook. A weekly Children's Message was taped while services were held virtually. Materials for lessons were taken from Sermons4Kids and other online resources. In September, Rally Day kicked off our new intergenerational Sunday School program called Generations of Grace. We are currently studying the stories from the stained glass windows using the booklet compiled by Pastor Paul Fuchs.

Confirmation

A combined confirmation was held with students from Grace, St. Marks, and St. Johns. The 2020-2021 class met online via Zoom and google links were provided for all materials used in the classes. We confirmed three students in June. The 2021-2022 class has been meeting in person. This year we are studying Luther's Small Catechism. Each class consists of a meal, small groups, lesson, activity, and prayer practice.

First Communion Training

Eleven children celebrated their First Communion this year. We held a training on Zoom and the families were individually invited to receive their First Communion in a small group setting with their family to abide by health guidelines.

Vacation Bible School

2021 VBS was held with LIFT at Hayes Memorial United Methodist Church in July. A shorter VBS was held in the evening for three nights. We had 55 children, and 30 volunteers participate. We used Cokesbury's, "To Mars and Beyond" curriculum. Children participated in an opening and closing with music. Small groups were held with a story, science activity and craft or recreation activity.

2021 Events

Little Lutherans (Children First- Fifth)

Forts in The Wilderness (online)

Paint Night (online)

Easter Party (Cancelled-COVID)

Virtual Christmas Program

Back to School Blessing

Easter Morning Greeting Video

Third Grade Bibles

Mother's Day Service

Creativity Club (at Dinner Church)

Youth

Canvas and Paint Night

Virtual Check Ins

Fall Into Lakeside Programming

Meal for the Liberty Center

Mother's Day Service

Foodie Nights

Sponsored a Family Community Christmas

Lock-In Fall

Youth Minister

*Youth and Children's Activities were limited in 2021
due to hesitations surrounding COVID 19 and the pandemic.

Additional Activities of Youth Director

Children's Sermons
Uniform Exchange Room (dissolved)
Graduate Recognition
Attend Tuesday Bible Study
Attend School/Community Events of Youth
Attended Youth Ministry Extravaganza (online)
LIFT Mask Collection
Block Party (Children's Events)
Craft Fundraiser for Noah's Ark

Contacts to Families
Northwestern Ohio Synod Youth Discipleship Network
Attend Youth Committee & Church Council Meetings
Attend Online Prayer Group
Fifth Quarters
Fall into Lakeside Planning Committee Director
School Supply Giveaway
LIFT Campus Ministry

Tech Support and Streaming

I continue to assist with the technology end of the worship services. Streaming the 7:45 am service and running the broadcast for the 10 am Drive In service. Every week Tricia Dabrunz prepares the slides and I insert them into our streaming software for service. Our stream team, consisting of George Dupey, Libby, Madison, & Riley Hawn help set up the equipment and service online each Sunday morning. Ed Muffler and Richard Bauer have also had training on the streaming equipment. Other technology duties have included streaming funerals, assisting with Diakonia, a promotional video for Noah's Ark and preparing a cloud ready computer for Pastor Mark Bogen. I also assist with various other tech assistance with other staff members.

Fresh Expressions NWOS Innovative Leaders Academy

This past year I have been participating in the Northwestern Ohio Synod's Innovative Leader Academy, also known as Fresh Expressions movement in churches across the world. We explore ways to do church and share Jesus in different ways and outside the walls of the church. How can we meet people where they are at and love them as Jesus would? I have attended three weekend training sessions throughout the year and will wrap up the program in February of 2022. Through this program I have visited a Multi-Cultural/ Multi-Ethnic church, Barn Church, and Dinner Church, among other innovative ideas such as Hike & Seek, play and storying telling. This experience has reiterated that to live among God's faithful people means more than Sunday morning worship in a Sanctuary.

A Note from the Youth & Children's Minister

Thank you again to all the families who continue to bring your children to Grace and for allowing me to be a part of their faith journey. 2021 was a tough year, continuing to navigate through the pandemic. It has been a blessing to see you back to church and events. I look forward to what 2022 will bring and look forward to sharing our faith together.

-Heather Hawn

Youth and Children's Minister

Noah's Ark Nursery School - 2021

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 through their lives; therefore, we strive to instill a deep love for learning.

At the time of this report, we have 16 students enrolled. The staff consists of myself, Andrea Hirt, Administrator and Susan Sawdo, Lead Teacher. This is my first year as the Administrator and Susan was a substitute last year. I have 10 years of experience as a preschool teacher and 9 years of being a stay-at-home mom, both of which have helped me strive in setting up our current classroom. Susan has 13 years of volunteering in classrooms and is very active in her church. Noah's Ark is governed by a Board which consists of former educators, church members and parents. We meet 7 times a year, with the average attendance around 8 - 10 per meeting. We have decided to move our meetings to the evening so that more people could attend.

We are very thankful to our dedicated Board members who have helped us come up with our first fundraiser! We sold meat sticks, from Country Meats. It has been a big success. We want to thank our families who have gone above and beyond to sell so many to help raise money for our Program. We also had a Fall Crop this year with raffle prizes. We want to thank, Heather Hawn, for providing us with this fundraiser, we raised \$700! We would also like to thank everyone in the church congregation and our community that donated money or bought items that were on our wish list. We are very grateful for all the support we have received in our first year as the new staff at Noah's Ark Preschool.

(Noah's Ark Preschool continued.)

I have recently lost my father and it has been a very hard situation to go through. But I want to thank everyone who works with me for all of their support during this difficult time. I really want to thank, Susan Sawdo for stepping in and taking over when I was out. She didn't even miss a beat. We are also very grateful to have a wonderful parent volunteer, Shawna Perkins, who stepped in as well and is here whenever we need her! I am also grateful for all our wonderful families who have entrusted us with their wonderful children!

We have really taken our time here at Noah's Ark to provide a safe and fun environment for our children to learn and grow. We have brought Chapel back into our schedule, instructed by Heather Hawn, Youth and Children's Director, and we have also added music, instructed by Tom Curry, Director of Music. These specials are provided to each of our classes once a week and the children really enjoy them. Our goal for the year is to help our children develop self-confidence and cognitive skills in an educationally engaging environment. Our aim is to foster growth in basic academic, personal and interpersonal social skills that will help prepare your child for kindergarten and beyond. We will show our children the love of Jesus through our words, songs, stories, activities and especially our actions every day!

Thank you again for all your support!

Sincerely,

Andrea Hirt, Administrator

Christian Worship Committee

Committee Members: Cindy Scranton, Chairperson
 Judy Overmyer, Secretary
 Pastor Mark
 Maureen Pump
 Tom Curry
 Becky Seibert

We began meeting in August of 2021 after a Covid hiatus. Our regular meeting day is the first Tuesday of the month.

Our main focus is the worship service, i.e. liturgy, music, etc.

Hopefully, things will continue to move forward with worship services and everything associated with them as we continue to deal with Covid and all the challenges that go with it.

Feel free to contact any of the committee members with your questions or concerns.

Sincerely,

Cindy Scranton
Chairperson

Director of Music

I serve as Director of Music at Grace Lutheran. As of this fall, my duties include playing the three weekend worship services, director of the Chancel Choir, Bells of Grace, Voices of Praise, Cherub Choir and Instrumental Ensemble.

We have welcomed a new member into the Chancel Choir. We have sung at the 10:00 a.m. service primarily this fall but have on occasion sang at the 7:45 a.m. as well. The choir is presently eleven voices strong. There are four sopranos, two altos, three tenors and two basses. Fortunately, the eleven voices blend and balance beautifully, and for that I am very grateful. We are always on the lookout for more voices, of course.

Nine adults practice bell ringing on Wednesday evenings at 7:00 to learn music for our services. It is our goal to play at least one Sunday a month. We are currently three ringers full of a 'full choir', but the ones we have do a splendid job of covering what needs we have. New members are always welcome.

The numbers have been down this year in both the Voices of Praise and the Cherub Choir. Even with that, their mighty voices make up for it.

The Instrumental Ensemble was incorporated into the program this year to guide younger members of the congregation into service for the church. They have played twice during worship adding to the organ in the accompanying of the hymns. Plan to hear more from these individuals in the coming months.

Respectfully submitted,

Thomas Curry

Director of Music

Altar Guild 2021

ALTAR GUILD 2021

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 continued to maintain the oil-filled candles and changing the paraments according to the season of the church calendar due to the pandemic. We continue using the individual pre-filled communion kits for safety during these times of Covid uncertainty.

We thank the men and women who have served this past year. We welcome Judy Overmyer and Helen Biddinger and give thanks for all those who quietly serve. We also thank Annette Fisher and Beth Muffler for their help at the conclusion of service clean up tasks. We 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.

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 2021

- Worked with Jim Post and Linda Baumer to facilitate general maintenance.
- Gregg Kinsey and Jim Post maintained church lawn and landscape eliminating the need for a lawn service.
- Volunteers cut down and hauled away the overgrown pine tree in the courtyard and the stump was ground out.
- The overgrown evergreen bushes at the front of the church were also cut down and hauled away by volunteers.
- Midwest Maintenance started the limestone work that is performed every 10 years consisting of cleaning of the stone, tuck pointing of the joints, caulking the cap stones, and then applying water repellent.
- Spalled and cracked stones were replaced on the top step entrance to the sanctuary.
- The caulk was removed and replaced on the front steps and back entry pad.
- A couple stones on the lower face of the church were replaced where crumbling
- Missing slates were replaced on the roof and flashing around pipes also repaired.

Doing this preventative maintenance will insure this beautiful church will stand the test of time.

FUTURE PROJECTS *(not in priority order)*

Smoke detection for entire facility

Revisit air conditioning project

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.)

Thank you to all who have given your time and energy on many of the 2021 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 on the third Tuesday for Bible study and fellowship. Joy Circle has approximately 15 members.

The past year has been rather quiet. The Board met as needed or by phone. We did give donations to various agencies for Christmas.

Project Day volunteers started meeting by monthly in the fall. Several new people have joined in on quilt making— both in person and at home. Thank you all for your continued support with this ministry.

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 2022: Prayerfully consider a way to get involved with the GLCW family.

Respectfully submitted,

Jan Harris, GLCW President

GLCW - Treasurer's Report 2021

2019 Carry Over Balance		\$ 1,228.51
INCOME:		
Worship offerings	\$ 145.80	
Funeral dinner donations	150.00	
Thank Offering donations	450.00	
Anonymous for fabric	14.00	
Shipping donations	<u>287.20</u>	
		\$ 1,047.00
		\$ 2,275.51
EXPENSES:		
Women of the ELCA		
60% Worship Offerings to Synod	\$ 87.48	
Fruit Basket for Staff (2020)	34.97	
Batting for LWR quilts	121.00	
Thank Offering donations to		
Women of the ELCA	450.00	
Men in Mission (2) radio broadcasts	145.00	
ELCA Spring Conference donation	50.00	
ELCA Fall Conference donation	50.00	
ELCA Shipping for quilts	287.20	
Gifts of \$50 each to: Genacross, LSS,		
Filling Home of Mercy, Lutheran Home		
of Mercy, and Grace Soup Kitchen	<u>250.00</u>	\$ 1,475.65
Balance on Hand	December 31, 2021	\$ 799.86

Janet Dorr, Treasurer
Grace Lutheran Church Women

Men in Mission Radio Ministry

The Radio Ministry for Grace Lutheran Church continues to play a role in providing different alternatives for individuals to experience church worship services. With the continuing issues that we are experiencing from having normal worshipping services, we continue to offer a variety of alternative methods of worshipping 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, Tricia Dabrunz and all of the helpers that see to getting the recordings accomplished. They have been taking care of getting each service recorded each week when it is being tape recorded for the weekly service. The service being recorded is now the 7:45 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 AM on Eagle 99.1 station.

Anyone wishing to sponsor a radio broadcast, the cost remains at \$72.50. Please contact Les or Marcella Widmer. 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

2021 has been an outstanding year for the Soup Kitchen. With the re-opening of the Dining Room, life seems almost normal again. It's been a joy having everyone together again. God enabled us to serve on average 35-40 hot nutritious meals per week. Each of the food groups are represented and as a bonus, a freshly baked dessert is always included. The Soup Kitchen was given the special honor and privilege of feeding our local National Guard during the government food distributions. I am a blessed woman. I'm allowed to do what I love, and it brings me great joy. I am looking forward to another great year!

Serving our God and community,

Nancy Ewing

Coordinator, Soup Kitchen

Endowment Board - 2021

Endowment Board - 2021

Richard Bauer, elected by the Congregation
Mark Bogen Interim Pastor (ex-officio)
Ruth Ann House, appointed by Church Council
Barry Luse, Vice Chair, appointed Investment Advisor
Al Mehlow, Chair, elected by the Congregation
Matt Moss, Secretary, elected by the Congregation
Maureen Pump, Lay Associate Minister (ex-officio)
Bill Wingard, Treasurer, appointed Legal Representative
Lori Wise, elected by the Congregation

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 actual 2021 disbursements and the proposed 2022 disbursements, which have yet to be formally approved, are as follow:

<u>2021</u>	<u>2022</u>	
\$30,500	\$33,500	LIFT – supports LIFT pastor, Camino de Vida, and Bridge of Hope
3,750	3,750	Lutheran Home Society - senior living, youth care and outpatient service
4,500	4,500	Lutheran Social Services - assistance and counseling programs
1,800	1,800	Mexico City Missionary - support Pastor Brondos in Mexico City
500	500	Disciple Celebration
3,000	-	Undesignated – at the discretion of the Executive Committee of Church Council

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 uncertainty resulting from COVID-19, the endowment funds have not yet been provided for any capital campaign projects.

Al Mehlow, Chair

January 01, 2021 through December 31, 2021

Account Name : Grace Lutheran Church Endowment

Account No : I5308000

Account Summary

Beginning Market Value : \$ 1,268,666.01

Receipts :

Cash Deposits :	6,100.00	
Asset Deposits :	0.00	
Total Receipts :		6,100.00

Payments :

Disbursements :	-44,282.49	
Withdrawals and Distributions :	0.00	
Administrative Expenses :	-9,166.65	
Total Payments :		-53,449.14

Investment Income :

Tax Free Income :	0.00	
Taxable Interest :	1.07	
Dividends :	55,603.81	
Return Of Capital :	0.00	
Other Income :	0.00	
Total Investment Income :		55,604.88

Investment Growth : 98,879.68

Total Investment Growth : 98,879.68

Ending Market Value : \$ 1,375,801.43

NOAH'S ARK PRESCHOOL 2020-2021
SOURCES AND USES OF FUNDS

Bank Balance as of September 1, 2020

Checking	\$ 7,445.22	
Certificate of Deposit	\$ 6,000.00	
		\$ 13,445.22

Sources

Tuition	\$ 15,110.00	
Registration	\$ 350.00	
Art Fees	\$ 612.00	
Fundraiser/Class Pictures/Videos	\$ 345.29	
Donations/Late Fees	\$ 193.00	
Tuition Assistance Fund	\$ -	
Interest Income	\$ -	
Payroll Protection Program Loan Forgiveness	\$ -	
Total Receipts		\$ 16,610.29

Uses

Salaries (Net)	\$ 14,111.20	
Payroll Withholding Taxes & Workers Comp	\$ 4,012.72	
School Supplies	\$ 160.77	
Fundraiser Costs	\$ -	
Office Supplies	\$ 186.04	
Miscellaneous	\$ 821.00	
Staff Seminar/Training	\$ -	
Payroll Service	\$ 275.00	
Total Disbursements		<u>\$ 19,566.73</u>

Bank balance as of July 31, 2021 *	<u><u>\$ 10,488.78</u></u> *
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Checking	\$ 4,488.78
CD	\$ 6,000.00
	<u><u>\$ 10,488.78</u></u>

Respectfully submitted,

Linda L. Baumer, Treasurer

* Includes Tuition Assistance Fund Balance	\$ 3,014.08
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TREASURER'S REPORT
TWELVE MONTHS ENDING DECEMBER 31
2021

BALANCE IN GENERAL FUND JANUARY 1, 2021	\$ 110,399.43
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RECEIPTS:

Envelopes, Pledges	\$ 340,161.08
Loose Offering	\$ 5,462.25
Sunday School	\$ -
Seasonal Offerings	\$ 7,657.00
Noisy Offering	\$ 1,479.25
General Fund-Undesignated	\$ 35,157.01
Endowment Gift	\$ 44,050.00
Checking/Investment Interest	\$ 364.49
GWG Interest	\$ 8,499.96
PPP Loan Forgiveness	\$ 63,168.76
Released from Dedicated Accounts	\$ 71,000.00
Total Receipts	\$ 576,999.80

Total Receipts plus Beg. Balance	\$ 687,399.23
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Deposits in clearing acct	\$ 11,889.34
Employee Taxes Withheld & Pension Withheld	\$ 41,579.75

Total Receipts, Taxes, Withholding, and Balance	\$ 740,868.32
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DISBURSEMENTS:

Payments from clearing acct	\$ 11,365.47
Budget Items (actual expenses)	\$ 530,762.85
End of Year Transfer to Contingency Reserve	\$ 42,000.00
Credit Card fee - reimbursed in January 2021	\$ (51.83)
Employee Taxes Remitted & Pension pd	\$ 41,352.13
Total Expenditures	\$ 625,428.62

BALANCE IN GENERAL FUND DECEMBER 31, 2021	\$ 115,439.70
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FOR PURPOSES OF COMPARISON

	<u>2020 BALANCES</u>	<u>2021 BALANCES</u>
General Fund	\$ 110,399.43	\$ 115,439.70
Special and Misc.	\$ 420,590.37	\$ 408,580.06
Contingency Reserve	\$ 114,360.22	\$ 141,360.22
Tressel Memorial Scholarship	\$ 1,778.66	\$ 1,778.66
	<u>\$ 647,128.68</u>	<u>\$ 667,158.64</u>

2021
FINANCIAL SUPPORT AND CHARITABLE GIVING

<u>Organization</u>	<u>Budgeted</u>	<u>Giving</u>
ELCA Synod & Churchwide	\$ 31,500.00	\$ 31,500.00
Share and Care	\$ -	\$ 1,746.00
Hispanic Ministry / Pastor Brondos	\$ 1,800.00	\$ 1,800.00
Liberty Center	\$ -	\$ 120.00
L.I.F.T.	\$ 41,000.00	\$ 41,000.00
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>\$ 85,550.00</u>	<u>\$ 87,416.00</u>

CONTINGENCY RESERVE FUND

BALANCE, JANUARY 1, 2021 \$ 114,360.22

RECEIPTS:

2020 End of Year Excess \$ 27,000.00

Total Receipts \$ 27,000.00

TOTAL RECEIPTS, INTEREST & BALANCE \$ 141,360.22

DISBURSEMENTS

\$ -

\$ -

Total Expenses \$ -

BALANCE, DECEMBER 31, 2021 \$ 141,360.22

TRESSEL MEMORIAL SCHOLARSHIP FUND

BALANCE, JANUARY 1, 2021 \$ 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, 2021 \$ 1,778.66

SPECIAL AND MISCELLANEOUS FUNDS

Fund	Ending Balance 12/31/20	Receipts	Expenses	Ending Balance 12/31/21
Charity	35.00	940.00	0.00	975.00
Library	621.31	0.00	0.00	621.31
World Hunger	0.00	538.00	334.00	204.00
Flowers/Landscaping	180.00	0.00	0.00	180.00
Organ Fund	0.00	1,849.00	1,655.00	194.00
Music Miscellaneous	72.00	0.00	0.00	72.00
Sunday School Mission Fund	1,570.46	10.00	120.00	1,460.46
Youth Fund	46,229.65	1,151.03	1,550.80	45,829.88
Toledo Symphony Sponsorship	24,490.81	0.00	430.00	24,060.81
Global Mission-Yellow Env.	8.00	1,445.00	1,430.00	23.00
My Brother's Keeper	21,763.47	7,983.00	0.00	29,746.47
Funeral Meals	500.00	625.00	582.16	542.84
Wm. F. Beck Caring Fund	2,713.88	0.00	418.01	2,295.87
IN/OUT	314.89	18,212.77	18,477.66	50.00
Weddings	329.23	1,010.00	0.00	1,339.23
Sanctuary Air Conditioning	31,015.65	5,865.00	0.00	36,880.65
Kitchen Air Conditioning	7,058.14	0.00	0.00	7,058.14
Capital Campaign Fund	72,243.72	12,000.00	0.00	84,243.72
Building for the Future	114,896.64	10,223.00	71,000.00	54,119.64
Soup Kitchen	6,827.83	8,806.26	9,573.52	6,060.57
Capital Campaign Pledges	85,032.72	13,825.00	0.00	98,857.72
Altar Guild	478.93	0.00	230.00	248.93
Technology	2.22	1,717.78	1,720.00	0.00
GLC General Scholarship	4,205.82	6,110.00	1,000.00	9,315.82
Special Events	0.00	7,164.00	2,964.00	4,200.00
TOTAL	\$ 420,590.37	\$ 99,474.84	\$ 111,485.15	408,580.06

2021 PATTERN OF WEEKLY GIVING

2020 DONORS	2021 DONORS	AMOUNT
1	0	\$300.01 - \$400
2	2	\$200.01 - \$300
8	9	\$100.01 - \$200
8	4	\$ 90.01 - \$100
2	5	\$ 80.01 - \$ 90
8	8	\$ 70.01 - \$ 80
6	6	\$ 60.01 - \$ 70
9	6	\$ 50.01 - \$ 60
5	7	\$ 45.01 - \$ 50
3	4	\$ 40.01 - \$ 45
12	7	\$ 35.01 - \$ 40
9	11	\$ 30.01 - \$ 35
15	14	\$ 25.01 - \$ 30
15	14	\$ 20.01 - \$ 25
21	18	\$ 15.01 - \$ 20
24	20	\$ 10.01 - \$ 15
28	30	\$ 5.01 - \$ 10
18	18	\$ 3.01 - \$ 5
20	20	\$ 1.01 - \$ 3
20	17	\$ 0.01 - \$ 1
514	533	No Contributions

GRACE LUTHERAN CHURCH
2022 PROPOSED BUDGET

		2021 Budget	Actual 2021	2022 Budget
INCOME				
10-01	Offerings	\$ 400,000	\$ 340,161	\$ 420,000
10-02	Loose	\$ 8,000	\$ 5,462	\$ 4,200
10-25	Sunday School	\$ 400	\$ -	\$ -
10-30	Seasonal	\$ 11,000	\$ 7,657	\$ 11,000
10-32	Noisy Offering	\$ 2,500	\$ 1,479	\$ 2,500
10-33	Gen Fund undesignated	\$ 20,000	\$ 35,157	\$ 20,000
10-34	Endowment Gift	\$ 44,050	\$ 44,050	\$ 44,050
10-35	Checking/Investment Int.	\$ 300	\$ 365	\$ 300
10-36	GWG Interest	\$ 8,500	\$ 8,500	\$ 8,500
10-37	PPP Loan Forgiveness	\$ -	\$ 63,169	\$ -
20-20	Released from Designated	\$ -	\$ 71,000	\$ -
	Total Income	\$ 494,750	\$ 577,000	\$ 510,550
	Total Income	\$ 494,750	\$ 577,000	\$ 510,550
EXPENSES				
Minor 10 - World Mission				
10	Mission Support	\$ 31,500	\$ 31,500	\$ 25,500
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	\$ 1,479	\$ 2,500
41	Missionary Support	\$ 1,800	\$ 1,800	\$ 1,800
42	Disciple Celebration	\$ 500	\$ -	\$ 500
43	Other	\$ 3,000	\$ 3,000	\$ -
	Total World Mission	\$ 47,550	\$ 46,029	\$ 38,550
Minor 20 - Local Mission				
15	Spirit	\$ -	\$ (4)	\$ -
20	Youth	\$ 1,008	\$ 1,588	\$ 1,000
35	Christian Missions/Outreach Committee	\$ 1,000	\$ 439	\$ 1,000
40	Stewardship	\$ 500	\$ 737	\$ 500
41	L.I.F.T.	\$ 41,000	\$ 41,000	\$ 41,000
	Total Local Mission	\$ 43,508	\$ 43,760	\$ 43,500
Minor 30 - Worship				
20	Bulletin, Church Lit.	\$ 700	\$ 136	\$ 700
30	Contribution Env., Certif.	\$ 1,000	\$ 752	\$ 1,000
40	Altar & Sacramental	\$ 700	\$ 846	\$ 700
60	Music / Vestment / Maintenance	\$ 996	\$ 1,407	\$ 4,000
75	Worship Expenses	\$ 1,800	\$ 1,668	\$ 898
80	Christian Worship Committee	\$ -	\$ -	\$ -
	Total Worship	\$ 5,196	\$ 4,809	\$ 7,298
Minor 40 - Christian Education				
21	Cont. Edu - Pastors	\$ 240	\$ -	\$ 240
50	Misc. Christian Edu	\$ 498	\$ -	\$ -
	Total Christian Edu.	\$ 738	\$ -	\$ 240

GRACE LUTHERAN CHURCH
2022 PROPOSED BUDGET

		2021 Budget	Actual 2021	2022 Budget
Minor 50 - Operations & Maintenance				
20	Janitor Supplies	\$ 1,800	\$ 987	\$ 1,500
30	Utilities - Natural Gas	\$ 13,400	\$ 11,970	\$ 13,400
35	Utilities - Electric	\$ 17,700	\$ 13,973	\$ 14,000
36	Utilities - Water	\$ 2,400	\$ 2,203	\$ 2,400
37	Utilities - Waste Disposal	\$ 1,740	\$ 1,490	\$ 1,740
40	Telephone	\$ 1,536	\$ 1,466	\$ 1,536
50	Insurance	\$ 20,134	\$ 19,042	\$ 20,596
65	Property, Repairs and Maint.	\$ 10,000	\$ 87,248	\$ 15,159
	Total Operations & Maint	\$ 68,710	\$ 138,379	\$ 70,331
Minor 60 - Salaries & Related				
10	Senior Pastor Salary	\$ 28,347	\$ 28,683	\$ 43,284
11	Senior Pastor Housing	\$ 36,667	\$ 18,374	\$ 31,000
12	Senior Pastor Travel	\$ 550	\$ 3,865	\$ 600
13	Senior Pastor Pen & Med	\$ 18,568	\$ 5,833	\$ 22,524
30	Visitation Pastor Salary	\$ -	\$ -	\$ -
31	Visitation Pastor Travel	\$ -	\$ -	\$ -
55	Clergy/Organist Substitute	\$ 1,338	\$ 558	\$ 1,338
65	Staff Payroll	\$ 203,746	\$ 201,237	\$ 213,773
72	Staff Pension	\$ 6,671	\$ 6,669	\$ 6,802
	Total Salaries & Related	\$ 295,887	\$ 265,219	\$ 319,321
Minor 70 - Administration				
20	Postage	\$ 2,800	\$ 2,978	\$ 2,400
25	Payroll Service	\$ 1,860	\$ 1,869	\$ 1,860
30	Office Equipment & Maint.	\$ 5,000	\$ 4,404	\$ 3,828
40	Office Supplies	\$ 3,200	\$ 2,006	\$ 2,700
45	Technology Support/Maint.	\$ 2,500	\$ 4,117	\$ 2,414
	Total Administration	\$ 15,360	\$ 15,374	\$ 13,202
Minor 80 - Miscellaneous				
10	FICA & Worker's Comp	\$ 16,981	\$ 16,656	\$ 17,288
15	Synod Assembly	\$ 300	\$ -	\$ 300
22	Employee Mileage	\$ 220	\$ 309	\$ 220
40	Miscellaneous	\$ 300	\$ 228	\$ 300
	Total Misc	\$ 17,801	\$ 17,193	\$ 18,108
	Total Expenses	\$ 494,750	\$ 530,763	\$ 510,550
	Income less expenses	\$ -	\$ 46,237	\$ (0)

RESOLUTION #1 – CHURCH BUDGET

Whereas, the Executive Committee and the Church Council have proposed a budget for the 2022 calendar year after careful review, discussion, and prayer; and

Whereas, the input of the Congregation has been sought;

Therefore, be it resolved that the 2022 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 2021 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 2021 calendar year. They are, as named below,

Pr. Paul Bailie, Linda Baumer, Pr. Mark Bogen, Tom Curry, Tricia Dabrunz, Nancy Ewing, Kaitlyn Fisher, Michaelle Goodman, Heather Hawn, Andrea Hirt, Gregg Kinsey, Doug Morris, Jim Post, Susan Sawdo, Maureen Pump, 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 2021: Janice Baker, Pam Lee, Tricia McElfresh, and Gail Ross.

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