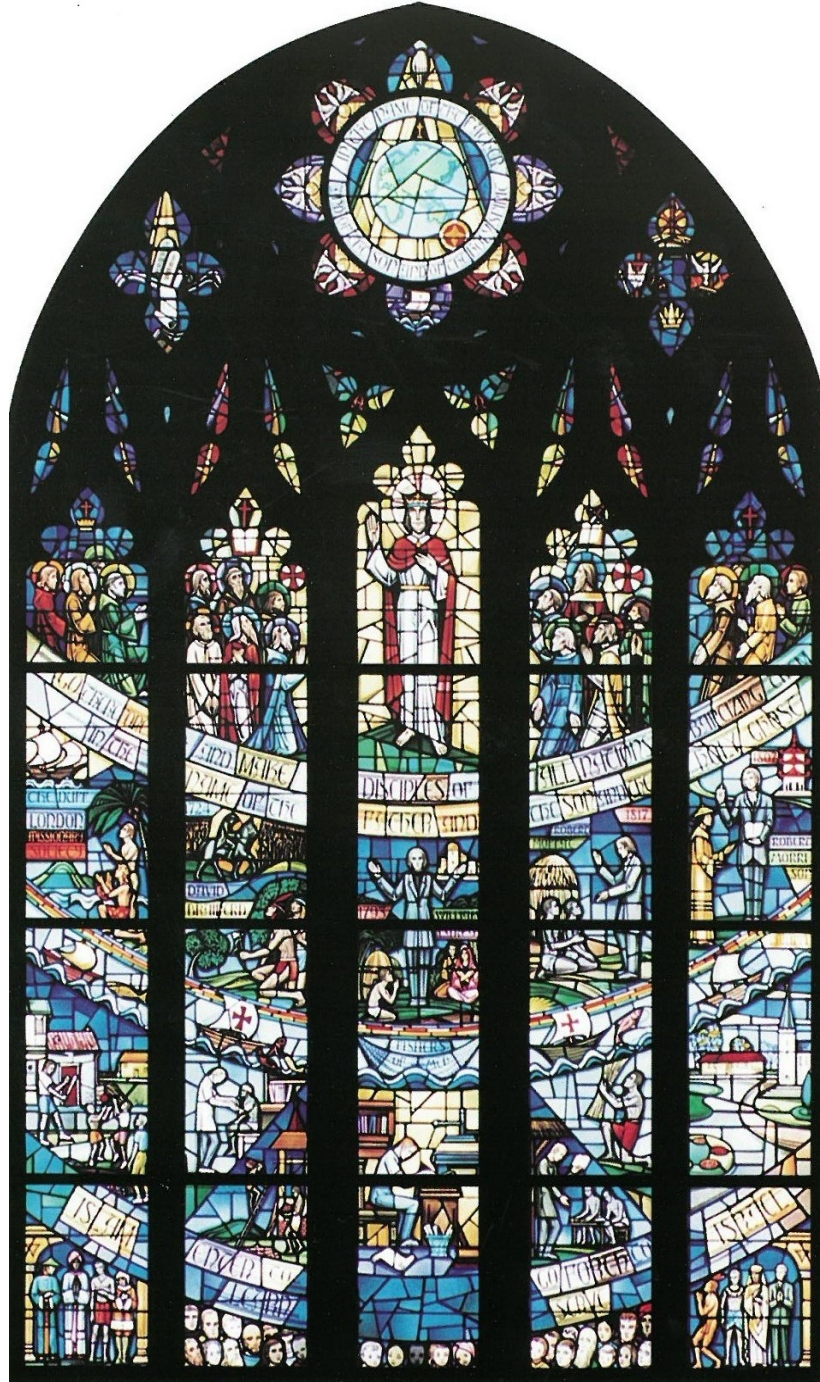


ANNUAL REPORT 2022



Grace Lutheran Church ~ Fremont, Ohio

ANNUAL CONGREGATIONAL MEETING

January 29, 2023

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 2023, and the Proposed Resolutions for the 2023 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	Jerry Moses
Vice-President	Nelda Bauer
Secretary	Judy Overmyer
Treasurer	Ruthann House

TERM ENDING 2023

Ruthann House	Beth Muffler
Ed Muffler	Tanya Schling

TERM ENDING 2024

Annette Fisher	Judy Overmyer
Jerry Moses	Cindy Scranton**

**Cindy Scranton resigned. RaeAnn Cooper will fulfill this term

TERM ENDING 2025

Nelda Bauer	John Burmeister
David Cooper	Bill Auxter

STANDING COMMITTEE CHAIRPERSONS

Christian Missions/Outreach Committee	Annette Fisher
Christian Worship Committee	Cindy Scranton
Christian Property Committee	David Cooper
Christian Stewardship Committee	Tanya Schling
Christian Youth/Growth Committee	Ed Muffler

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 29, 2023

Business Meeting9:00 a.m.

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 - Re-election to 2 year term
 - Lori Wise
 - Matt Moss
- 9. ADJOURNMENT
 - A. Closing Prayer

Grace Lutheran Church
ANNUAL MEETING OF THE CONGREGATION
January 30, 2022

Ed Muffler, President, called the meeting to order at 9:00 a.m. and began with important announcements. At the opening of the meeting, 3 devices with 4 people logged into the meeting on Zoom while 48 attended in person.

OPENING DEVOTIONS

Pastor Mark Bogen shared a devotion to remind us to give thanks. God has called us for such a time as this.

2021 Annual Congregational Meeting Minutes

Larry McElfresh moved to accept the minutes. Richard Bauer seconded. Vote was taken. Motion carried.

Staff and Council Reports

Becky McElfresh moved to accept the combined pastoral staff portions of the Annual Report. Ruthann House seconded. Vote was taken. Motion carried.

Kent Watkins moved to accept the combined reports of the Church Council President and Committees included in the Annual Report. Jan Harris seconded. Vote was taken. Motion carried.

Jean Dupey moved to accept the Auxiliary Services Reports, Endowment Board included in the Annual Report. Jerry Moses seconded. Vote was taken. Motion carried.

FINANCIAL REPORTS

Noah's Ark Preschool and Grace Lutheran Church financial reports included in the Annual Report, Ed Muffler 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. Peggy Rutherford moved to accept the Financial Reports. Paul Antesberger seconded. Vote was taken. Motion carried.

RESOLUTIONS

Resolution #1

Whereas, the Executive Committee and 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.

Ed Muffler read aloud the above resolution. Maureen Pump moved to adopt the 2022 Grace Lutheran Budget as proposed. George Dupey seconded.

Discussion began with Ruthann House detailing that we received a PPP loan that helped the bottom line. We ran a Stewardship Campaign, so we projected an increase in the Income offerings. ELCA Mission Support was reduced by 6,000.00. If we are able with increased donations we will make up that reduction. Senior Pastor Salary is based on 6 months Interim & 6 months New Pastor at 2022 base for 15 year Pastor and 6 months Portico Gold + family plan + 10% pension. One Nursery staff position was cut to help the budget. Staff was given a 2% increase. Tuck point repairs funds will now be pulled from Building for the Future and deposited into Designated Funds Released for better bookkeeping. We did not budget for travel expenses for onsite interviews with potential Pastor Candidates, funds will be pulled from Contingency Reserve.

Following no further discussion a vote was taken by ballot along with an anonymous poll launched via the Zoom. Votes were counted, and the resolution was carried.

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 2021 calendar year.

Ed Muffler read aloud the above resolution. Larry McElfresh moved to adopt the resolution recognizing all the valuable volunteers that contribute time and effort to carry out the important work of the congregation. Les Widmer seconded. 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 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.

Ed Muffler read aloud the above resolution. Dick Zilles moved to adopt the resolution recognizing the valuable efforts of all church staff. Beth Muffler seconded. Vote was taken. Motion carried.

L.I.F.T APPROVAL

Ruthann House moved to approve the submitted LIFT Parish LLC Operating Agreement and the LIFT Parish by Laws. Jerry Moses seconded. Vote was taken. Motion carried.

ELECTIONS

Nominations were sought and received to fill two vacant positions on the Endowment Board for the coming term: Richard Bauer and Al Mehlow.

Kent Watkins moved to accept these nominated names to be elected to the Endowment Board. Jan Harris seconded. Vote was taken. Motion carried.

ADJOURNMENT

Pr Henry Seibert spoke to the Annual Report prior to adjournment. He stated The Annual Report will be read by candidates and we must put our best foot forward. When we cut mission support we are not supporting our synod and other synods. These funds are important in helping programs. Any balance left over we should share. We must show this in our giving. He encouraged living boldly reaching beyond, we are to be mission oriented.

Ed Muffler challenged the congregation to be generous.

Maureen Pump led us in a closing prayer. Larry McElfresh moved to adjourn. Jean Dupey seconded. 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 has been a privilege to continue to serve at Grace during 2022. By the time you read this, I will have begun my 20th month as your interim pastor.

My focus as your interim pastor in 2021 was on the formation of a Transition Team that sought input from the congregation to create the Ministry Site Profile, the document that explains Grace to a potential pastoral candidate, and the formation of the Call Committee, which has the task of reviewing and evaluating Rostered Leader Profiles, interviewing those deemed suitable candidates, and eventually recommending one to the congregation to vote to call as your next senior pastor.

The Call Committee was appointed at the December 2021 Council meeting, and has functioned for almost the entirety of 2022. They have received a limited number of candidate profiles, have interviewed several, and as yet have not settled on a candidate that the Call Committee deems a good fit for Grace, and who is willing to continue the process toward a call to Grace as your next pastor. Under the excellent leadership of Call Committee Chairperson Kristen Lindsay, this committee will deliver to the congregation the very best candidate.

In the meantime, one of my focus areas has been continued development of the congregation's stewardship by working with the Grace Stewardship Team and GSB Fundraising.

In five Zoom meetings from January through May of 2022, the Stewardship Team participated in a learning track called "Storytelling & Communications" led by Mitzi Schafer from GSB. Mitzi emphasized to us the difference between “deposits” and “withdrawals.”

A relationship deposit looks like listening to your members, inspiring them, helping them see how their generosity changes lives, and showing gratitude. It means creating a “join me” culture so partnership is formed and cultivated.

In the reverse, a relationship withdrawal sounds like we need, we don't have enough of, if more people would, show up for this “whatever.”

Mitzi says the ideal balance between deposits and withdrawals is 80-20 -- 80% deposits and 20% withdrawals. Most organizations have this reversed -- 20% deposits and 80% withdrawals. To help us move toward this ideal, Mitzi encouraged us to evaluate our communications (newsletters, emails, letters), and to form a team that will interview Grace members to learn from them what Grace has meant to them and how it has changed or benefited their lives.

So that's what we have done - hopefully you have noticed the "Grace Stories" that have been appearing monthly. We hope that these stories will contribute to increasing our percentage of deposits versus withdrawals.

This year our Stewardship campaign "Live Simply," which we have just completed, generated a few less intent cards, but an increase of \$12,000 of planned giving for 2023.

Another project that I have worked on this year is the creation of a new congregational photo directory. Grace member Dave Casperson has generously donated his professional photography skills to photograph members and families of Grace. Most of you who sat for photography with Dave have received your digital images. It will be our goal in early 2023 to put the photos together with contact information into a directory that can be shared with the congregation.

As an interim pastor, I can attest to the value of a photo directory in putting names and faces together in my interim congregations. Your new photo directory will be a welcome resource for your newly called pastor.

I don't know how much longer that I will be serving as your interim pastor, but be assured of this: I have enjoyed and appreciated the ministry we have shared together here at Grace, with the excellent and hard working staff, and faithful leaders and members.

You have supported me strongly and generously, and for that I am most thankful. 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 St. Mark and Grace (SAM)

Attended monthly SAM meetings

Serve on the LIFT Executive Board

Continue with Good Mornings with Moe. A morning devotional 5 days a week

Led a monthly prayer group through July

Worked with Pastor Mark on Lenten 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

Lead in the Book Study group in person and virtual (Book Worms)

Act as one of the managers of Church Face Book page

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 38 sermons

Conducted 11 funerals

Conducted 3 baptisms

Conducted 1 wedding

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

Attended Preaching workshop

Participate on Stewardship Committee

Participate on Worship Committee

Interviewed and wrote 5 Grace Stories

Organized and participated, with Linda Baumer, in the Fall Fest

Organized and participated, with Linda Baumer, the Women's Christmas Brunch

Participated in LIFT Drive Through Ashes

(Lay Associate Minister/Synodical Authorized Minister continued.)

Organized, along with Pastor Henry Seibert, and over see the Homebound Communion ministry
Attended the Affirmations of Vows Service
Attended The Festival of Homiletics online
Organized and participated in 3 bicycle rides
Organized and participate in Grace Gathers
Celebrated 30 years in ministry here at Grace on September 15, 2022

Thirty years have flown by since I started here at Grace. I came on as your part time Minister of Hospitality because of Pastor Paul Fuchs and Pastor Beth Wright Giller seeing something in me, I did not see in myself. I was not sure for the first few years if I wanted to continue to serve. I missed being a homemaker and mother. But God would not let me go and somehow kept me plugging along in ministry. Soon doors opened to me to move to full time and begin to teach, lead small groups and eventually preaching. I have never felt qualified, and, to this day, I have no doubt anything I accomplish, is by the power of God. I don't have any idea why God chose to use me in this way, but I am grateful to Him and to you, the members of Grace for your love and encouragement over all these years.

Every now and then someone will ask me if I plan to retire. I guess it is a fair question since I will be 70 in January. I am not someone who has a bucket list or a list of things I want to accomplish before I die. I love my ministry and trust that when God wants me to retire, He will let me know.

Until that time, I look forward to continuing to serve here and look forward to the future God has in store for Grace Church.

God's Peace and Love,

Maureen Pump

Lay Associate Minister/ Synodical Authorized Minister

L.I.F.T. Pastor

LIFT (Living in Faith Together) is a unique collaboration of congregations working together in the Fremont area. Our full member congregations are Emmanuel, Grace, St. Mark, St. John's and Trinity. Faith and Hayes Memorial are associate members. Camino de Vida is a developing worshipping community. LIFT is primarily sustained by contributions from member congregations. Pastoral leaders from the congregations gather monthly for collaboration and collegiality. The LIFT Board meets bi-monthly and consists of two lay people from each full member congregation:

Pr. Paul Bailie, LIFT Pastor
Pr. Mark Bogen, Grace
Colleen Carmack, St. Mark
Norma Elmer, Emmanuel
Michelle Englehart, Trinity
Jan Harris, Grace
Steve Hottinger, St. John's
Pr. Tim Miller, Faith
Eugene Nehls, Emmanuel

Pr. Mary Carmen Padilla, Camino de Vida
Maureen Pump, Grace
Wendy Ritzman, St. Mark
Sara Sherick, St. John's
Pr. Dennis Wansitler, Emmanuel
Robin Weickert, Trinity
Pr. Matthew Wheeler, St. John's
Pr. Joshua Wynn, Hayes
Traci Zoller, Trinity

LIFT has a full-time pastor and three part-time employees:

Pastor Paul Bailie, LIFT Pastor
Annie Garcia, Bridge of Hope Coordinator
Doug Morris, Treasurer
Rebecca Myers, Ministry Assistant

To reflect on LIFT's activities of the past year, I highlight some of our life together, using as a framework the list of five mission priorities from our mission statement. I admit that many of our ministries overlap into several of these categories.

Present in our community

This spring, LIFT was invited to sponsor a backpack food program at Lutz Elementary. This is an exciting chance to partner in the community and meet some real hunger needs—filling gaps for kids to eat on the weekends when there is no school lunch program. We send a backpack home on weekends with some healthy snacks and food that kids can prepare on their own. School staff identifies students with food insecurity issues at home. An active team of volunteers organizes food donations and assembles the backpacks, and delivers them to Lutz.

Bridge of Hope (Puente de Esperanza) is a LIFT ministry that operates a food pantry housed at Hayes Memorial United Methodist as well as offering outreach and support to local migrant worker communities. A community garden at Hayes complements and supplements food pantry donations.

(LIFT Pastor continued.)

LIFT hosted the Great Hymns of Faith Choral Event on November 13, 2022 at 4:00 PM at Grace Lutheran Church. Noted musical director Michael Shirtz conducted the assembled choir. This year's theme was "Thankful, Grateful, Blessed."

Witnessing to God's love

Worship is LIFT's primary way of proclaiming God's love. Rather than taking people away from their home congregations on Sundays for LIFT worship, we have started to have worship services together for events not on Sunday mornings.

- Drive-in Epiphany worship
- Ashes to Go
- Blessing of the Animals

Students and leaders from several LIFT congregations gather to learn key aspects of the Christian faith. Students affirmed their baptismal promises in the rite of Confirmation on Pentecost Sunday, June 6, in their respective congregations. For 2022-23, families have two different options for classes: 9 AM at Grace on the 1st and 3rd Sundays of the month or 12 PM at St. John's on the 2nd & 4th Sundays of the month. In our 2-year cycle, this will be our Bible year. Our curriculum will be based on a resource called Manna and Mercy.

LIFT's Vacation Bible School, Compassion Camp, was held at St. John's from July 11-14.

This Advent we invited folks from our congregations to share some Advent thoughts and compiled a devotional resource, *My Favorite Things: Advent Stories from LIFT*.

Trinity Lutheran Church has voted to dissolve as a congregation. A final celebration of ministry was held outdoors on the former site of Trinity on June 26.

Hearing the needs

LIFT has a Mercy Fund, which is available to help provide assistance to individuals in crisis situations.

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.

Serving our neighbor

In the spirit of loving our neighbor, LIFT hosted an autumn service project to rake leaves at the homes of people who are homebound/elderly on November 5 from 9-12, meeting at Grace to carpool to sites.

LIFT hosted Breakfast in Bethlehem on Saturday, December 10, from 9-11 AM at St. John's. This free event will feature storytelling, crafts, carnival-style games, prizes, and breakfast as we learn more about the birth of Jesus in Bethlehem.

LIFT provides volunteer leadership for a weekly Protestant worship service at Spring Creek Nursing and Rehabilitation Center in Green Springs.

(LIFT Pastor continued.)

Striving for justice

LIFT hosted a Fremont Prayer Service for a Violent World at St. Mark (902 E. State) on May 31 to mark the one week anniversary of the shooting in Uvalde, Texas.

LIFT also serves as the Fiscal Agent for Project LifeSaver a public safety program designed to protect and locate missing persons due to wandering.

Around 40 people attended the All-LIFT meeting on July 25. With leadership from staff of the Northwestern Ohio Synod, we discussed gifts and needs of our Fremont community. Another All-LIFT meeting is Saturday, January 28, from 9-11 to help focus's LIFT's vision for 2023. We'll start planning some service, fellowship, and learning opportunities.

Prayerfully submitted,

Pastor Paul Bailie

<u>PASTORAL ACTS</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>
Baptisms			
Children	11	13	7
Adults	0	0	0
Confirmation - Youth	3	4	4
Marriages	1	0	3
Funerals			
Members	10	15	13
Non-Members	8	6	5
Saturday and Sunday Worship Services	92	122	153
Weekday Worship Services	6	14	19
<u>MEMBERSHIP</u>			
Received by Baptism, Confirmation, Letter of Transfer or Re-Profession			
Baptized	16	21	11
Confirmed	5	5	4
Removed from roster by Death, Transfer, Moving to other denominations & Inactivity			
Baptized	18	32	22
Confirmed	16	22	22
Membership as of end of year			
Baptized	944	948	927
Confirmed	670	655	632
<u>OTHER ITEMS</u>			
Membership receiving custodial care	21	13	9
Shut-in residing in private homes	18	15	6
Avg. attendance in Saturday/Sunday Worship	176*	93+	144
Avg. attendance in SS/Bible Study/Small Groups/Confirmation/Choirs	82**	173++	206++

*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 throughout 2021 and 2022**.

Council President

Dear members of Grace Lutheran Church,

Serving on church council for the past 4 1/2 years has been an eye opening experience . One could sit in a pew for years (as I have) and never know or appreciate all of the hard work that goes into running our church . I am ever grateful to Linda Baumer and the staff and the volunteers that enable us to have the privilege to worship here at Grace . Without people stepping up to run sound ,assist with communion or usher or many of the other positions that our members fill ,we would not have the type of service we have grown accustomed to.

Many thanks to Pastor Mark for sticking with us and making such an effort to get to know everyone here and for Maureen caring so much about us and our church .As our call committee searches diligently for the right candidate to lead us , we need to remember that the church will always be the people not the pastor . In the past 29 years I have attended and worshiped with many friends here and several pastors have come and gone and we the people are still here .

Our congregation has endured many challenges over the years probably none as bad as covid. It is refreshing to see our members start to extend a hand to share the peace once again as we become more comfortable .

It was never my intention to be your council President until I had time in my life to give 100% . I was asked to be on council to serve on property committee because that is what I am comfortable with. Everyone has something to give. Please make it your goal to find out what it is that you can do at your church to make us a stronger congregation in 2023

Respectfully,

Jerry Moses, Jr.

Council President

Christian Outreach/Mission Committee

Council Members: Beth Muffler, Annette Fisher

At Large Member: Harry Aspacher, Barb Klohn, Becky Seibert, Connie Amor

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: Liberty Center, My Brother's Keeper (*our Member to Member Ministry*) which provided assistance for 6 people in 2022, 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 - Bridge of Hope Ministry and Grace Bookworms reading group continue to meet. We have continued using our shopping carts located in the Narthex to continue the collection of food donations for our monthly Food Pantry Challenge. We continue collecting again for the monthly Noisy Offering. Collections for the year 2022 were donated to the Soup Kitchen, Backpack Buddies, and Noah's Ark Preschool.

Events of 2022 of our committee included Party in the Park in June at Birchard Park which included food and games for the surrounding community. The month of October saw the return of the Fall Festival which brought back our Chili Cook Off, activities for the youth, and a car show in the west parking lot. In December the women of the church enjoyed the Women's Christmas Brunch with an inspirational speaker from Alabaster Jar, breakfast casseroles and a Christmas Carol sing along.

Upcoming Events planned for 2023 will include a Family Valentine's Day party to take place in February. We will be assisting with the welcoming of a family into a home built by Habitat for Humanity. Grace Gathers will be meeting the third Thursday evening of the month at area venues.

We continue working on our committee's 2023 goals as well as incorporating new opportunities for missions, as they present themselves.

Our Committee thanks all of our members who have supported these missions. We find ourselves in challenging times and ask for your continued prayers in support of all we do.

Respectfully submitted,

Annette Fisher

Christian Youth/Growth Committee

Committee Members

Ed Muffler
Natalie Wilfong
Kristen Smith

The Youth/Growth Committee would like to thank all 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.

Faith Education

The Children's Message, Children's Bulletins and Kids Zone serve as the primary sources of faith education at Grace. Learning through games, crafts, and activities. As families attend church less frequently and our numbers decline, we can not support a traditional Sunday School program. This fall we held a 9/11 and Bible themed Rally Day. Here we kicked off our Journey Through the Bible program where families have the option to complete a short scavenger hunt for each book of the Bible.

Confirmation

Confirmation is being held with two options to attend. 9am at Grace or Noon at St. Johns. We are rotating the teaching between Pastor Mark Bogen, Pastor Paul Bailie, Pastor Matt Wheeler, and Heather Hawn. We confirmed four members in June and currently have 5 students from Grace in confirmation.

First Communion Training

We were finally able to have in person First Communion Training after two years due to COVID. A mini retreat was held for students and parents. Eight students received their first communion on Palm Sunday.

Vacation Bible School

2022 VBS was held with LIFT at St. John's in July. It was one of the best VBS programs I have been a part of.

2022 VBS Numbers

Volunteers- 21 Students Registered- 47
Students Attended- 44 (3 no shows, 1 family)
Monday-35
Tuesday-40
Wednesday- 39
Thursday- 23
Curriculum- Illustrated Ministry's Compassion Camp

2022 Events

Little Lutherans (Children Pre-K- Fifth)

Creativity Club Wednesday Nights
(Online spring & in person fall)
Easter Extravaganza (with LIFT @ Grace)
Parent's Night Out (May, Sept, Nov)
Breakfast Club with Service Projects
Rally Day
Fall Fest Lego Derby
Breakfast in Bethlehem (with LIFT @ St. John's)
Christmas Program (27 students)

Royal Adventure Camp
Midnight Madness & Lego Derby
Youth Led Service
Summer Park Tour
Backpack Blessing
Milkshake Meetup

Youth

Foodie Nights
*Youth Gathering Cancelled
Senior Breakfast & Graduate Recognition
Kayaking
5th Quarters (Football)
Sponsored a family for Community Christmas

Youth Group
Soup Bowl Auction
Easter Breakfast
Milkshake Meet up
Bell Ringing for Salvation Army

*Youth and Children's Activities were limited in 2022 due to lingering COVID concerns.

Youth Minister

Additional Activities of Youth Director

ELCA Youth Ministry Conference in MN	Campus Ministry Efforts
Stained Glass Windows into PDFs for web	Churchwide Assembly
Attend LIFT Leaders Meetings	Fremont City Park Ambassadors
Maureen's Monday Bible Study	Joy Circle Bible Studies and Events
Fremont City Schools Ace Mentoring	Sandusky County Resource Consortium
Speaker at Ace Mentoring Breakfast	Noah's Ark Chapel Time
Boy/ Cub Scouts at Grace	Backpack Buddies
Fall Fest Planning	Schedule Acolytes
Assist with Photo directory	
Craft & Crops to support Noah's Ark & Soup Kitchen	
NWOS Youth Discipleship Network Member	
Event Calendar for School Year (Paper and Electronic)	
*Donated leftover school supplies to Share and Care and Bridge of Hope	

Tech Support and Streaming

I continue to assist with the Livestreaming with the help of George Dupey, Riley, Madison, & Libby Hawn. This past year we have streamed the 7:45 service, Midweek Lent & Advent, Holy Week and Tom's Concerts. I have also expanded my knowledge in the OBS streaming software and to set up multiple services in advance, saving time during Holy Week. I help transmit the Car Church service at the 10 am service. This past year we have added new mounts for the cameras. Thanks to Rob Hawn for 3D printing and custom designing the mounts. Rob Hawn also donated his time and supplies for a Wi-Fi access point in the Lounge. Finally, the church has moved to rechargeable batteries in the sanctuary microphones.

Fresh Expressions NWOS Innovative Leaders Academy

In February, I wrapped up my training in the Synod's Innovative Leader's Academy to learn about fresh expressions of faith and doing church in a new way. Thank you to Pastor Jody and the Synod for the opportunity to expand my knowledge and the courage to try church in a new way. I look forward to bringing fresh ideas to my work with Youth and Children's Ministry.

(Youth Minister continued.)

A Note from the Youth & Children's Minister

Thank you to all the parents and grandparents who bring their children to learn about Jesus and the word of God. I am blessed to be a part of their faith journey. I strive to bring them engaging activities to learn. As we evolve and the world changes around us, I look forward to continuing to share our faith with them. I love to watch them grow. They are a true gift from God.

To the congregation, thank you so much for all your support. You & God help make a Youth and Children's ministry possible. Thank you to all those willing to step in and volunteer and those who financially support our youth.

To the staff, I'm glad I get to serve the people of our congregation alongside you. It is with your help that makes my job easier. Pastor Mark, you make coming to work fun and I thank you for your leadership during this time of transition.

-Heather Hawn
Youth and Children's Minister

Noah's Ark Nursery School - 2022

Noah's Ark Preschool's year starts the Monday after Labor Day and ends the Friday before Memorial Day. The staff consists of the Administrator, Andrea Hirt, and the lead Teacher, Susan Sawdo. We also have Chapel with, Heather Hawn and Music with, Tom Curry. The children really enjoy their specials!

We currently have our Noah's Ark board meetings the second Tuesday of the month. We discuss any issues or concerns going on in the preschool. We appreciate all our members that dedicate their time to help support this preschool. We enjoy meeting with them and discussing what is currently going on at the Preschool and love to hear their input.

We had a wonderful end to the school year in May with a fun graduation program for our children and their families. We also had a Things That Go Show on June 11 with many of our families and people from the community attending. We had a great turn out of different vehicles including the police department, fire department, a Fremont City school bus, tractor, motorcycle, lawn mower and a side by side! We had hot dogs, popcorn, water and cookies for everyone to enjoy! We will definitely do that again!

We are in full swing this year with seventeen kids enrolled currently! All of our 3 year olds from last year came back this year for our 4 year old class, and we are very grateful for our wonderful families that returned. We are also grateful for our new families joining us this year. We have a great group of families.

Here at Noah's Ark Preschool we love to have people from the community visit our classroom. We had Mike Mezinger, from the fire station come and talk to the children about fire safety. We also had mailman Sonny come and talk about the day and the life of a mailman. We are planning on a visit from the Fremont Police department to talk with the children as well.

This year I have been working hard on receiving grant money to help our Program! We purchased a very nice fence for the courtyard, so now our children have a nice outdoor space to run around in. The children love going outside! With the grant money we will also be adding new technology to our classroom. We are really looking forward to that.

Our program strives to provide these children with a deep love for learning. We love to make things fun and educational at the same time. We are designed to meet a child's social emotional well-being as well as preparing them for kindergarten. We hope everyone enjoys the program and are happy with the direction it is going. We will continue to work hard to get enrollment up and we hope our community is talking about the great things that are happening here at Noah's Ark Preschool.

Sincerely,

Andrea Hirt, Administrator

Christian Worship Committee

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

Our meetings are held the first Wednesday of the month at 1:00 p.m.

The main focus is the worship service - liturgy, music, etc.

We have tried to incorporate some different things in the services this past year.

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

Sincerely,

Cindy Scranton
Chairperson

Director of Music

I serve as the Director of Music/Organist at Grace Lutheran Church. As director, I oversee the music program. My duties include playing the three weekend worship services and directing the choirs and instrumentalists.

We, unfortunately, have lost several members this year from our choirs due to health problems. We hope these are temporary set-backs, but would welcome any of you to come join us in both the Chancel Choir and/or Bells of Grace. The bell choir should have 11 ringers to be a complete choir, but can play with fewer ringers.

We praise God for the dedication of the ones who week after week come to rehearsal and come to play or sing God's praises on Sunday morning.

Respectfully submitted,

Thomas Curry, Director of Music

Altar Guild 2022

The Altar Guild is a ministry of “quiet service.” It is behind the scenes, but a most critical act of service to the church. Altar Guild members are servants of God’s people as well as servants of God.

The Altar Guild is responsible for tasks such as: Preparing the altar, Laying out the vestments and vessels for worship, Setting the table with the elements (bread and wine) to be administered during communion, Laundering and ironing altar and worship linens, polishing brass and silver, filling candles and various other tasks, Ensuring the altar is dressed in the proper color of the day, Cleaning up after services and either preparing for another service or “closing down” for the day

The Altar Guild’s tasks have a profound impact on the life of the church. The beauty of altar guild work has true theological value. It says something about how we care for what we do as well as how we care for people. It tells us that every detail has significance, and every task is important.

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. We resumed serving communion by individual cup and wafer. Pre-prepared individual wine/wafer sealed cups continue to be offered for those who wish to commune in the pew and for those attending car church.

New light-weight communion trays were purchased this past year along with moving from rounds of bread to wafers making it easier and more efficient for serving communion. The existing candelabras will undergo some much-needed repair and updating in the coming months.

We thank the men and women who have served this past year. 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 a wonderful family experience in service. Please contact the church office or any Altar Guild member for any questions or to volunteer.

Respectfully submitted,

Becky Seibert

Christian Stewardship Committee

Committee Members: Tanya Schling, Chairperson
Bill Auxter
Pr. Mark Bogen
Ed Muffler
Maureen Pump
Becky Seibert

“As each has received a gift, use it to serve one another” 1 Peter 4:10

The **Christian Stewardship Committee** encourages the spiritual gifts of generosity and service in the congregation, by developing and carrying out a year-round stewardship ministry. This includes stewardship education and inspiration, an annual pledge campaign, any capital campaigns as authorized by Council, encouragement of bequests and major gifts of the people, managing the church membership list, and seeking to maintain current members for Christ and his church.

During the summer months, we began planning our stewardship education program and annual pledge campaign, and put together a schedule of events.

At our October 22-23 services, we started a four-week stewardship emphasis for our congregation called **Live Simply**. We learned how to become more generous givers and faithful stewards as we explored what it meant to live simply as we follow Jesus, face the truth, act together, and share enough. During the November 12-13 services, we distributed the Live Simply packets to those in attendance. Between the Sunday services we gathered in the dining room for a time of simple morning refreshments and a time to talk with one another about what Grace means to us. For those unable to attend, they received their packets via mail.

Each packet contained an “intent card” for giving in 2023. The congregation has responded generously! An intent to increase in giving over the previous year was indicated on many of the cards. Participation in **Simple Giving** (automatic giving) continues to grow as a convenient way to make your contributions.

Our committee will continue to research resources to build a culture of generosity program tailored to the needs of Grace Lutheran Church.

As we close 2022, we will focus on serving our mission of “presenting the light of Christ”.

Respectfully submitted,

Bill Auxter

Christian Property Committee

Committee Members: John Burmeister
David Cooper
Jerry Moses, Jr.

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 2022

- 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.
- Courtyard green space leveled and seeded
- Added stone to landscape areas next to front steps
- Midwest maintenance completed work projects (building maintenance, step repairs) remaining from 2021
- Courtyard gate installed per preschool license guidelines

Continued 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
- Remodel restrooms off of dining area downstairs
- Seal and restripe all parking lots
- LED sign for main parking lot
- Review all other backlog projects from past years

Thank you to all who have given your time and energy in 2022. We ask 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 specified, are essential to maintain the proper upkeep of our beautiful facility.

David Cooper, Chairman, Property Committee

GLCW - Grace Lutheran Church Women

President: Jan Harris
Secretary:
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 meets throughout the year as needed. Joy Circle meets monthly on the third Tuesday for Bible study and fellowship. Joy Circle is a great group of women, has approximately 15 members, and will always welcome new members.

Project Day volunteers meet on the first and third Mondays each month at 9 a.m., February through May; and September through December. The Project Day Ladies continue creating beautiful quilts, which are put on display in the Sanctuary on Thankoffering Weekend in September. These quilts, along with the donated items for health, baby, and school kits, are then packed and shipped for Lutheran World Relief. We 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.

GLCW continues to support 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.

Our wish for 2023: Please consider getting involved with the GLCW family. All are welcome to come and be a part of GLCW; using your hands to do God's work.

Respectfully submitted,

Jan Harris, GLCW President

GLCW - Treasurer's Report 2022

GRACE LUTHERAN CHURCH WOMEN TREASURER'S REPORT – 2022

2021 Carry Over Balance \$ 799.86

INCOME:	Worship offerings	\$ 190.90	
	Funeral dinner donations	525.00	
	Thank Offering donations	296.20	
	Donation	50.00	
	Donation for LWR kit s	50.00	
		<u>1,112.10</u>	<u>\$ 1,112.10</u>
			\$ 1,911.96

EXPENSES:	Women of the ELCA		
	60% Worship offerings to Synod	114.48	
	Fruit Basket for Staff (2021)	33.02	
	Gift Basket for Staff	36.79	
	Batting for LWR quilts	148.61	
	Thank Offering donations to Women of the ELCA	296.20	
	Men In Mission (2) radio broadcasts	145.00	
	ELCA Spring Conference donation	50.00	
	ELCA Fall Conference donation	50.00	
	New check charge	23.75	
	Speaker for Christmas Brunsh	50.00	
	Gifts of \$50 each to: Genacross, LSS, Filling Home of Mercy, Lutheran Home of Mercy, and Grace Soup Kitchen	<u>250.00</u>	
		\$ 1,197.85	<u>\$ 1,197.85</u>
			\$ 714.11

Balance on Hand December 31st, 2022 \$ 714.11



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.

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

With the new digital equipment that has been installed for recording and videoing of services, the Saturday evening service at Grace is now being recorded and then is emailed to the Fremont Eagle 99.1 station. The service is then played on the radio at 9:30 AM on Sunday morning.

We continue to hear positive comments and benefits regarding the radio broadcasts from here at Grace as it is providing a positive service for a number of people.

Anyone wishing to sponsor a radio broadcast, the cost remains at \$72.50. Please contact Les or Marcella Widmer at the following e-mail or phone numbers. 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

2022 was a great year for the Soup Kitchen. God enabled us to help meet the nutritional needs of our community.

I am reminded of things I learned growing up in church. Jesus in His ministry time on earth, most often met the physical needs of individuals first. If they were ill, He would heal them. If they were hungry, He fed them. He actively sought out the lowly, the unloved, the outcast. He did not send them away; He drew them in, and He loved them.

At the Soup Kitchen, we strive to do the same. We welcome everyone. Most importantly, I pray that the compassion of Christ is our foundation.

We are truly blessed.

Serving our God and community,

Nancy Mae Ewing

Soup Kitchen Manager

Endowment Board - 2021

Endowment Board - 2022

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 Mehlw, 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 to extend the Life, Mission, and Outreach of the Church through financial support to the congregation, the community, and worldwide organizations. Contributions are received for investment and the return on those investments is used for a variety of activities. The disbursements for 2022 follow:

\$33,500	LIFT – supports LIFT pastor, Camino de Vida, and Bridge of Hope
3,750	Lutheran Home Society - senior living, youth care and outpatient services
4,500	Lutheran Social Services - assistance and counseling programs
1,800	Mexico City Missionary - support Pastor Brondos in Mexico City
500	Disciple Celebration

Additionally, a maximum of \$125,000 in matching contributions for the Capital Campaign (Preserving Our Past and Embracing Our Future) were approved in 2019. Given the uncertainty resulting from COVID-19 and the recent challenges in achieving the Church’s normal operating budget, endowment funds have not yet been provided for any capital campaign projects.

Al Mehlw, Chair

Account Summary

Beginning Market Value :

\$ 1,375,801.43

Receipts :

Cash Deposits :

0.00

Asset Deposits :

22,720.83

Total Receipts :

22,720.83

Payments :

Disbursements :

-44,284.32

Withdrawals and Distributions :

-22,720.83

Administrative Expenses :

-8,563.04

Total Payments :

-75,568.19

Investment Income :

Tax Free Income :

0.00

Taxable Interest :

16.30

Dividends :

32,311.70

Return Of Capital :

0.00

Other Income :

0.00

Total Investment Income :

32,328.00

Investment Growth :

Total Investment Growth :

-179,310.87

Ending Market Value :

\$ 1,175,971.20

NOAH'S ARK PRESCHOOL 2021-2022
SOURCES AND USES OF FUNDS

Bank Balance as of July 1, 2021		
Checking	\$ 4,488.78	
Certificate of Deposit	\$ 6,000.00	
		\$ 10,488.78

Sources

Tuition	\$ 17,775.50	
Registration	\$ 450.00	
Art Fees	\$ 800.00	
Fundraiser/Class Pictures/Videos	\$ 3,338.25	
Donations/Late Fees	\$ 10,384.02	
Interest Income	\$ 124.78	
Grant	\$ 37,554.02	
Total Receipts		\$ 70,426.57

Uses

Salaries (Net)	\$ 23,798.85	
Payroll Withholding Taxes & Workers Comp	\$ 5,117.50	
School Supplies	\$ 4,232.11	
Fundraiser Costs	\$ 1,565.98	
Office Supplies	\$ 445.59	
Miscellaneous	\$ 473.00	
Staff Seminar/Training	\$ 377.95	
Payroll Service	\$ 401.85	
Total Disbursements		<u>\$ 36,412.83</u>

Bank balance as of July 31, 2021*	<u><u>\$ 44,502.52</u></u> *
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Checking	\$ 44,502.52
CD	\$ -
	<u><u>\$ 44,502.52</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
2022**

BALANCE IN GENERAL FUND JANUARY 1, 2022 \$ 115,439.70

RECEIPTS:

Envelopes, Pledges	\$	360,338.04
Loose Offering	\$	7,886.47
Sunday School	\$	-
Seasonal Offerings	\$	5,338.00
Noisy Offering	\$	2,343.45
General Fund-Undesignated	\$	35,472.39
Endowment Gift	\$	44,050.00
Checking/Investment Interest	\$	12,738.83
GWG Interest	\$	-
PPP Loan Forgiveness	\$	-
Released from Dedicated Accounts	\$	51,090.34
Total Receipts	\$	<u>519,257.52</u>

Total Receipts plus Beg. Balance \$ 634,697.22

Deposits in clearing acct	\$	1,047,088.49
Employee Taxes Withheld & Pension Withheld	\$	<u>43,398.61</u>

Total Receipts, Taxes, Withholding, and Balance \$ 1,725,184.32

DISBURSEMENTS:

Payments from clearing acct	\$	18,192.93
Budget Items (actual expenses)	\$	573,026.55
End of Year Transfer to Contingency Reserve	\$	-
Transfer to My Brothers Keeper checking acct	\$	2,000.00
Employee Taxes Remitted & Pension pd	\$	43,360.34
Total Expenditures	\$	<u>636,579.82</u>

BALANCE IN GENERAL FUND DECEMBER 31, 2022 \$ 1,088,604.50

FOR PURPOSES OF COMPARISON

	<u>2021 BALANCES</u>	<u>2022 BALANCES</u>
General Fund	\$ 115,439.70	\$ 1,088,604.50
Special and Misc.	\$ 408,580.06	\$ 396,362.67
Contingency Reserve	\$ 141,360.22	\$ 141,360.22
Tressel Memorial Scholarship	\$ 1,778.66	\$ 1,528.66
My Brothers Keeper	\$ -	\$ 2,636.77
	<u>\$ 667,158.64</u>	<u>\$ 1,630,492.82</u>

**2022
FINANCIAL SUPPORT AND CHARITABLE GIVING**

<u>Organization</u>	<u>Budgeted</u>	<u>Giving</u>
ELCA Synod & Churchwide	\$ 25,500.00	\$ 27,000.00
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
Total	<u>\$ 76,550.00</u>	<u>\$ 78,170.00</u>

CONTINGENCY RESERVE FUND

BALANCE, JANUARY 1, 2022		\$ 141,360.22
RECEIPTS:		
2021 End of Year Excess	\$ -	
Total Receipts	\$ -	
TOTAL RECEIPTS, INTEREST & BALANCE		\$ 141,360.22
DISBURSEMENTS		
	\$ -	
	\$ -	
Total Expenses	\$ -	
BALANCE, DECEMBER 31, 2022		<u>\$ 141,360.22</u>

TRESSEL MEMORIAL SCHOLARSHIP FUND

BALANCE, JANUARY 1, 2022		\$ 1,778.66
RECEIPTS:		
Interest	\$ -	
Member gift	\$ 250.00	
Total Receipts	\$ 250.00	
TOTAL RECEIPTS, INTEREST & BALANCE		\$ 2,028.66
DISBURSEMENTS		
Pastor Education/Retreat	\$ 500.00	
Total Expenses	\$ 500.00	
BALANCE, DECEMBER 31, 2022		<u>\$ 1,528.66</u>

SPECIAL AND MISCELLANEOUS FUNDS

Fund	Ending Balance 12/31/21	Receipts	Expenses	Ending Balance 12/31/22
Charity	975.00	210.00	900.00	285.00
Library	621.31	0.00	0.00	621.31
World Hunger	204.00	145.00	349.00	0.00
Flowers/Landscaping	180.00	500.00	155.52	524.48
Organ Fund	194.00	140.00	334.00	0.00
Music Miscellaneous	72.00	545.00	0.00	617.00
Sunday School Mission Fund	1,460.46	59.54	1,520.00	0.00
Youth Fund	45,829.88	2,058.38	2,727.98	45,160.28
Toledo Symphony Sponsorship	24,060.81	18,527.00	14,778.32	27,809.49
Global Mission-Yellow Env.	23.00	1,317.00	0.00	1,340.00
My Brother's Keeper	29,746.47	6,437.21	3,347.80	32,835.88
Funeral Meals	542.84	2,500.00	2,851.80	191.04
Wm. F. Beck Caring Fund	2,295.87	0.00	500.00	1,795.87
IN/OUT	50.00	0.00	0.00	50.00
Weddings	1,339.23	950.00	1,244.97	1,044.26
Sanctuary Air Conditioning	36,880.65	5,105.00	0.00	41,985.65
Kitchen Air Conditioning	7,058.14	0.00	0.00	7,058.14
Capital Campaign Fund	84,243.72	150.00	0.00	84,393.72
Building for the Future	54,119.64	6,090.00	45,664.00	14,545.64
Soup Kitchen	6,060.57	10,159.74	7,971.67	8,248.64
Capital Campaign Pledges	98,857.72	16,700.00	0.00	115,557.72
Altar Guild	248.93	100.00	0.00	348.93
Technology	0.00	225.00	225.00	0.00
GLC General Scholarship	9,315.82	0.00	1,250.00	8,065.82
Special Events	4,200.00	1,744.61	2,060.81	3,883.80
TOTAL	\$ 408,580.06	\$ 73,663.48	\$ 85,880.87	396,362.67

2022 PATTERN OF ANNUAL** GIVING

2021 DONORS	2022 DONORS	AMOUNT
17	22	0.01 to 50.00
17	13	50.01 to 100.00
49	49	100.01 to 500.00
38	31	500.01 to 1000.00
65	64	1000.01 to 3000.00
21	18	3000.01 to 5000.00
8	4	5000.01 to 7000.00
3	4	7000.01 to 10000.00
3	1	10000.01 to 15000.00

****PLEASE NOTE:** Previous year reports were based on weekly giving. This report is now presented as ANNUAL GIVING. The 2021 numbers have been converted to be comparable with 2022.

GRACE LUTHERAN CHURCH
2023 PROPOSED BUDGET

		2022 Budget	2022 Actual	2023 Budget
INCOME				
10-01	Offerings	\$ 420,000	\$ 360,338	\$ 400,000
10-02	Loose	\$ 4,200	\$ 7,887	\$ 4,200
10-25	Sunday School	\$ -	\$ -	\$ -
10-30	Seasonal	\$ 11,000	\$ 5,338	\$ 11,000
10-32	Noisy Offering	\$ 2,500	\$ 2,343	\$ 2,500
10-33	Gen Fund undesignated	\$ 20,000	\$ 35,472	\$ 20,000
10-34	Endowment Gift	\$ 44,050	\$ 44,050	\$ 50,000
10-35	Checking/Investment Int.	\$ 300	\$ 12,739	\$ 300
10-36	GWG Interest	\$ 8,500	\$ -	\$ -
10-37	PPP Loan Forgiveness	\$ -	\$ -	\$ -
20-20	Released from Designated	\$ -	\$ 51,391	\$ 13,700
	Total Income	\$ 510,550	\$ 519,558	\$ 501,700
	Total Income	\$ 510,550	\$ 519,558	\$ 501,700
EXPENSES				
Minor 10 - World Mission				
10	ELCA Synod	\$ 25,500	\$ 27,026	\$ 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	\$ 2,344	\$ 2,500
41	Missionary Support	\$ 1,800	\$ 1,800	\$ 1,800
42	Disciple Celebration	\$ 500	\$ -	\$ 500
43	Other	\$ -	\$ -	\$ -
	Total World Mission	\$ 38,550	\$ 39,420	\$ 38,550
Minor 20 - Local Mission				
15	Spirit	\$ -	\$ 554	\$ -
20	Youth	\$ 1,000	\$ 4,411	\$ 7,200
35	Christian Missions/Outreach Committee	\$ 1,000	\$ 59	\$ 1,000
40	Stewardship	\$ 500	\$ 229	\$ 500
41	L.I.F.T.	\$ 41,000	\$ 41,000	\$ 28,000
62	My Brothers Keeper	\$ -	\$ 2,348	\$ 1,200
	Total Local Mission	\$ 43,500	\$ 48,601	\$ 37,900
Minor 30 - Worship				
20	Bulletin, Church Lit.	\$ 700	\$ 44	\$ 700
30	Contribution Env., Certif.	\$ 1,000	\$ 736	\$ 1,000
40	Altar & Sacramental	\$ 700	\$ 719	\$ 700
60	Music / Vestment / Maintenance	\$ 4,000	\$ 815	\$ 4,000
75	Worship Expenses	\$ 898	\$ 3,204	\$ 1,298
80	Christian Worship Committee	\$ -	\$ -	\$ 240
	Total Worship	\$ 7,298	\$ 5,518	\$ 7,938

GRACE LUTHERAN CHURCH
2023 PROPOSED BUDGET

		2022 Budget	2022 Actual	2023 Budget
Minor 40 - Christian Education				
21	Cont. Edu - Pastors	\$ 240	\$ -	\$ 240
50	Misc. Christian Edu	\$ -	\$ 126	\$ 240
	Total Christian Edu.	\$ 240	\$ 126	\$ 480
Minor 50 - Operations & Maintenance				
20	Janitor Supplies	\$ 1,500	\$ 2,018	\$ 2,400
30	Utilities - Natural Gas	\$ 13,400	\$ 17,952	\$ 19,250
35	Utilities - Electric	\$ 14,000	\$ 16,882	\$ 17,400
36	Utilities - Water	\$ 2,400	\$ 2,385	\$ 2,400
37	Utilities - Waste Disposal	\$ 1,740	\$ 1,937	\$ 1,740
40	Telephone	\$ 1,536	\$ 1,487	\$ 1,536
50	Insurance	\$ 20,596	\$ 20,661	\$ 22,786
65	Property, Repairs and Maint.	\$ 15,159	\$ 72,601	\$ 15,159
	Total Operations & Maint	\$ 70,331	\$ 135,923	\$ 82,671
Minor 60 - Salaries & Related				
10	Senior Pastor Salary	\$ 43,284	\$ 49,956	\$ 44,284
11	Senior Pastor Housing	\$ 31,000	\$ 32,000	\$ 31,004
12	Senior Pastor Travel	\$ 600	\$ -	\$ 600
13	Senior Pastor Pen & Med	\$ 22,524	\$ 9,999	\$ 24,014
30	Visitation Pastor Salary	\$ -	\$ -	\$ -
31	Visitation Pastor Travel	\$ -	\$ -	\$ -
55	Clergy/Organist Substitute	\$ 1,338	\$ 1,400	\$ 1,338
65	Staff Payroll	\$ 213,773	\$ 211,250	\$ 218,139
72	Staff Pension	\$ 6,802	\$ 6,801	\$ 6,937
	Total Salaries & Related	\$ 319,321	\$ 311,406	\$ 326,315
Minor 70 - Administration				
20	Postage	\$ 2,400	\$ 1,983	\$ 2,400
25	Payroll Service	\$ 1,860	\$ 1,885	\$ 1,860
30	Office Equipment & Maint.	\$ 3,828	\$ 3,700	\$ 3,828
40	Office Supplies	\$ 2,700	\$ 2,646	\$ 2,700
45	Technology Support/Maint.	\$ 2,414	\$ 3,958	\$ 2,414
	Total Administration	\$ 13,202	\$ 14,172	\$ 13,202
Minor 80 - Miscellaneous				
10	FICA & Worker's Comp	\$ 17,288	\$ 17,336	\$ 17,722
15	Synod Assembly	\$ 300	\$ 500	\$ 300
22	Employee Mileage	\$ 220	\$ 307	\$ 300
40	Miscellaneous	\$ 300	\$ 18	\$ 300
	Total Misc	\$ 18,108	\$ 18,161	\$ 18,622
	Total Expenses	\$ 510,550	\$ 573,327	\$ 525,678
	Income less expenses	\$ (0)	\$ (53,769)	\$ (23,978)

RESOLUTION #1 – CHURCH BUDGET

Whereas, the Executive Committee and the Church Council have proposed a budget for the 2023 calendar year after careful review, discussion, and prayer; and

Whereas, the input of the Congregation has been sought;

Therefore, be it resolved that the 2023 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 2022 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 2022 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 2022: Heather Tullis.

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

AMENDMENT TO CONSTITUTION/BYLAWS

Chapter 11 CONGREGATIONAL OFFICERS

Chapter 11

CONGREGATIONAL OFFICERS

- C11.01. The officers of this congregation shall be a president, vice-president, secretary, treasurer, ~~financial secretary and assistant financial secretary.~~
- a. Duties of the officers shall be specified in the bylaws.
 - b. The officers shall be voting members of the congregation.
 - c. Officers of this congregation shall serve as the Executive Committee of the Council and shall be voting members of the Congregation Council.
 - d. The Congregation Council elects ~~its officers, and they shall be selected from the elected membership of the Congregation Council.~~

AMENDED TO READ:

- C11.01. The officers of this congregation shall be a president, vice-president, secretary, and treasurer.**
- d. The Congregation Council shall elect its president, vice-president, and secretary.**
 - e. The Congregation Council shall appoint a member of the congregation to serve as Treasurer for a two (2) year term. The member may be reappointed for subsequent two (2) year terms as agreed upon by both parties.**

BYLAWS

C11.01.01. Duties of Officers

- a. The president shall preside over meetings of the Congregation Council and of the congregation.
- b. The vice-president shall preside in the absence of the president. The vice-president, upon the completion of his/her one-year term, will succeed to the office of President.
- c. The secretary shall keep the minutes of the Congregation Council and of the congregation and shall preserve its archives.
- d. The treasurer shall be bonded and shall be custodian of all funds of the congregation; and shall disburse all such funds in accordance with the decisions of the congregation or the Congregation Council.
- ~~e. The financial secretary and assistant financial secretary shall be responsible for the receiving of the offerings, for the tabulating of the same and for depositing the funds.~~
- f. These officers shall comprise the Executive Committee. The Executive Committee shall serve as the legal and fiduciary officers of the congregation. The committee will manage the general fund and all designated church funds, develop the annual budget, and guide in financial matters as necessary. The committee will serve as the congregation's personnel committee.
- g. These officers, the Executive Committee, shall meet monthly so as to assure responsible leadership and mission in the life of the congregation. Vacancies on the Executive Committee shall be filled by the Congregation Council.

AMENDED

- C11.01.01 e DELETE. No longer applicable.**

(continued.)

Chapter 12

CONGREGATION COUNCIL

C12.01. The voting membership of the Congregation Council of the congregation shall consist of the Pastors (full-time) and twelve (12) members of the congregation. The twelve (12) members from the congregation shall be elected to a three (3) year term. One third of the Congregation Council membership will be elected annually.

- a. The Executive Committee of the Congregation Council will consist of four (4) officers: President, Vice-President, Treasurer, and Secretary.
- b. ~~In addition to these officers, two (2) Financial Secretaries will be appointed from the Congregation Council.~~ The eight (8) members of the Congregation Council not serving on the Executive Committee will be assigned to standing committees.

AMENDED TO READ:

C12.01. b. The eight (8) members of the Congregation Council not serving on the Executive Committee will be assigned to standing committees.