

# 2025 Annual Report

Grace Lutheran Church  
Fremont, Ohio

## ANNUAL CONGREGATIONAL MEETING February 1, 2026

### Meeting Arrangements:

The business meeting will begin at 10:15 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 2026, and the Proposed Resolutions for the 2026 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"*

# CHURCH COUNCIL

## EXECUTIVE COMMITTEE

President	Annette Fisher
Vice-President	Cornelia Star
Secretary	Connie Amor
Treasurer	Ruthann House

## TERM ENDING 2026

Connie Amor	Ruthann House	Greg Jess	Cecilia Boucher
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## TERM ENDING 2027

Annette Fisher	Peggy Kiser	Jerry Letzring	Tracy Michles
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## TERM ENDING 2028

John Burmeister	Mindy Gedeon	Walker Cooper	Cornelia Star
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## STANDING COMMITTEE CHAIRPERSONS

Christian Missions/Outreach Committee	Mindy Gedeon
Christian Worship Committee	Peggy Kiser
Christian Property Committee	Greg Jess
Christian Stewardship Committee	Cecilia Boucher
Christian Youth/Growth Committee	Tracy Michles

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

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

# ANNUAL MEETING GRACE LUTHERAN CHURCH

## FEBRUARY 1, 2026 ~ 10:15 am

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A. Closing Prayer	



# ANNUAL CONGREGATIONAL MEETING OPENING LITURGY

P: Recognizing that our faith is a living, busy, active and mighty thing, may the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with each of you.

**C: And also with you.**

P: Teach us to love you with all our heart, soul, mind and strength.

**C: Receive our prayer, O God.**

P: Descend on our hearts, that we may love others in the ways Jesus loves us.

**C: Receive our prayer, O God.**

P: Empower us to be enthusiastic in pursuing your vision for our congregation.

**C: Receive our prayer, O God.**

P: Move us to engage issues in our community in Christlike ways, and to pursue deep and authentic relationships with those with whom we serve and partner.

**C: Receive our prayer, O God.**

P: Strengthen us to face the barriers we encounter in doing your work, learning to work with others amid disagreement.

**C: Receive our prayer, O God.**

P: Give us the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.

**C: Receive our prayer, O God.**

P: Guide us to be a healthy congregation that learns from its failures as well as its successes and offers wisdom to others.

**C: Receive our prayer, O God.**

P: As we strive to become the church that we proclaim to be, raise up leaders who focus on the gospel of freedom, forgiveness and reconciliation as given to us through God's indescribable act of love in the death and resurrection of Jesus Christ. Renew us daily in our baptism, that we may discover vitality in our relationships with you, each other and those we serve in the world.

**C: Amen.**



# **Grace Lutheran Church**

## **ANNUAL MEETING OF THE CONGREGATION**

### **February 2, 2025**

David Cooper, President, called the meeting to order at 10:20 a.m. in the sanctuary of Grace Lutheran Church with 53 congregants in attendance and 2 joining via Zoom. David welcomed all in attendance.

#### **OPENING DEVOTIONS**

Pastor Clayton Bailey led us in an Opening Liturgy and singing Now Thank We All Our God.

#### **CONGREGATIONAL MEETING MINUTES FROM FEBRUARY 4, 2024**

President David Cooper asked if there were any additions or corrections to the minutes. Larry McElfresh moved to accept the minutes. Pam Pelphrey seconded. Vote was taken. Motion carried.

#### **REPORTS**

- **Pastoral Staff and Church Council**

President David Cooper asked if there was motion to accept the Pastoral Staff and Church Council reports. Ruthann House moved to accept the combined Pastoral Staff and Church Council Reports. Pam Pelphrey seconded. Vote was taken. Motion carried.

- **Financial Reports**

Treasurer Ruthann House spoke on Noah's Ark Preschool indicating all was fine. Ruthann House then discussed with the congregation regarding the Write-off GWG Investment of \$100,000.00 from the Contingency Reserve Fund. This was an investment from 2014 by a financial advisor of a congregation member. It was an investment of L Series Bonds. In three year's time we received initial contributions back, 2015 - 25,000.00 and 2016 - 25,000.00 with strong returns. 2016-2024 after Bonds got into trouble the investment became upside down and the company filed for bankruptcy. Then we were notified of a class action lawsuit and arbitration hearing. Ruthann House participated in the hearing. The attorneys ruled against us and others due to the fact that many folks lost their life savings and if any monies were to be given they should receive the funds. In the end we lost in deposited cash in actual dollars approximately \$31,000.00. We are now looking much closer at investments that are insured.

**The Audit Committee**, comprised of John Avers, Mark Gedeon and Tanya Schling met on January 29, 2025, and reviewed the Grace Lutheran Church financial records for the year 2024. The overall general accounting was reviewed. We found everything to be in good order. The audit committee recommends the need for an outside audit, due to the upcoming changes in office personnel. We recommend the audit should be done by the end of the year.

## RESOLUTIONS

### **Resolution #1- Church Budget**

Whereas, the Executive Committee and the Church Council have proposed a budget for the 2025 calendar year after careful review, discussion, and prayer, and

Whereas, the input of the Congregation has been sought; Treasurer Ruthann House reviewed the proposed budget stating offerings are lower and that older members are strong givers. We want to maintain this beautiful building and pay our staff a good wage. Ruthann House also indicated we have increased Continuing Education for Pastors per Pastor Bailey. We are also following the Synod guidelines for the salary of Pastor Bailey. The staff received a 2.5 increase. The budget ended close to the actual for 2025.

### **Report to the Congregation on the Significant Bequest:**

After much discussion, request for input, and discernment, the Executive Committee is recommending the following plan for the \$1.3 million bequest:

15% contribution to the Endowment Fund over the next 5 years (2025-2029), equating to roughly \$177,100.00

15% to Building Renewal (formerly called Building for the Future) over the next 5 years (2025-2029), equating to roughly \$177,100

The remaining balance will be designated as Contingency Reserve\*.

This plan will allow us to maintain the minimum required \$1 million in the Cash Management Account, where we have the ability to earn an interest rate that generates approximately \$65-\$70K per year. This interest can help cover our cash flow needs, budget shortfalls, miscellaneous building maintenance/projects, and support other mission related initiatives (i.e., Grace Scholarships, seminary scholarships, mini grants).

\*The Executive Committee and Church Council will develop procedures around utilization of the Contingency Reserve funds in 2025.

We will ensure that we set aside funds for the stipulations within the significant bequest (altar flowers once a year for 10 years; radio broadcast once a year for 10 years; quarterly large print devotionals for homebound members and postage for mailing; weekly mailing of sermon, readings, announcements, and an activity page for those who cannot attend worship) Therefore, be it resolved that the 2025 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. Following no further discussion a vote was taken by ballot along with an anonymous poll launched via Zoom. Votes were counted, 43- yes, 1-no and the resolution was carried.



### **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 2024 calendar.

Correction to Resolution #2 in the printed Annual report the year should read 2024.

### **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 2024 calendar year. They are, as named below,

- Pr. Clayton Bailey, Pr. Paul Bailie, Susan Barker, Linda Baumer, Pr. Mark Bogen, Tricia Dabrunz, Nancy Ewing, Michaelle Goodman, Heather Hawn, Andrea Hirt, Hyo Jung Kim, Gregg Kinsey, Nate Leonard, Doug Morris, Jim Post, Susan Sawdo, Maureen Pump.
- 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 2024:  
Pr. Paul Bailie, Susan Barker, Pr. Mark Bogen, Nancy Ewing, Hyo Jung Kim, Doug Morris.

### **L.I.F.T Operating Agreement - Re-approval**

Larry McElfresh asked who helped fund L.I.F.T. Al Mehlow indicated St. John's, Grace Lutheran and St. Mark. Larry McElfresh also asked what direction is L.I.F.T going and is the L.I.F.T budget available to the congregation?

Pastor Bailey spoke to the congregation that since Pastor Paul Bailie left the L.I.F.T. board is reviewing the operation of L.I.F.T. and asked for some grace until they have a complete overview.

Ruthann House moved to approve the submitted LIFT Parish LLC Operating Agreement. Janet Dorr seconded. Vote was taken. Motion carried.



## **ELECTIONS**

Endowment Board - need to fill 2 seats

1st Seat - Re-election to 2 year term - Lori Wise

2nd Seat - Re-election to 2 year term - Matt Moss

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

Synod Assembly Representatives

Representatives were not elected

## **ADJOURNMENT**

Larry McElfresh moved to adjourn the Annual Meeting. Cecilia Boucher seconded. Vote was taken. Motion carried.

Closing Prayer

Pastor Clayton Bailey led us in a closing prayer and the Lord's Prayer.

Respectfully submitted

Connie L. Amor, Secretary

## SENIOR PASTOR

As I reflect back on the ministry we shared here at Grace Lutheran for 2025, I keep coming back to how many times we Gathered Around the Table. There is something to be said about taking the time to sit down, reflect, laugh, break bread, and simply enjoy the company of one another. I would like you to reflect with me on where we Gathered Around the Table throughout this past year.

### *We Gathered Around the Table . . .*

as pastor and people this past Fall as we shared our Stewardship Meals together. Eight different meals were hosted and more than 70 of us took time to reflect on how we were Planted, how we are Growing, and what the Harvest might look like as we consider the future of Grace. The meals were great. The conversations were even better. I shared that these gatherings had always been a 'dream' of mine. As much as I had longed to try it, I never as successful in implementing them at any of the other congregations I served. Now, I wish we could have shared in these conversations a year ago just after I arrived. It was a wonderful blessing for all who were involved as we took time as we gathered around the table.

### *We Gathered Around the Table . . .*

at Birchard Park throughout the summer for our Community BBQ's. Many thanks to Heather Hawn for applying to the Synod's Innovate Grant which made this and many other community events possible. If you weren't able to make it to any of our Community BBQ's you missed something special. Many thanks as well to Tom and Tracy Michles for all their work behind the grill. The number of hamburgers flipped, the number of hot dogs turned, and the countless bellies filled was high. The message that all are welcome regardless of who you are was spoken and radiated out as all were fed. Games were played. Relationships were made. Community was formed as we continued to gather around the table.

### *We Gathered Around the Table . . .*

during the Advent Season as we dipped our toes into "Dinner Church." Was it perfect, no. Was it meaningful, I hope so. Devotions were offered. Prayers were shared. Crafts helped to reinforce the story, even if glitter was everywhere. Meals nourished. The waters of baptism flowed. We even welcomed some to their First Communion. It may not have been as "churchy" as some had hoped, yet we embodied the spirit of the early church much more so then we ever might on Sunday morning as we gathered around the table.

### *We Gathered Around the Table . . .*

on Maundy Thursday. Wow! Talk about memorable! As a people of God we embraced the night Jesus was betrayed in a whole new way. We gathered in our "Upper Room" (the Auditorium) for a meal. As dinner was served, those who were comfortable embodied the Washing of Feet. From the "Upper Room" we gathered around the Communion Table as we welcomed some of our youth to their First Communion. Then, we moved to the courtyard gathered around the fire as we prayed and then scattered. In the events of that night, we followed the foots of Jesus, from the upper room where he washed feet, shared a meal, and shared the communion with his disciples. Then we journeyed with Jesus and the disciples to the garden where he was betrayed, abandoned, and left alone. We will likely recreate that night again, but that first night, it was one to be remembered as we gathered around the table.



### *We Gathered Around the Table . . .*

every Saturday and every Sunday. Here in worship we gathered physically around Christ's table where all are fed and all are welcomed. We experience the grace of Christ through music and the Word. We were blessed to have Nate Leonard as our Director of Music for the year. Yes, he will be missed and we commend him on his medical ambitions. Perhaps our future paths will cross again! As much as his music made worship "alive" it is the Living Lord who makes us alive. Through his life, death, and resurrection, through his teaching, preaching, and love we recognized what grace looks like as we share these things one with another. Even though the piece of bread is small and the sip of wine is just that, a sip, we are united in community to a much greater table, in the victory feast that has no end as we gather around the heavenly banquet table.

### *We Gathered Around the Table . . .*

as a staff. You may not know this but every month we strive to go out to lunch as a team. For the past year, we've hit the same restaurant nearly every time. Each time, most of us order the same thing. Truth be told we could probably order for one another. While we may all have various titles and position on staff, we have been able to form a community amongst ourselves. So to Tricia, Denise, Heather, Maureen, Andrea, Susan, Jim, and Michelle thank you for all of your hard work and for being a part of the working community here at Grace!

### *We Gathered Around the Table . . .*

as a family. This past year my own family has changed. Wendy and I became "empty nesters" and admittedly sometimes our table feels a bit empty. Our table even moved from Tiffin to Fremont. I don't think any of us saw that happening so quickly, yet I am glad that we can be a part of this community. In the midst of our move, it became more and more apparent that even as we downsize, our table will never be empty. Each of you are a part of my community. For that I am ever grateful!

### *As We Gather Around the Table . . .*

I recently heard a story shared about someone who leaves an empty place set at the table whenever they sit down to eat. Their rationale was that they make room for those not present to be remembered. It may be a seat for friends and family who have moved away. It could be a place for family who are now dining at God's table. It may be an invitation for the uninvited guest. It may even be a place for God to come and be our guest. While I haven't tried this around our own table, I think it is a fitting reminder and a bold witness that whenever we are Gathered Around the Table we are in community with someone.

Thank you for allowing me to be a part of this community we call Grace!





# LAY ASSOCIATE MINISTER

## PROJECTS CURRENT AND COMPLETED

- Coordinated the Let's Build Beds event in September. Began the process to have another Let's Build Beds Day on September 13, 2026.
- Hosted the LIFT Lessons and Carols service at St. Mark.
- I participated in LIFT Round Robin series on Wednesdays for Lent.
- Continue to lead Spousal Grief Support Group.
- Attend the LIFT Pastor's Meetings.
- Lead in the Book Study group.
- Act as one of the managers of our church Facebook page.
- Continue to oversee the My Brother's Keeper ministry.
- Lead 2 Bible studies each week.
- Review Welcome Cards.
- Participated in 5 worship services.
- Conducted 7 funerals.
- Assisted with 2 baptisms.
- Conducted 2 weddings.
- Act as staff representative to Missions/Outreach Committee.
- Attend LIFT Board meetings.
- Continue to lead a Juggling Act for women.
- Keep up with our hospitalized, home bound and nursing home members.
- Work with the Homebound Communion Ministry
- Organized and participate in Grace Gathers
- Continue to take Continuing Education classes.

A little over a year ago I transitioned to part time at Grace and took the position of SAM at St. Mark on a part time basis. It has been a wonderful experience.

I do miss participating in worship at Grace and the opportunity it gives me to see so many of you. But leading the people of St. Mark has been an opportunity I never believed would be offered to me. I continue to lead the Grief Support Group, Monday Bible Study, SLAM, Juggling Act, Bookworms, and Grace Gathers. I continue to make home visits and lead the Missions/Outreach Committee. These make it possible for me to stay connected to a good number of you. I love Grace and will always consider it my home and hope to remain in ministry here for a long time.

For a good part of this past year, we have been dealing with Duane's health. The cancer that began in his pancreas has moved into the liver and is causing health issues. He has done very well but recently he has not felt well, and we wonder what the future holds. Though we don't know, what we do know is God is with us and will provide for us. We have been well supported by all of you and your prayers for which we are grateful.

Under Pastor Bailey's leadership, Grace has a bright future ahead and I look forward to seeing where we all go together in 2026!

Peace and Love,

Maureen Pump, Associate Lay Minister

## Official Pastoral Actions of the Senior Pastor in 2025

### Baptisms:

Bailey Y. Rollins	January 12, 2025
Ford A. Wytiaz	May 31, 2025
Louis K. Patel *	September 27, 2025
Tucker C. Jett	October 12, 2025
Harper J. Chalfin	November 23, 2025
Karlie N. Rollins	December 17, 2025

### First Communion:

Eliza A. Prescott	April 17, 2025
Dylan L. Damschroder	April 17, 2025
Bailey Y. Rollins	December 17, 2025

### Confirmation:

Lauren A. Fry	June 8, 2025
Kayden S. Michles	June 8, 2025
Audrey R. Polter	June 8, 2025

### Weddings:

Garrett Taylor & Morgan Urban	June 14, 2025
Zachary Smith & Lilly Greathouse	June 27, 2025

### Funerals:

Dorothy Wheeler	January 2, 2025
David Ross *	January 31, 2025
Donna Cooley	February 21, 2025
Ronald Geirhart	March 24, 2025
Lewis Campbell	March 29, 2025
Randy Miller	April 17, 2025
Ronald Weyant	April 23, 2025
Gladys Mullholand	May 24, 2025
Leslie Widmer *	September 6, 2025
Clarence Weickert, Jr.	September 12, 2025
Kristie Huber	September 20, 2025
Corliss Johnson	October 6, 2025
Steven Swope	December 1, 2025

## Official Pastoral Actions of the Lay Associate Minister in 2025

### Baptisms:

Louis K. Patel \*

September 27, 2025

### Weddings:

Seth Gasser & Elizabeht Ohms

May 31, 2025

Norm Frisch & Ann King

August 2, 2025

### Funerals:

David Ross \*

January 31, 2025

George Dabrunz

July 28, 2025

Richard Bradford

August 23, 2025

Leslie Widmer \*

September 6, 2025

\* Indicates a joint Pastoral Action shared between the Senior Pastor and Lay Associate Minister.

## AVERAGE ATTENDNACE

### WEEKEND WORSHIP AVERAGE ATTENDANCE

Saturday – 62

Sunday – 205

Average Total - 267

### MID-WEEK WORSHIP AVERAGE ATTENDANCE

Lent – 57

Advent - 56

### SMALL GROUP AVERAGE ATTENDANCE

Kids Zone - 9

AfterWord - 4

Confirmation - 4

Mid-Week Youth Activities - 25

S.L.A.M. - 12

Wednesday Bible Study with Pr. Bailey - 12

Monday Bible Study with Maureen - 13

Peanut Butter & Jelly<sup>2</sup> – 12

Bookworms - 8



## CHURCH COUNCIL PRESIDENT

Members of the congregation of Grace Lutheran Church,

As we approach the end of another year and look forward to the new one, my heart is filled with gratitude for each of you and for the journey we have shared together. The past twelve months have been, by many outward measures, a "quieter" season in the life of our church, with fewer large events and perhaps a less visible flurry of activity than in years past.

As we move into the coming year, we do so with hope and anticipation. We are not defined by activity levels but by our shared mission to follow Christ and witness His living presence. This season has refined us, preparing us for what lies ahead with softer hearts and a deeper reliance on prayer.

We look forward to worshiping together and exploring new opportunities to connect and serve.

Yours in Christ,  
Annette Fisher, Council President

## MISSIONS/OUTREACH COMMITTEE

**Council Members:** Mindy Gedeon, Annette Fisher

**At Large Member:** Rae Ann Cooper, Barb Klohn, Vi Ohms, Connie Amor, Beth Muffler

**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 ministries: My Brother's Keeper (our member-to-member ministry) that provided assistance to 8 people in 2025, Soup Kitchen, and Sandusky County Food Pantry. 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. We also provide support for NW Ohio Synod.

The Programs Bridge of Hope Ministry and Grace Bookworms reading group continue to meet. The Grief Support group, Bible Studies and SLAM Bible studies are still going strong. We continue to use our shopping carts located in the Narthex to collect food donations for our monthly Food Pantry Challenge. The monthly Noisy Offering collections are very successful. Both food and monetary collections for the year 2025 were donated to the Pontifex, Backpack Buddies, Liberty Center, and Soup Kitchen.

Our main event of 2025 was an extremely rewarding Let's Build Beds project in September 2025. We built 54 beds for our community and had well over 100 volunteers. Pillows and bedding were also donated.

Upcoming Events planned for 2026 include a Progressive Dinner here at the church on May 2. Each course will be in a different gathering area. It will be our main fundraiser for our next Let's Build Beds event that will take place on September 13, 2026. Grace Gathers also will be meeting on the third Thursday evening of the month at The Chateau.

We continue working on our committee's 2026 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 ask our church family to keep us in prayer as we work together to bring God's work and word to the community of Fremont.

Respectfully submitted,  
Mindy Gedeon

## CHRISTIAN YOUTH/GROWTH COMMITTEE

### **Committee Members:**

Tracy Michles, Cornelia Star

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 for our youth.

### **Faith Education**

The Children's Message, Children's Bulletins, Kids Zone & AfterWord (Sunday School), confirmation serve as the primary sources of faith education at Grace. Learning through games, crafts, and activities. We would like to thank the following volunteers for helping lead on Sunday mornings, Penny Russell and Cornelia Star.

### **Confirmation**

In the Spring we confirmed 3 youth. This year confirmation meets on Sunday mornings weekly following worship. We are studying Luther's Small Catechism this year and have seven students.

### **First Communion Training**

A mini retreat was held for students and parents in March. Two students received their first communion on Maundy Thursday.



### **Vacation Bible School**

VBS was held with LIFT at Hayes United Methodist, June 23-26. We had Road Trip theme. Also, this year we brought back a nightly meal offering. We also brought in the following community partners the Fremont Police Department & Fire Department, the railroad, and Madden Merrill Racing.

### **2025 VBS Numbers**

Volunteers- 21

Curriculum- Cokesbury, Road Trip

Students Registered- 50

Offering for Piki Pikis (Synod Collection)- \$88

### **Synod's Innovate Grant**

A \$4000 grant was awarded for innovation and developing new communities with the church and community from the Northwestern Ohio Synod. We teamed up with the Fremont Rec Center and their summer programming to offer opportunities for various age groups. Community BBQs were held on Tuesdays, Gatorade and Games at Rodger Young Park on Mondays for youth, elementary and preschool age children were invited once a month for an art project or craft in the park. The committee hopes to continue with the BBQS for the summer of 2026.

### **2025 Events**

Sunday Kid's Zone	Confirmation	First Communion
Vacation Bible School	Wednesday Night Spirit Kid's Club	
Forts in the Wilderness (Lent)	Easter Breakfast	Family Game Night
Spirit Bingo Party	Ohio Youth Summer Camp	Family Camp-In
Graduation Recognition	Community BBQs	Gatorade & Games
Paint Me a Story	Faithful Expressions	Meet up at Fair
Paige Russell Memorial 5K	3 <sup>rd</sup> Grade Bibles	Canoeing Adventure
Community Trunk or Treat	Cider & Donuts at Trick or Treat	
Breakfast in Bethlehem	Community Christmas Sponsor	Christmas Program
Bell Ringing at Wal-Mart		

### **Additional Activities of Youth Director**

Fremont City Schools Ace Mentoring	Noah's Ark Chapel Time
COR Cub Scouts at Grace	Support Backpack Buddies
Tech support/Car Church/Livestream	Schedule Acolytes
Volunteer & Recruitment Trainings	Youth Ministry Network
Book Study with Synod Youth Leaders	Synod Dinner w Rev. Dr. Michael Moynagh
Souper Bowl Brunch	Attended LIFT Board Meetings
Craft and Crops to support Soup Kitchen	Joy Circle Bible Studies and Events
Volunteered at Let's Build Beds Event	PB&J with Pastor
Wrapped up Rest Bible Study with LIFT	Coordinate meeting space w/ Girl Scout Troop
Ohio Youth Leader's Retreat	Help Coordinate Mid-Week Advent Activities



### **Tech Support and Streaming**

I continue to assist with livestreaming with the help of George Dupey, Riley Hawn, and Libby Hawn. This past year we have streamed the weekly services, Midweek Lent, Holy Week and the annual meeting. I also transmit the Car Church service during the 9 am service.

**Thank you to our Acolytes!** Brenden Fisher, Anna & Julia Haubert, Riley Hawn, Kayden, Olivia & Tommy Michles, Kaden & Mason Moss, Bailey & Kamdyn Rollins, Pam & PJ Russell, and Carter & Kelsey Wagner.

**Thank you to our Adult Volunteers who have helped or served in one way or another throughout the year:**

Sarah Auen, Pastor & Wendy Bailey, George Dupey, Jan Harris, Rob Hawn, Andrea Hirt, Kristen Lindsay, Tracy Michles, Kelsey Prescott, Taylor Rollins, Penny Russell, Susan Sawdo, Mike Schalk, Cornelia Star, and Danielle Wagner.

## **A NOTE FROM THE YOUTH & CHILDREN'S DIRECTOR**

As we reflect on another meaningful year of ministry, I am deeply grateful for the many ways our congregation has supported and invested in our children and youth. Through your prayers, generosity, volunteer hours, encouragement, and presence, 2025 became a year of learning, connection, and faithful perseverance.

To our parents and grandparents, thank you for the trust you place in us as partners in faith formation. It is a true gift to walk alongside your families as your children grow in faith. Your support helps create a foundation where young people feel safe to ask questions, build relationships, and experience God's love in real and tangible ways.

To our incredible youth: you are a constant source of inspiration. Thank you for your service to your church. Your willingness to serve reflects the love of Christ in powerful ways. Whether through worship, service, learning together, or quiet moments of encouragement, you remind us that faith is lived through love and grace. You are not only growing into the church, but you are also actively shaping it right now.

As we look ahead to 2026, our focus will be on intentional growth and Christ-centered love. We will continue to create spaces where faith can deepen, and every child and youth knows they belong. Together, we will nurture our youngest members and seek new ways to serve our neighbors and our wider community.

Thank you for your support and encouragement. I look forward with hope and gratitude to all that God will continue to do through us in the year ahead.

In God's Service,  
Heather Hawn, Youth and Children's Director

# NOAH'S ARK PRESCHOOL

The Noah's Ark Preschool year starts the Monday after Labor Day and ends the Friday before Memorial Day. The staff consists of the Administrator, Andrea Hirt, and teacher Susan Sawdo. We also have Chapel, with Heather Hawn and Pastor Bailey, who are wonderful and helpful to our preschool! We are also grateful to the church office for all they do for us. And we definitely can't forget about Michaelle and Jim for keeping the preschool clean and sanitized!

I, as the administrator, attend the staff meetings held on Tuesday mornings to discuss anything new that is going on in the Preschool. Also to keep everyone on the same page as to things that are going on in the church as well. We also have a great line of communication with staff in the church via email! We continue to communicate with our parents on a regular basis (during drop-off, pick up or through our new App (Brightwheel) to get their advice about things that are going on as well.

For the end of the school year graduation (May 2025) we had an amazing party. Graduation was held in the sanctuary, and we were able to continue our party in the dining room because it was raining outside. Because of our fundraiser (selling chocolate candy bars) we were able to cater for this event. We had Chunky Dunks provided our main meal and our wonderful families provided all our yummy desserts. We had a bouncy house, face painting, and many games to enjoy everybody's wonderful company. This will be something we will strive for each year for graduation.

We are in full swing this year. And we are excited that each year we continue to grow. This year our attendance in total for both classes is 22. With most of our three-year-olds coming back for the following year. We are happy that many siblings will also be joining us as well. We have a wonderful group of families, and they have been amazing this year. We are excited to see what the rest of the school year holds.

I would like to add that state licensing came in on September 17 and we did very well. We had no corrective action plans to submit just some minor paperwork to correct. We will continue to strive for excellence but there is always room for improvement. I would love to thank the congregation for their love and support for this amazing preschool, and everyone involved in making it grow more each year.

We have received a grant through the Lee Koenig Legacy Fund to help us offer extended care starting in the fall of 2026. This money will help us with hiring another teacher and all other resources that we will need to provide extended care for our families. We are excited for all the momentous changes coming in 2026!!

Sincerely,  
Andrea Hirt, Administrator





## CUBMASTER COMMENTS

Pack 302: A Legacy of Scouting and Community Partnership

Pack 302 is part of the Eagle Bay District, serving families across Sandusky and Ottawa counties under the Erie Shores Council, headquartered at Camp Miakonda in Toledo. Fremont, Ohio, was once home to five Cub Scout packs. Today, Pack 302 remains the city's sole Cub Scout pack, continuing a proud legacy of 58 years of uninterrupted service to local youth. Of those years, the last two have been under the charter partnership with Grace Lutheran Church.

Our relationship with Grace Lutheran Church continues to be a vital source of support and encouragement. Heather Hawn has been an invaluable partner, regularly attending parent meetings, offering guidance, and helping strengthen connections between the pack and the church. Her support has helped foster a welcoming and collaborative relationship with the church office staff. Linda has also been instrumental in assisting with questions related to scheduling and finances, ensuring smooth communication and planning.

We are grateful to Jim Post for consistently providing meaningful service opportunities, including the spring and fall cleanups that our Scouts eagerly anticipate each year. We also appreciate the past support of Pastor Mark and look forward to continued collaboration with Pastor Bailey, particularly through participation in the P.R.A.Y. Program.

The encouragement and partnership of the Grace Lutheran Church community continue to play an essential role in sustaining and strengthening Pack 302.

Danielle Wagner  
Committee Chair - Acting Cubmaster

## P.R.A.Y

P.R.A.Y. aligns with  
BSA's Duty to God

The P.R.A.Y. Award serves as a vital link between scouting and churches, providing benefits to young individuals. This initiative fosters stronger youth, families, congregations, and councils. Additionally, it creates pathways for future scholarships to support youth in pursuing their post-secondary education.

We look forward to collaborating with Pastor Bailey on this program in the future.

Do I have to belong to a scouting group to earn a P.R.A.Y. award? No, girls and boys may earn this award even if they do not belong to a Girl Scout, Boy Scout, American Heritage Girl, or Camp Fire group. Members of youth groups and Sunday School classes may participate in these programs.

For more information see  
Danielle Wagner  
Email: Pack302fremontohio@gmail.com  
Phone: 419-656-8415



## ACTIVITY OVERVIEW

Pack 302 is an active and engaged community offering a wide variety of experiences for Scouts and their families. Monthly den meetings are tailored to each Scout's age and grade level, with a focus on completing rank-specific adventures and building foundational skills.

In addition to den meetings, the Pack gathers once a month for larger group activities and special events. These include hiking, campfire programs, family camping, the Pinewood Derby, Scout Sunday, youth lock-ins, ice skating, and other seasonal activities.

Our year-round program blends traditional Scouting experiences with creative and engaging opportunities, encouraging Scouts to stay active, build connections, and grow through hands-on participation alongside their families.



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## 2025 ACTIVITIES

### WINTER

- Pinewood Derby 100% scout participation.
- Holiday Parade - took 2<sup>nd</sup> place and earned a \$75 Gift card for the scouts.
- Scout Sunday at Grace Lutheran Church 40% participation.
- Annual Cross over for our 5th grade AOL Scouts to the Troop level: 99% scout participation

### SPRING

- District Wide Pinewood Derby 6 scouts qualify.
- Coffee/Tea Council Fundraiser 25% participation
- Annual Cub Scout Lock-in & YMCA Field Day 25% participation.

### SUMMER

- Family Camping - East Harbor 25% participation
- Pack Kayaking Event - 25% participation
- Cub Scout Day Camp 98% scout participation.

### FALL

- Collected over 1000 items for the Bridge of Hope food pantry during Scouting for Food, with some donations coming from Grace Lutheran
- Fall Family Camping 60% participation at Camp Fire Sandusky County
- Council Popcorn fundraiser 75% participation. Sold just over \$9,000 in popcorn.



# Our Scouts & Leaders

## LEADERS

Leadership Structure of Cub Scout Pack 302

Cub Scout Pack 302 is privileged to have six dedicated registered leaders running its den and pack meetings. Here's a look at the team behind the program's success:

- Brittnae Biller: Tiger Den (1st Grade) Leader
- Destinee Chapa: Bear Den (3rd Grade) Leader
- John Willey: WEBELO Den (4th Grade) Leader
- Lucas Eisenhauer: AOL Den (5th Grade) Leader

## COMMITTEE

Pack 302 boasts a robust committee comprising both parents and registered leaders. The committee convenes monthly to deliberate on matters such as finances, events, membership, and other crucial aspects that keep the pack healthy and thriving. The committee comprises the following esteemed members:

- Committee Chair - Danielle Wagner
- Treasurer - (Outgoing) Kara Eisenhauer
- Cubmaster (outgoing) - Vacant
- Secretary - Erica Damschroder
- COR - Heather Hawn

Additionally, all parents of Pack 302 are members of the committee.

## CUB SCOUTS

Cub Scouting Update: Pack 302

In fall 2025, Pack 302 experienced a significant decline in membership, dropping from 58 Scouts to 17. A district plan to split new members and establish a second pack in Fremont, with St. Mark as a potential location, was ultimately not feasible due to limited volunteer capacity and the challenges of supporting a smaller, largely new Scouting community. Several families determined the program was not the right fit due to time commitments and competing activities.

The ideal pack size is 25–30 Scouts. We are currently operating below that range, Pack 302's priority moving forward is to implement a focused recruiting plan to ensure long-term sustainability.

Cub Scouting serves youth ages 5–11 and supports character development, confidence, leadership skills, and community involvement. New Scouts begin their journey by earning the Bobcat Badge, typically achieved within the first one or two meetings, helping establish early engagement and a sense of belonging.



# THANK YOU

We are deeply grateful for the continued support and partnership provided throughout 2025, which helped ensure a smooth transition and a successful year for Pack 302. As we look ahead, we are excited to collaborate with Grace Lutheran Church on upcoming service initiatives, including the Free Little Library project, Scouting for Food, the P.R.A.Y. Program, and community yard cleanups. We look forward to expanding our impact and achieving shared goals with the ongoing support of Grace Lutheran Church and its dedicated staff.



## WORSHIP COMMITTEE

The primary focus of the Worship Committee is to review and enhance our worship services through thoughtful attention to liturgy and music. The Worship Committee meets the first Wednesday of each month at 2:30 p.m.

During the past year, the congregation participated in two combined LIFT services. One was held at East Side Park and the second took place at St Mark Lutheran Church. At Easter, a Living Worship service was held in our Upper Room (aka the auditorium). An Easter Virgil service was also offered on Saturday.

We were pleased to recognize Linda Baumer for her many years of faithful service at Grace and wish her well in her well-deserved retirement. We welcomed Denise Biddle as her replacement.

As part of our worship life, we wore red on Reformation Sunday and observed Labor Day by dressing as we would for work.

We had the opportunity to listen to Temple talks from our Holy Land visitors and celebrated our first Blessing of the Animals service in the courtyard.

With gratitude and best wishes, we said farewell to Nate Leonard, our organist and choir director, as he pursues a career in the medical field. A search is underway for a new organist and choir director.

We welcome any suggestions, comments, or concerns and encourage you to contact any member of the committee.

Submitted by Peggy Kiser

## ALTAR GUILD

Altar Guild is a ministry of “quiet service.” 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. Most of what we do is invisible to the congregation and is meant to be that way. The work we do facilitates and enhances our worship and particularly the Eucharist.

Altar Guild is responsible for tasks such as: Preparing and maintaining the altar per the Church calendar year, 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, ensuring that all candles are in good operating order as well as maintaining the Baptismal font. Cleaning up after services and either preparing for another service or “closing down” for the day.

In 2025 we added “Bread Baking Ministry.” We are thankful for the dedication of Peggy Kiser, Jan Serwin, Linda Beck, and Mary Nossaman as they meet monthly and prepare bread for weekly communion. Please contact any of the above bakers if you are interested in joining this ministry.

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. Homebound Communion continues to those who cannot attend worship in person.

We thank the men and women who have served this past year. Please contact the office if you are willing to serve in this ministry in any capacity. 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. 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.

Submitted by Becky Seibert

## STEWARDSHIP COMMITTEE

In 2025, the Stewardship Committee decided to take a more personal approach. Under Pastor Bailey’s leadership, the month of October was filled with small group gatherings with the intent for us to get to know one another better here at Grace. Plant, Grow, Harvest was the theme and the congregation was given several opportunities to gather. Breakfast, Brunch, and Dinner were the choices, and we were blessed to be fed by and taken care of under the care and dedication of Tracy Michles and family! God bless them for going above and beyond! Over 70 plus people participated! Pastor’s questions were- “how were you planted here at Grace,” along with other questions, joys, and concerns for our future. Many vibrant conversations were shared and Pastor is compiling all the notes from these gatherings to share in the near future.

On the weekend of November 8 and 9, 2025, we received the dedication of pledges for 2026. Any pledges beyond this date are certainly welcome!

Looking forward to 2026 as we share our time, talents, and treasures to the glory of God!

In Christ,  
Cecilia Boucher



# CHRISTIAN PROPERTY

## **Church Council Members:**

John Burmeister, Jerry Letzring, Walker Cooper, Greg Jess

The Property Committee is responsible for maintaining and upgrading the property of Grace Lutheran Church. Our church is a beautiful facility, rich in history, and requires regular upkeep as well as occasional large-scale projects.

In addition, the Property Committee oversees contracts for essential services, including insurance, electricity, and natural gas. The committee welcomes your ideas and concerns and encourages your input on how we can continue to improve and care for our property. Please feel free to contact any committee member.

## **COMPLETED PROJECTS FOR 2025**

- Installed automatic flush valves in restrooms.
- Replaced 75-gallon water heater.
- Installed facility access control and security system.
- Repaired the pulpit lighting controls, replaced bulbs.
- Replaced the main office courtyard door hardware.
- Added extension antenna for the organ MIDI controls.
- Removed the failed bird deterrent device.
- Replaced the kitchen service elevator ramp and painted the walls.
- Completed the facility exterior inspection survey.
- Replaced caulking at Baker St entrance.
- Spot tuckpointing around the altar windows.
- Replaced missing roof slate.
- Replaced broken sidewalk sections.
- Replaced the main office A/C coil due to deterioration.
- Started to convert dining room lighting to LED.
- Converted three chalkboards to dry-erase.
- Landscaping for State Street entrance
- Trim courtyard bushes/State Street
- Replace the leaking main water valve.
- Re-sealing parking lot cracks
- Paint parking lot striping and handicap logos.
- Paint curbs surrounding the property.
- Replaced main office door hardware – painted existing hardware.
- Replace main office flooring.
- Replace sacristy flooring.
- Added a security monitor to the main office wall.

### **FUTURE PROJECTS** *(not in priority order)*

- Replace Kitchen seating area ceiling tiles.
- Develop a boiler annual maintenance program.
- Repair the damaged wall/s in the kitchen.
- Trim property bushes.
- Revisit the outlying sign replacement.
- Courtyard lighting.
- Evaluate remaining doors that still require the "orange" bars for security.
- Work with the city of Fremont to repair Baker St.

The Property Committee would like to thank everyone who has given their time and energy to complete projects throughout the year, as well as those working behind the scenes to help maintain our church. We extend a special thank-you to Fremont Floor Covering for their generosity and for all the work completed in the main office and sacristy.

Our church is a large facility with many systems, all of which are maintained by a small team of dedicated individuals. The committee encourages you to continue sharing your time, gifts, and talents to help keep Grace a welcoming place of worship.

Donations are always appreciated and may be made using the "Building for Our Future" envelopes.

Greg Jess, Chairman, Property Committee

## **GRACE LUTHERAN CHURCH WOMEN (G.L.C.W.)**

President: Jan Harris

Secretary:

Treasurer: Janet Dorr

Mission Action - Project Day/ Lutheran World Relief: Jan Harris

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 as needed throughout the year. Joy Circle meets on the third Tuesday of the month, January through June, and September through November. In July, they usually have a retreat with entertainment and a work project. At Christmas time, we collected money and donate it to an agency that supports helping others. Joy Circle is a great group of approximately 13 women who meet in the church Lounge for Bible study and fellowship. They are a friendly group always ready to welcome new members.

Project Day volunteers meet on the first and third Mondays each month at 9 am, January through May and September through December. We meet in the dining room. New volunteers are always welcome! Come when you are able!



The Project Day volunteers continue to create beautiful quilts from the donated fabrics and sheets. The quilts decorate the pews in the sanctuary as they waited to be blessed on Thankoffering weekend in September. These quilts along with donated items for personal care, baby care, and school kits are then packed and shipped to Lutheran World Relief centers. This past year 2025, we shipped 20 sewing kits, 20 school kits, and 12 quilts. We also donated an additional 38 quilts to the Let's Build Project that was sponsored by L.I.F.T. in September 2025. The support of this congregation towards this mission is amazing - THANK YOU!

All women of Grace Lutheran Church are invited to participate in all GLCW functions. We are always looking for more women to get involved with our GLCW activities.

GLCW continues to support the various ministries of Grace Lutheran Church, our community, and our world by donating time, talents, and financial support as we are able. If we see a need, we try to find the means to offer support helping to make our community and world a better place by loving our neighbors - both near and far.

As we look forward to 2026, please consider getting involved with the GLCW family. All are welcome to come and be a part using the gifts God gave us to do His work.

Respectfully submitted,  
Jan Harris, GLCW President

#### GRACE LUTHERAN CHURCH WOMEN TREASURER'S REPORT-2025

2024 Carry Over Balance			\$ 2,746.57
<b>INCOME:</b>	Worship offerings	\$ 200.43	
	Funeral dinner donations	300.00	
	Thank Offering donations	620.00	
	Donation for quilt materials	<u>200.00</u>	
		\$ 1,320.43	\$ <u>1,320.43</u>
			\$ 4,067.00
<b>EXPENSES:</b>	Staff Gift Basket (2024)	\$ 52.99	
	Women of the ELCA		
	60% Worship offerings to Synod	120.26	
	Batting for LWR quilts	100.58	
	Thank Offering donations to		
	Women of the ELCA	620.00	
	Men In Mission (2) radio broadcasts	145.00	
	ELCA Spring Conference donation	50.00	
	Becky Siebert Tanzania donation	150.00	
	Gifts of \$50 each to: Genacross, LSS,		
	Filling Home of Mercy, Lutheran		
	Home of Mercy, and Grace		
	Soup Kitchen	<u>250.00</u>	
		\$ 1,488.83	\$ <u>1,488.83</u>
			\$ 2,578.17
Balance on Hand		December 31st, 2025	\$ 2,578.17

*Janet*

Janet Dorr, Treasurer  
Grace Lutheran Church Women

## SOUP KITCHEN

2025 was another good year in the Soup Kitchen! We were open for 40 weeks and served over 1,873 meals to an average of 50 people each week!

The Soup Kitchen is a community program that is operated solely by donations and volunteers. Our core group of volunteers consists of 6 to 9 individuals. We have volunteers that join us from St. Joseph Catholic Church, St. Mark Lutheran, Memorial Hospital and Wendt-Key Realty Group on rotating schedule. Our volunteers work tirelessly and with complete dedication. Each and every one of them are a vital part of the Soup Kitchen and we could not do what we do without them!

We want to give our sincere thanks to Tim Hortons for donating their leftover donuts so the community so our patrons can have a sweet treat to take with them.

We want to give our sincere thanks to Tracy Michles and her family for the dedication they have for the Soup Kitchen. We also want to give our sincere thanks to Marcella Widmer, Judy Gangwer and Joe Michles for their help planning and preparing the menu and meal each week.

Donations are always welcome - whether it be food or monetary - we are grateful to be able to provide this ministry to our community.

If you would like to volunteer in the Soup Kitchen, please contact the church office at 419-332-1558 or contact Tracy Michles directly at 567-280-6020 you can call or text her. If you would like to give a monetary donation, please make your check payable to Grace Lutheran Church and note Soup Kitchen in the memo line.

In 2026, we look forward to carrying on this ministry for anyone who needs a meal that is served with warm hearts and friendly smiles.

Thank you all for your continued support!  
Tracy Michles

## RADIO MINISTRY

The Radio Ministry at Grace Lutheran has experienced some changes during 2025 but continues to play a vital role as a connection to those who are not able to join us in person for worship.

We are extremely grateful to Les & Marcella Widmer for their years of dedication to this ministry. Before Les passed in 2025, he and Marcella made the decision to relinquish what was once the independent ministry called Men in Mission to Grace Lutheran.

We continue to record the Saturday 4 pm evening worship to be aired on Eagle 99.1 radio station at 9:30 am Sunday morning. Anyone that would like to sponsor a broadcast should contact the church office. The cost of the broadcast is \$72.50, and checks should be made payable to BAS Broadcasting.

Thank you to those who have generously sponsored a radio broadcast during 2025. Your gift helps us to full fill our mission statement: Called to Present the Light of Christ!



## ENDOWMENT BOARD

C.J. Bailey, Pastor (ex-officio)  
 Mark Gedeon, elected by the Congregation  
 Ruthann 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  
 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 that investment is used to support a variety of activities. The actual 2025 disbursements and the planned disbursements in 2026 are as follows:

<u>2025</u>	<u>2026</u>	
\$10,000	\$7,000	LIFT - supports LIFT ministries
1,500	1,000	Camino de Vida - local Hispanic ministry
6,000	5,000	Bridge of Hope - food pantry at Hayes Memorial United Methodist Church
1,500	1,000	Let's Build Beds - service project
10,500	10,000	Sent with the Spirit to Serve Others - Grace Lutheran Church mission outreach
6,000	5,000	Soup Kitchen - held at Grace Lutheran Church
4,000	4,000	Lutheran Home Society - senior living, youth care, outpatient services
4,750	4,750	Lutheran Social Services - assistance and counseling programs
2,000	2,000	Mexico City Missionary - supports Pastor Brondos
500	0	Special Festival - disciple celebration
750	0	Lutheran Disaster Relief - Jamaica
0	4,750	Emergent Benevolent Causes - support causes when emergencies/needs arise
0	1,000	Hopewood Appeal (LOMO) - campaign to enhance the campers' experience
0	1,000	Northwest Ohio Synod Appeal - resources for parishes and new leaders
0	500	Helping People Fund (GLCAP) - support for local families in need of assistance
0	500	National Child Safety Program (County Sheriff) - provided age-appropriate materials

Distributions from the significant bequest/memorial over the next five years were approved at the February 2025 Congregational Meeting. A total of \$177,100 will be distributed to the Endowment Fund with the first installment of \$35,420 having been received in October 2025.

You can also be the Light of Christ after completing your earthly journey by making a contribution to the Endowment Fund as part of your estate planning process. Please contact any of the Board Members if you have questions.

Submitted by: Al Mehlow, Chair



# GRACE LUTHERAN CHURCH ENDOWMENT

January 1 through December 31, 2025

## ACCOUNT SUMMARY

Beginning Market Value:			\$1,137,194.57
Receipts:			
Cash Deposits:	35,420.00		
Asset Deposits:	0		
Total Receipts:			35,420.00
Payments:			
Disbursements:	-47,645.97		
Withdrawals and Distributions	0		
Administrative Expenses	-8,153.43		
Total Payments:			-55,799.40
Investment Income:			
Tax Free Income:		0	
Taxable Interest:		0	
Dividends:	29,537.58		
Return of Capital:		0	
Other Income:		0	
Total Investment Income:			29,537.58
Investment Growth:	102,761.44		
Total Investment Growth:			102,761.44
Ending Market Value:			\$1,249,114.19

## TRESSEL MEMORIAL SCHOLARSHIP FUND

<b>BALANCE, JANUARY 1, 2024</b>			<b>\$1,278.66</b>
RECEIPTS:			
Interest, etc.	\$ 0	0	
Total Receipts			
<b>TOTAL BALANCE &amp; RECEIPTS</b>			<b><u>\$1,278.66</u></b>
DISBURSEMENTS:			
Pastor Education/Retreat	\$0		
<b>TOTAL DISBURSEMENTS:</b>		0	
<b>BALANCE DECEMBER 31, 2025</b>			<b><u>\$1,278.66</u></b>



## CONTINGENCY RESERVE FUND

BALANCE, JANUARY 1, 2025		\$16,360.22
RECEIPTS:		
from Designated Interest Reserve	\$135,839.23	<u>135,839.23</u>
Total Receipts		
TOTAL BALANCE & RECEIPTS		\$152,199.45
DISBURSEMENTS:		
to General Fund	\$152,199.45	
Total Disbursements		<u>-\$152,199.45</u>
BALANCE, DECEMBER 31, 2025		<u>\$0.00</u>

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## FINANCIAL SUPPORT AND CHARITABLE GIVING

ORGANIZATION	2025 GIVING	2026 BUDGETED
ELCA Synod	\$25,500	
LIFT	10,000	\$7,000
Camino de Vida	1,500	1,000
Bridge of Hope	6,000	5,000
Let's Build Beds	1,500	1,000
Sent with the Spirit to Serve Others	10,500	10,000
Soup Kitchen	6,000	5,000
Lutheran Home Society (Genacross)	4,000	4,000
Lutheran Social Services	4,750	4,750
Mexico City Missionary	2,000	2,000
Special Festival	500	0
Lutheran Disaster Relief	750	0



# 2026 PROPOSED BUDGET

CONGREGATIONAL BUDGET 2026	2025 Budget	2025 Actual	2026 Budget
<b>INCOME</b>			
Offerings	400,000.00	349,925.73	300,000.00
Loose	7,000.00	4,929.63	5,800.00
Online Giving - Offering (new item)	0.00	0.00	96,000.00
Seasonal	6,000.00	10,859.00	7,900.00
Noisy Offering (Moved to Clearing Item)	2,500.00	1,188.38	0.00
General Fund Undesignated	7,500.00	9,469.25	2,400.00
Noah's Ark Management Fee (new item)	0.00	0.00	12,000.00
Endowment	47,500.00	41,000.00	40,000.00
Checking/Investment Interest	6,000.00	5,536.03	48,000.00
Released from Designated Accounts	23,450.00	9,584.50	5,600.00
<b>TOTAL INCOME</b>	<b>499,950.00</b>	<b>432,492.52</b>	<b>517,700.00</b>
Contingency Reserve Transferred		152,199.45	41,700.00
<b>TOTAL</b>	<b>499,950.00</b>	<b>584,691.97</b>	<b>559,400.00</b>
<b>EXPENSE</b>			
<b>World Mission</b>			
ELCA Synod	25,500.00	26,250.00	26,400.00
Lutheran Homes	4,000.00	4,000.00	4,000.00
Lutheran Social Services	4,750.00	4,750.00	4,800.00
Local Mission/Noisy Offering (Moved to Clearing)	2,500.00	1,937.06	0.00
Missionary Support	2,000.00	2,000.00	2,000.00
Disciple Celebration	500.00	225.41	0.00
Other (Emergent Benevolent Causes)	4,750.00	0.00	0.00
<b>Total World Mission</b>	<b>44,000.00</b>	<b>39,162.47</b>	<b>37,200.00</b>
<b>Local Mission</b>			
Spirit	0.00	0.00	0.00
Youth	15,500.00	3,303.79	7,500.00
Soup Kitchen (Moved to Dedicated Account)	10,000.00	760.44	0.00
Christian Missions/Outreach Committee	2,500.00	254.80	0.00
Stewardship	500.00	55.38	500.00
L.I.F.T.	16,000.00	19,000.00	16,100.00
My Brothers Keeper (Dedicated Account)	1,500.00	0.00	0.00
<b>Total Local Mission</b>	<b>46,000.00</b>	<b>23,374.41</b>	<b>24,100.00</b>
<b>Worship Expenses</b>			
Bulletin, Church Literature (Moved to Office Expense)	250.00	30.96	0.00
Contribution Envelopes (Office Expense)	700.00	766.12	0.00
Altar & Sacramental	700.00	899.26	1,100.00
Organ & Piano Maintenance (Dedicated Account)	750.00	77.45	0.00
Music / Vestment (Dedicated Account)	2,000.00	249.48	0.00
Worship Expenses (Dedicated Account)	1,500.00	1,564.81	0.00
Christian Worship Committee	250.00	0.00	0.00
<b>Total Worship</b>	<b>6,150.00</b>	<b>3,588.08</b>	<b>1,100.00</b>
<b>Christian Education</b>			
Continuing Education - Pastors	2,000.00	634.95	2,000.00
Miscellaneous Christian Education	250.00	61.02	500.00
Continuing Education/Certifications	0.00	0.00	800.00
<b>Total Christian Education</b>	<b>2,250.00</b>	<b>695.97</b>	<b>3,300.00</b>



<b>Operations - Maintenance</b>			
Janitorial Supplies	2,500.00	2,058.72	3,600.00
Natural Gas	12,000.00	16,867.28	17,400.00
Electric	17,000.00	19,371.97	18,700.00
Water	2,500.00	2,530.62	2,900.00
Waste Disposal	3,000.00	3,312.64	3,200.00
Telephone	1,700.00	1,772.24	1,800.00
Insurance	28,765.00	44,848.50	40,400.00
Property, Repairs & Maintenance	15,000.00	54,325.03	27,000.00
<b>Total Operations - Maintenance</b>	<b>82,465.00</b>	<b>145,087.00</b>	<b>115,000.00</b>
<b>Salaries / Related</b>			
Senior Pastor Salary	58,000.00	58,426.04	60,840.00
Senior Pastor Housing	26,000.00	33,066.03	36,000.00
Senior Pastor Travel	750.00	761.33	1,000.00
Senior Pastor Pension & Medical	46,250.00	47,360.48	51,600.00
Clergy/Organist Substitute	1,500.00	1,696.00	2,000.00
Staff Payroll	170,000.00	183,140.55	196,000.00
Staff Pension	5,500.00	5,760.72	5,460.00
<b>Total Salaries / Related</b>	<b>308,000.00</b>	<b>330,211.15</b>	<b>352,900.00</b>
<b>Administration</b>			
Postage	3,000.00	1,822.40	1,200.00
Payroll Service	2,275.00	2,945.00	1,000.00
Office Equipment & Maintenance	4,000.00	4,478.78	4,800.00
Online Giving Fees (New Item)	0.00	0.00	1,200.00
Office Supplies	2,750.00	2,171.07	1,200.00
Technology Support/Maintenance	2,500.00	2,743.12	2,400.00
<b>Total Administration</b>	<b>14,525.00</b>	<b>14,160.37</b>	<b>11,800.00</b>
<b>Miscellaneous</b>			
FICA & Worker's Comp	15,000.00	14,820.75	13,000.00
Synod Assembly	300.00	0.00	500.00
Employee Mileage	300.00	631.61	500.00
Miscellaneous	300.00	771.39	0.00
<b>Total Miscellaneous</b>	<b>15,900.00</b>	<b>16,223.75</b>	<b>14,000.00</b>
<b>TOTAL EXPENSES</b>	<b>519,290.00</b>	<b>572,503.20</b>	<b>559,400.00</b>
<b>INCOME LESS EXPENSES</b>	<b>-19,340.00</b>	<b>12,188.77</b>	<b>0.00</b>
<b>NOTE: At the time of the 2025 Budget, Pastor Salary and Housing amount did not include the tax allowance that was approved by Congregation at the Time of Call</b>			



# TREASURER'S REPORT

**JANUARY 1, 2025 - DECEMBER 31, 2025**

<b>INCOME</b>		
Envelopes, Pledges	\$ 349,925.73	
Loose Offering	4,929.63	
Seasonal Offerings	10,859.00	
Noisy Offering	1,188.38	
General Fund-Undesignated	9,469.25	
Endowment Gift	41,000.00	
Checking/Investment Interest	5,536.03	
		<b>422,908.02</b>
Released from Contingency Reserve	152,199.45	
Released from Designated Accounts	9,584.50	
		<b>161,783.95</b>
<b>TOTAL INCOME</b>		<b>584,691.97</b>
<b>EXPENSE</b>		
Expense Items	572,503.20	
<b>TOTAL EXPENSE</b>		<b>572,503.20</b>
<b>TOTAL INCOME LESS EXPENSE</b>		<b>\$ 12,188.77</b>
Balance in Operating Checking Account as of January 1, 2025		<b>\$ 10,653.96</b>
Net Deposits in Clearing Account for the Year	1,079.61	
Net Employee Taxes & Pension Withheld for the Year	(381.69)	
		697.92
<b>OPERATING CHECKING BALANCE 12/31/25</b>		<b>23,540.65</b>

## COMPARATIVE BALANCES

	December 31, 2024	December 31, 2025
Operating Checking	\$ 10,653.96	\$ 23,540.65
Designated Special and Miscellaneous	1,681,675.76	1,651,197.66
Contingency Reserve	16,360.22	0.00
Interest on Designated Accounts	118,973.74	44,205.37
Tressel Memorial Scholarship	1,278.66	1,278.66
<b>TOTAL</b>	<b>\$ 1,828,942.34</b>	<b>\$ 1,720,222.34</b>



## DESIGNATED SPECIAL AND MISCELLANEOUS FUNDS 2025

Fund	Beginning Balance 1/1/2025	Receipts	Expenses	Ending Balance 12/31/2025
Charity	\$ 270.00	\$ 135.00	\$ -	\$ 405.00
Library	571.36	-	-	571.36
World Hunger	-	-	-	-
Flowers/Landscaping	4,092.36	450.00	3,749.35	793.01
Organ Fund	16,000.00	-	-	16,000.00
Music Miscellaneous	1,905.00	-	261.94	1,643.06
Sunday School Mission Fund	35.00	-	-	35.00
Youth Fund	29,331.40	1,436.21	1,180.64	29,586.97
Toledo Symphony Sponsorship	31,008.05	18,625.00	16,507.60	33,125.45
Global Mission-Yellow Envelope	1,100.00	1,360.00	-	2,460.00
My Brother's Keeper	28,936.52	1,895.00	9,706.00	21,125.52
Funeral Meals	509.03	1,485.00	1,181.74	812.29
Wm. F. Beck Caring Fund	5,537.68	10,000.00	5,355.00	10,182.68
In & Out - INNOVATE GRANT	-	4,000.00	2,929.61	1,070.39
Weddings	1,084.26	1,226.98	1,569.92	741.32
Sanctuary Air Conditioning	116,851.41	-	-	116,851.41
Kitchen Air Conditioning	7,058.14	-	-	7,058.14
Capital Campaign Fund	-	-	-	-
Building for the Future	24,373.64	38,680.00	-	63,053.64
Soup Kitchen	6,901.56	21,997.09	15,812.94	13,085.71
Capital Campaign Pledges	250.00	-	250.00	-
Altar Guild	453.58	75.00	672.81	(144.23)
GLC General Scholarship	5,565.82	-	2,500.00	3,065.82
Special Events	1,577.30	50.00	535.42	1,091.88
Memorials	1,398,012.98	2,770.00	72,199.74	1,328,583.24
New Hymnals	250.67	-	250.67	-
<b>TOTAL</b>	<b>\$ 1,681,675.76</b>	<b>\$ 104,185.28</b>	<b>\$ 134,663.38</b>	<b>\$ 1,651,197.66</b>

## 2025 PATTERN OF ANNUAL GIVING

2024 DONORS	2025 DONORS	AMOUNT
15	18	0.01 to 50.00
10	15	50.01 to 100.00
41	35	100.01 to 500.00
29	24	500.01 to 1,000.00
66	55	1,000.01 to 3,000.00
19	19	3,000.01 to 5,000.00
10	11	5,000.01 to 7,000.00
3	3	7,000.01 to 10,000.00
3	6	10,000.01 to 25,000.00



# NOAH'S ARK PRESCHOOL

## TREASURER'S REPORT

### JANUARY 1, 2025 – DECEMBER 31, 2025

#### INCOME

Tuition		\$ 28,983.67	
Registration		599.26	
Art Fees		1,040.00	
Fundraiser		1,783.25	
Donations		1,187.00	
Snack Fee		240.00	
Grant		-	
<b>TOTAL INCOME</b>			<b>33,833.18</b>

#### EXPENSE

Salaries		31,891.29	
Payroll Taxes & Workers Comp		2,460.89	
Office Supplies		958.81	
School Supplies		692.12	
Advertising		-	
Staff Seminar/Training		154.44	
Fundraiser Costs		1,793.79	
Payroll Service		271.60	
Miscellaneous/Snacks		319.91	
<b>TOTAL EXPENSE</b>			<b>38,542.85</b>
<b>NET INCOME DECEMBER 31, 2025</b>			<b>\$ (4,709.67)</b>

Tuition Assistance Fund Balance	\$ 1,568.08		
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Balance Sheet as of January 1, 2024	\$86,488.48		
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Balance Sheet as of December 31, 2025	\$80,566.91		
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*Respectfully submitted,*  
*Denise Biddle, Noah's Ark Treasurer*



# RESOLUTIONS

## **RESOLUTION #1 – CHURCH BUDGET**

Whereas, the Executive Committee and the Church Council have proposed a budget for the 2026 calendar year after careful review, discussion, and prayer; and

Whereas the input of the Congregation has been sought;

Therefore, be it resolved that the 2026 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 2025 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 2025 calendar year. They are, as named below,

Pr. Clayton Bailey, Linda Baumer, Denise Biddle, Tricia Dabrunz, Michaelle Goodman, Heather Hawn, Andrea Hirt, Gregg Kinsey, Nate Leonard, Jim Post, Susan Sawdo, Maureen Pump.

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 2025:  
Linda Baumer, Gregg Kinsey, Nate Leonard.

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.

## A Message from Presiding Bishop Yehiel Curry

Dear friends in Christ,

As Lutherans, we are set free to love our neighbors and seek justice. In Colossians 2, we read: “As you therefore have received Christ Jesus the Lord, continue to walk in him, rooted and built up in him and established in the faith, just as you were taught, abounding in thanksgiving” (6-7).

I am abounding in thankfulness for you, church. You are an integral part of this mission as we envision a world experiencing the difference God’s grace and love in Christ make for all people and creation. The ministries of congregations including yours, our synods and the ELCA churchwide organization are all working together today and every day so more people may know the way of Jesus and discover community, justice and love. From providing food to people experiencing hunger, to helping train the next generation of leaders that will lead this church, your support is at work here at home and around the world.

Your generosity to each of the three expressions of the church — your congregation, your synod and the churchwide organization — has made it possible for us to do this work together. Your financial resources, your time volunteering and accompanying others, and your voices are so valued.

As we look ahead to the coming year, I encourage you to continue to walk in Christ, remembering you are rooted and established in faith, and free to love and serve your neighbors. Thank you, church, for the ways you connect with and support our siblings across the ELCA and in our communities.

In Christ,



The Rev. Yehiel Curry Presiding  
Bishop Evangelical Lutheran  
Church in America



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“As you therefore have received Christ Jesus the Lord, continue to walk in him, rooted and built up in him and established in the faith, just as you were taught, abounding in thanksgiving.” – Colossians 2:6-7

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