



ANNUAL REPORT 2022



Evangelical
Lutheran Church
in America

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

We have seen many changes throughout the years and throughout the world. Sometimes we've been left yearning for the days when things didn't feel so complicated. Other times, we have seen something new happen and have asked, "Why did this take so long?" The church has been through its own changes as well. Some of these have left us wishing for simpler times while others have us waiting for even more to come about.

But, dear church, God still is unchanging. God's love is still the foundation on which the church was built. While we have seen many changes, both in the world and at the Evangelical Lutheran Church in America, the eternal love of God and the good news that dwells with Christ's death and resurrection continue to provide hope for everyone. This is why our mission remains steadfast, whether that is through our traditional mission work in places near and far or from new ventures and visions that encourage us to think of different ways to reach even more people.

The writer of Hebrews reminds us: "Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God" (13:16). That could not be truer in the work we have been doing in each expression of the church. Your gifts continue to benefit the good work of spreading the good news throughout your communities, your synods and the whole church. We are all answering the call to continue to do good work with the help of your support, whether that is through your resources, your time or your talents.

I am grateful for your generous support of each expression of the church. God calls all of us to continue to do the good work, and you continue to answer that call. We also continue to join you in that call and will remain true to looking toward God's unchanging promise. There is still much change and learning that will come before us, but God's steadfast love energizes us for the work God is still doing in the world through this church.

In Christ,

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

“Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God”

(Hebrews 13:16).



2022 ANNUAL REPORT

Grace Evangelical Lutheran Church

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GRACE LUTHERAN CHURCH
Semi-Annual Congregational Meeting
January 23, 2022 12:45 pm

- I. **Call to Order:** Ron Goans called the meeting to order. Present (on zoom) were 37 screens. (It is assumed that several screens contained more than one member.)
- II. **Devotions:** Ron read a scripture from Bishop Strickland. The congregation participated in a responsive reading from Micah.
- III. **Quorum Established?** Yes. The assumption was at least 50 members for the 37 zoom screens.
- IV. **Proposed Budget 2022**
 - a. The proposed budget is \$335,506.
 - b. There was a surplus at the end of 2021, so \$15K will be sent to the SE synod. Half of this money (\$7500) will complete the commitments for 2021 (\$30K total), and the other half will be the first commitment for 2022.
 - c. The budget proposes a 5% raise for staff.
 - d. Mike Lorenz moved to pass the budget. Donna Hoglund seconded. All on zoom were in favor. The motion passed.
- V. **Endowment Task Force**
 - a. This force oversees three endowments: GLC Endowment, Frances Johnson Endowment, and Raaen Scholarship fund.
 - b. By acclamation, the congregation approved Steve Johnson to serve as head of the Endowment Task Force for another 3 years.
- VI. **Corner House** – The house will be discussed at a future congregational meeting in 2-3 months.
- VII. **Approval of Minutes** – Donna Hoglund moved for council to approve the minutes of this meeting. Stan Long seconded. All on zoom were in favor. The motion passed.
- VIII. Ron Goans closed the meeting with prayer. The meeting adjourned at 1:07 pm.

The meeting minutes are submitted by Debra Stewart, Council Secretary

GRACE LUTHERAN CHURCH
Semi-Annual Congregational Meeting
September 25, 2022 12:45 pm

- I. **Call to Order:** Ron Goans called the meeting to order.
- II. **Devotions:** Ron read devotions.
- III. **Quorum Established?** Yes.
- IV. **Sale of Vacant Lot:** \$37,857.26 net for major maintenance fund and house demolition.
- V. **Nominations for Council**
 - a. Donna Hoglund presented the following nominations: Chris Bauman, Paul Gurecki, Ruth Smiley, and Debra Stewart. Nominated alternates are Nick Martin and Judy Rosenburg.
 - b. Donna moved that nominations be closed. Nancy Munro seconded. All were in favor. Motion passed.
 - c. Nancy Munro moved to accept the nominations. Judy Goans seconded. All were in favor. Motion passed.
- VI. **Budget for 2023**
 - a. Donna Hoglund presented the draft budget for 2023. The current budget was used with the exception of moving \$2000 from the major property maintenance fund to the call committee fund.
 - b. Larry Sparks mentioned that we are currently running \$13,000 in the red, so cuts may need to be made to the budget if this continues to the end of the year.
 - c. There will be a meeting in November to finalize the budget.
- VII. **Food Pantry** – Judy Joy mentioned that the food pantry needs plastic grocery bags that do not have holes or missing handles and are not too big or too small.
- VIII. **Vision Plan**
 - a. Nancy Munro presented the vision plan for 2023.
 - b. Overarching goals = become an inviting church, provide outreach via relationships, and have more small groups.
 - c. New mission = To love Jesus and help others love him through word and actions.
 - d. New vision statement = We share God’s love and grace to meet the needs of a diverse community.
 - e. Big dream = Become a more diverse congregation in all respects, with emphasis on drawing in more families with children and youth; have more vibrant programs for children and youth.
 - f. Mike Lorenz moved to accept the vision plan. Tim Lorenz seconded. All were in favor. The motion passed.
- IX. **Approval of Minutes** – Mike Lorenz moved for council to approve the minutes of this meeting. Nancy Munro seconded. All were in favor. The motion passed.
- X. The meeting adjourned at 1:28 pm.

The meeting minutes are submitted by Debra Stewart, Council Secretary

Grace Evangelical Lutheran Church

Council, Officers and Staff 2022

Council and the Congregation officers:

President, Ron Goans
Vice President, Mike Nicol
Secretary, Jackie Rylander
Administering- Ingrid Busch
Nurturing- Chris Bauman
Nurturing- Paul Gurecki
Proclaiming- Ruth Smiley
Serving- April Fritts
Stewarding- Mike Nicol
Worshipping- Jackie Rylander
Worshipping- Debra Stewart
Alternate- Nick Martin
Alternate- Judy Rosenberg

Task Forces (TF) reporting to Church Council: Mutual Ministry, Budget, Personnel, Safety and Protection, COVID-19, and Vision for Tomorrow

Appointed officers of the Congregation are:

Treasurer, Larry Sparks
Financial Secretary, Janet Rawl
Bookkeeper, Ken Joy

Staff:

Interim Pastor, Reverend Paula Smith
Church Secretary, Pam Woodard
Music Director, Slade Trammell
Organist, David Ensley
Sexton, Kim Lorenz
Child Care, Lorraine Huynh

Congregational Statistics for 2022

Reinstated Members:

Tim Lorenz

Confirmands:

Even Weber 6/12/22

Kyle Conti 6/12/22

New Members:

Kristen Oen Stone

Baptisms:

Sarys Ajmeri 12/31/22

Transferred Out:

Sammie Harris

Teresa Mustaffa

Ryan Winchester

Deaths:

Edwin Douglas Smiley DOD 5/6/2022 Funeral at GLC 7/20/22

Edward J. Brenner DOD 6/5/2022 Funeral at GLC 6/17/22

Anna Mary Meyer DOD 7/5/2022 Funeral at GLC 7/17/22

Barbara Hurtubise DOD 7/24/2022 Funeral at GLC 8/14/22

Marilyn Lee Steffen Merkle DOD 7/28/2022 Funeral at GLC 8/5/22

Ida Hagaman DOD 8/19/2022 Funeral at GLC 9/3/2022

Joy Nelson DOD 9/10/2022 Funeral at GLC 10/24/2022

Members as of December 31, 2022: 110

Pastor's Report

It doesn't seem possible that I've been here for four months. I can't decide if it feels like a long time or just a short amount of time with a lot of things happening in that time period. I do know that I don't think there is a busier time in the church than in the fall. It's all downhill from Reformation Sunday.

In my time here, I have presided at two funerals and four baptisms. We tended to an official joining of the church for a member, I made a visit to the hospital and have also done some visits with communion. I have spoken with lots of people either in person or on the phone, and sent out personal notes to those who I was told have been missing in action for a while, now. I've had one request to transfer to another church and two requests to transfer to Grace.

- I participated in the very successful Trunk or Treat for Halloween.
- Pastor Jonathan Hemphill was here in November to install me as your interim pastor.
- Having lunch with the blanket workshop group has brought back memories of old when I had lunch with them as your Associate in Ministry.
- With the help of the Nurturing Commission, we were able to have dinner church during Advent, which was well-received, as well as well attended.
- December was busy, as usual. I took the staff to lunch early in the month, and we decided on having staff meetings once a month beginning in January of 2023.
- An attempt was made at gathering a group for caroling, but there wasn't enough interest, so that may be an activity that needs to be phased out or replaced with something else.
- Christmas was interesting with Christmas eve being on a Saturday and Christmas Day falling on Sunday. All worship services were very heart warming, and I enjoy working with our musicians David and Slade.

On the first Saturday of January, I gathered everyone together from the contemporary worship service so we might have some time to discuss things that should be changed, or stay the same or other ideas. It was well attended, and there was lively discussion that led to the possibility of changes. Stay tuned for that! I have been enjoying my time here, and the offer stands for you to stop in any time to say hello or unload the heaviness of your heart and everything in between.

Peace,
Pastor Paula

President's Report

2021-2022 has been an exciting and productive period for members of Grace Lutheran Church (GLC)!

In many ways, this has been an eventful year and I would like to hit only a few highlights. Please look at the individual commission reports for additional details.

The church Council, Commissions and Pastor form the leadership team for GLC and I want to thank all of these individuals for their hard work during 2021-2022. The church Council at the beginning of my first term in October 2021 consisted of 9 members plus Pastor Larry Boudon. Council officers were: President, Ronald Goans; Vice President, Margaret Cumberland; and Secretary, Debra Stewart. Additional members of the GLC Council were: Ingrid Busch, April Fritts, Chris Gurecki, Mike Nichol, Paula Pope and Jackie Rylander. Nick Martin was an alternate member of Council. GLC staff included: Church Secretary, Pam Woodard; Music Director, Slade Trammell; Organist, David Ensley; and Sexton, Kim Lorenz. Appointed officers of the Congregation were: Treasurer, Larry Sparks, Financial Secretary, Janet Rawl, and Bookkeeper, Ken Joy.

The Commissions and their leaders form the backbone of GLC outreach to the community and to the world. Here is a list of GLC commissions and their chairs for 2021-2023:

Administering: Terry Domm
Nurturing: Candy Yugo
Proclaiming: Nancy Munro
Serving: Kathy Olsen
Stewarding: John Munro
Worshipping: Judy Goans

The GLC 75th anniversary celebration was held on December 5, 2021 and this was a very successful celebration of ministry at GLC. We all want again to thank Pat Hope and her committee for their tireless work in putting together the memorial volume which was distributed to members of the congregation. The church in December, 2021 was in relatively good financial shape, with lower expenses than anticipated and with a small surplus. The church had also received an anonymous, non-designated gift of \$16,000, part of which Council designated to be used for purchase of two TV monitors for the Fellowship Hall. The Owl Pro video system was also approved for purchase. This will give additional audio and video capability for room 101 and should be helpful for Sunday School and for Bible Study.

The GLC 2022 budget was reviewed and was submitted to the congregation for approval at the congregational meeting on January 23, 2022. This meeting was held by Zoom due to issues with the current Covid pandemic. One significant component of the budget was a 5% cost of living salary addendum for our wonderful staff.

James Bauman prepared a very well documented report for Council on structural aspects of the house at 125 W. Gettysburg. His conclusion was that the house is structurally deficient and our best bet would be to demolish it and resurface the lot to direct water issues. A summary of issues was discussed for the house and for the vacant lot on Manhattan. The Property Use TF looked at all options, submitted their findings to Council, and it was decided to sell the lot and demolish the house as soon as feasible. Pamela Asher assisted us in selling the vacant lot for \$41,500 with net receipts to GLC of \$37,857.26 after fees and expenses. We all want to thank Pamela for assisting us through a very quick property transfer.

In late July 2022, Pr. Larry informed us that he had accepted a call to St. John's Lutheran Church in Griffin, Georgia. His last Sunday at Grace was on September 4, 2022. Being apart from his family has been difficult and this move will enable him to be with them full time in Decatur. I was in touch with Pr. Jonathan Hemphill at the SE Synod over several weeks and he assisted us in searching for an interim pastor. Pr. Paula Smith will be serving us as an interim pastor and we welcome her ministry here at GLC. Pastor Paula's installation was a joyous combined service with musical selections both traditional and contemporary.

The Grace Council in October, 2022 elected new members: Chris Bauman, Deborah Stewart, Ruth Smiley and Paul Gurecki, with Nick Martin and Judy Rosenberg serving as alternates. Council officers for the 2022-2023 year are: president Ronald Goans, vice president Mike Nichol, and secretary Jackie Rylander.

At the end of 2022, Treasurer Larry Sparks indicated expenses are less than anticipated leaving GLC in a positive financial balance. Donations have also been given to the Ukrainian families in Oak Ridge, which has been quite helpful to them. Money from the sale of the lot will help with maintenance of the church building after the house on the corner is demolished. A plan for replacement of upholstered furniture in the narthex and the pastor's office along with painting the office is in the process of being developed. Jackie Rylander and Ingrid Busch, along with Terry Domm have coordinated a plan for upgrading the narthex and office. In December, Paul Gurecki requested \$1900 for Stephen Ministry training and materials. Janet Rawl suggested raising the amount to \$2000 because the need for additional materials is ongoing.

Ruth Smiley has informed us of plans by the flower guild for a flower festival, proposed for April 15, 2023. Slade Trammell is coordinating music and Grace Writers will also be involved. This traditionally has been a beautiful event at GLC.

In conclusion, I want to share some thoughts from the September 25, 2022 congregational meeting. We have many things to be thankful for here at GLC. I began the meeting with a devotion considering some thoughts from Martin Luther on Psalm 1. His prayer of thanks on Psalm 1 is as follows:

O God, thanks and praise belong to You because You have given us Your Holy Word. Enlighten us by Your Holy Spirit to understand Your counsel of grace in Jesus Christ, to love Your Word, and to take delight in learning Your statutes and walking in Your Law. Bestow Your blessing and prosperity on the works of our hands in our Christian calling and all our conversation. Amen.

Music Director's Report

Chancel Choir returned to the choir loft and resumed singing unmasked in 2022. Though a number of members have not yet returned since COVID, we remain optimistic that this will begin to happen. We also remain committed to accommodating the health concerns of all involved. The level of music making in the midst of reduced numbers has been astonishing, and we will continue to raise the bar.

New Creation finished its initiative, begun in 2017, of introducing a new song every month. This has grown the set list of the 9 am service considerably. While a new song will not appear every month in the days ahead, we look forward to continuing to introduce more music on a regular basis.

Ringspiration continued its vital role of providing 11:15 am offertories, and various other pieces at various services, on a regular basis. Like all groups at Grace, Ringspiration looks forward to expanding in members now that life is returning to some sense of post-COVID normal. Unlike the other musical ensembles in the church, Ringspiration has never premiered a new work by a living composer. In 2023, we look forward to hearing the group premiere a piece written especially for them by the young composer Samuel Beall.

Respectfully submitted,
Slade Trammell

Financial Secretary's Report

Account	YTD Balance
<i>Giving Accounts</i>	
<i>Operating</i>	
20010 - Advance Pledges	20,000.00
20012 - Advanced Pledge Operating	45,400.00
41000 - Operating	248,868.80
41500 - Loose Offering	1,145.00
42000 - Facility Rent	350.00
44000 - Building, Envelopes	300.00
45000 - Interest, National Financial Services	830.78
50325 - Hospitality/Kitchen	300.00
50350 - Insurance	14.00
Operating Giving	\$317,208.58
<i>Dedicated Accounts</i>	
20015 - Alpha Ministry	100.00
20020 - Angel Tree & Stars	1,105.00
20025 - Anniversary Fund	325.00
20050 - Blanket Workshop	476.20
20120 - Community Assistance Designated	459.00
20180 - Equal Exchange Sales	513.00
20200 - Food Pantry	14,667.79
20220 - Grace Landscape Gardens	105.00
20255 - Grace's Writers	30.00
20257 - Grace's Writers-Contest Donations	497.00
20259 - Grace's Writer-Scholarship Donations	225.00
20300 - Holiday Baskets	5,795.00
20425 - Major Property Maintenance	37,857.26
20456 - Memorials-Music	70.00
20459 - Undesignated Memorial & Gifts	2,605.00
20470 - Memorial Garden	2,480.00
20580 - Community Assist Designated Fund	25.00
20612 - Pet Fest Tax-Deductible	1,417.00
20640 - Raaen Scholarship Fund Interest	504.20
20700 - Social Ministry Fund for Members	4,161.32
20710 - Southern Seminary	550.00
20720 - Staff Gifts	5,075.00
20815 - Via de Cristo	100.00
20850 - WELCA-Flower Fund	531.00
20870 - World Hunger	1,382.14
Dedicated Accounts	\$81,055.91

Financial Secretary's Report

Commission Giving

60110 - Administering-Property	108.50
60210 - Nurturing - Christian Education	100.00
60220 - Fellowship	40.00
60345 - Proclaiming-Subscriptions	36.85

Commission Giving **\$285.35**

Benevolence Giving

20400 - Love Offering	50.00
20402 - Love Offering-Disaster Relief	2,245.00
20406 - Love Offering-Hospitality House	100.00
20408 - Love Offering-Missionary	325.00
20410 - Love Offering-School Supplies	525.00
20420 - Love Offering-Other	4,555.00

Benevolence Giving **\$7,800.00**

Total Giving Accounts **\$406,349.84**

3:58 PM
01/17/23
Accrual Basis

Grace Lutheran Church
Balance Sheet
As of December 31, 2022

	Dec 31, 22
ASSETS	
Current Assets	
Checking/Savings	
10100 · Checking-General Fund (TN Bank)	283,326.72
Total Checking/Savings	283,326.72
Other Current Assets	
11100 · Operating Fund CDs	
11110 · TN Bank CD -81023291 (Matures 11/30/2023)	45,006.90
11120 · TN Bank CD-80204009 (Maturity date 5/21/2023)	8,679.30
Total 11100 · Operating Fund CDs	53,686.20
12500 · Commonwealth Financial Network (Funds in investment account)	25,908.12
13000 · Raaen Scholarship Fund (Commonwealth Financial Network)	30,869.13
14000 · Endow. Fund - General (Cumberland Wealth Management 25.4% of account)	59,135.18
14100 · Frances Johnson Endowment Fund (Cumberland Wealth Management 74.6%...)	70,918.93
Total Other Current Assets	240,517.56
Total Current Assets	523,844.28
Fixed Assets	
15000 · Building, Contents, Land	1,626,395.00
15100 · Rental Property	52,000.00
15200 · Cemetery Property	15,400.38
Total Fixed Assets	1,693,795.38
TOTAL ASSETS	2,217,639.66
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Credit Cards	
03 · Kroger (Kroger credit card)	129.89
08 · TN Bank Visa-0676 (For Internet use only)	1,150.04
9 · Wal-Mart Capital One (new wal-mart card)	1,323.59
Total Credit Cards	2,603.52
Other Current Liabilities	
20000 · Dedicated Accounts (Dedicated Accounts)	
20010 · Advance Pledges	
20013 · Advanced Pledges- for next year (Holding account for early advanced ...)	45,900.00
Total 20010 · Advance Pledges	45,900.00
20015 · Alpha Ministry (Proclaiming manages this account)	1,511.28
20020 · Angel Tree & STARS (Christmas gifts for needy)	21.28
20025 · Anniversary fund (75th Anniversary Fund)	488.16
20030 · Art Festival	250.87
20035 · Background Checks (Funding for Background checks for Safe Gatherin...)	2,248.00
20040 · Ball Music Scholarship	845.00
20050 · Blanket Workshop (for purchase of materials and other expenses (e.g., ...	1,679.22
20090 · Cemetery Property	2,600.00
20120 · Community Assistance Fund (Use this before #65500 budgeted fund)	434.00
20130 · Confirmation Camp	465.62
20180 · Equal Exchange Sales (Sales of Coffee, Tea and Chocolates)	1,027.22
20200 · Food Pantry (Given to "GLC Social Ministries" each month)	3,909.33
20220 · Grace Landscape Gardens ("Landscape gardens" is different from "me...)	1,375.24
20255 · Grace's Writers	

12:26 PM
01/13/23
Accrual Basis

Grace Lutheran Church
Balance Sheet
As of December 31, 2021

	<u>Dec 31, 21</u>
20257 · Grace Writers-Contest Donation (In memory of C. Oen & C. Marrow)	1,345.98
20259 · Grace Writers-Scholarship (to be used for writing scholarships)	784.51
Total 20255 · Grace's Writers	2,130.49
20270 · Handbell Choir	430.82
20300 · Holiday Baskets (Any money in this account after the end of the month i...	450.00
20330 · Language classes (ESOL Language classes)	659.29
20400 · Love Offerings (Sent on to designated recipient each month.)	
20402 · Disaster Relief	1,300.00
20408 · Missionary	550.00
Total 20400 · Love Offerings (Sent on to designated recipient each month.)	1,850.00
20425 · Major Property Maintenance (Rainy day fund.)	36,433.51
20450 · Memorial & Gift Fund (Expenditures require Council approval.)	
20451 · Designated-Display Monitors	540.46
20452 · Designated-Kneelers (Needlepoint altar kneelers)	41.39
20453 · Designated-Parish Nurse Supply	55.58
20454 · Designated-Youth Room	100.00
20455 · Designated-Windows (Replace outside window panes)	161.00
20456 · Designated-Music	579.37
20457 · Designated- Keyboard (\$1,000 Gift for Ludemann Memorial)	1,000.00
20458 · Designated-Contemporary Sound (\$1,000 Gift for Ludemann Memorial)	1,000.00
20459 · Undesignated Memorial & Gifts	82,514.47
Total 20450 · Memorial & Gift Fund (Expenditures require Council approval.)	85,992.27
20470 · Memorial Garden ("memorial garden" is different from "landscape gard...	9,066.35
20490 · Men's Fellowship (from men's group meetings)	249.00
20500 · Men's Fellowship Projects (men's group special projects)	600.17
20510 · Mental Health Ministry	617.31
20520 · Misc. Non-Budget Items (Temporary)	317.29
20540 · Nursery equipment and toys	20.26
20570 · Organ Fund	207.81
20612 · Pet Fest Income Tax Deductible (Proceeds not expenditures)	3.49
20620 · Prayer Shawl Ministry	709.74
20640 · Raaen Scholarship Fund (Interest on # 13000, given to students as dire...	285.31
20650 · Rental House	-684.63
20700 · Social Ministry - Members (financial assistance for GLC members)	1,367.05
20710 · Southern Seminary (Sent to SE Synod ELCA each month)	100.00
20720 · Staff Gifts (Special gifts for staff)	1,600.00
20730 · Stephen Ministry	9.20
20800 · Technology Upgrades	4,669.42
20810 · Thrivent Choice Dollars (income automatically deposited)	1,124.23
20815 · Via de Cristo (Scholarship and expenses for Via de Cristo Weekends)	93.55
20820 · Vision Team	108.30
20850 · WELCA-Flower Fund (Funds for Altar Flowers)	2,491.06
20870 · World Hunger (Sent to "SE Synod ELCA" each month.)	700.00
20900 · Youth Fund	2,147.11
Total 20000 · Dedicated Accounts (Dedicated Accounts)	227,724.56
Total Other Current Liabilities	227,724.56
Total Current Liabilities	234,533.45
Long Term Liabilities	
22000 · Mortgage-TN Bank	270.65
Total Long Term Liabilities	270.65

12:26 PM
01/13/23
Accrual Basis

Grace Lutheran Church
Balance Sheet
As of December 31, 2021

	Dec 31, 21
Total Liabilities	234,804.10
Equity	
30000 · Reserves	77,951.11
31000 · Equity-Building, Contents, Land	1,626,124.35
32000 · Equity-Rental Property	52,000.00
33000 · Equity-Cemetery Property	15,400.38
33250 · Equity - Woodland Property	25,000.00
35000 · Equity-Raaen Scholarship	35,020.18
37000 · Equity - Endow. Fund - General	64,940.10
37100 · Equity-F. Johnson Endowment Fd.	90,078.00
39000 · Retained Earnings	-90.30
Net Income	44,252.15
Total Equity	2,030,675.97
TOTAL LIABILITIES & EQUITY	2,265,480.07

12:23 PM
01/13/23
Accrual Basis

Grace Lutheran Church
Profit & Loss Budget vs. Actual
January through December 2022

	Jan - Dec 22	Budget	\$ Over Budget
60100 · Administering (2022 budget = \$6,000)	5,955.44	6,000.00	-44.56
60200 · Nurturing (2022 budget = \$3,500)	2,865.52	3,500.00	-634.48
60300 · Proclaiming (2022 budget = \$4,000)	3,965.41	4,000.00	-34.59
60400 · Serving (2022 budget = \$200)	11.00	200.00	-189.00
60500 · Stewarding (2022 budget = \$600)	237.50	600.00	-362.50
60600 · Worshipping (2022 budget = \$5,000)	4,640.19	5,000.00	-359.81
Total 60000 · Commissions	17,675.06	19,300.00	-1,624.94
65000 · Benevolence			
65300 · Ecumenical Storehouse (2022 budget = \$400)	400.00	400.00	0.00
65350 · In Spiritus (2022 budget = \$250)	250.00	250.00	0.00
65400 · Missionary (2022 budget = \$1000)	1,000.00	1,000.00	0.00
65500 · Community Assistance-Budget (2022 budget = \$800)	916.68	800.00	116.68
65600 · Southeastern Synod (2022 budget = \$22,500 - \$1,875...)	22,500.00	22,500.00	0.00
Total 65000 · Benevolence	25,066.68	24,950.00	116.68
Total Other Expense	42,741.74	44,250.00	-1,508.26
Net Other Income	-42,741.74	-44,250.00	1,508.26
Net Income	14,487.25	-89.26	14,576.51

12:23 PM
01/13/23
Accrual Basis

Grace Lutheran Church
Profit & Loss Budget vs. Actual
January through December 2022

	Jan - Dec 22	Budget	\$ Over Budget
Ordinary Income/Expense			
Income			
41000 · Operating (2022 Budget-\$334,456)	322,223.38	334,456.00	-12,232.62
41500 · Loose Offering, Operating	1,145.00	0.00	1,145.00
42000 · Facility Rent	1,410.00	100.00	1,310.00
42500 · Misc. Receipts-General Fund	0.00	0.00	0.00
43000 · Interest, Checking-TN Bank	107.99	200.00	-92.01
44000 · Envelopes, Building	25.00	0.00	25.00
45000 · Interest, National Financial	830.78	250.00	580.78
Total Income	325,742.15	335,006.00	-9,263.85
Expense			
50000 · Operating Expenses			
50100 · Continuing Ed-Organist (2022 budget = \$80)	105.00	80.00	25.00
50140 · Continuing Ed-Pastor (2022 Budget = \$500)	0.00	500.00	-500.00
50200 · Convention Expenses (2022 budget = \$1,700)	1,840.28	1,700.00	140.28
50250 · Copier Maintenance (2022 budget = \$5500)	5,032.31	5,500.00	-467.69
50280 · Elevator Maintenance (2022 budget = \$3300)	3,200.55	3,300.00	-99.45
50325 · Hospitality/Kitchen (2022 budget = \$1000)	343.14	1,000.00	-656.86
50340 · House-125 Gettysburg Ave. (2022 Budget - \$2,000)	2,357.08	2,000.00	357.08
50350 · Insurance-Property (2022 budget = \$12,900)	9,346.75	12,900.00	-3,553.25
50400 · Janitorial Supplies (2022 budget = \$600)	408.14	600.00	-191.86
50425 · Major Property Maintenance (2022 budget = \$5000)	464.51	5,000.00	-4,535.49
50427 · Mileage Reimbursement - Pastor (2022 Budget = \$400)	584.67	400.00	184.67
50450 · Miscellaneous (2022 budget = \$100)	140.92	100.00	40.92
50500 · Office Supplies (2022 budget = \$1,500)	1,090.80	1,500.00	-409.20
50550 · Postage (2022 budget = \$400)	142.40	400.00	-257.60
50650 · Sub Pastor/Organist/Sexton (2022 budget = \$2,500)	1,554.00	2,500.00	-946.00
50700 · Technology (2022 budget = \$4,000)	4,330.48	4,000.00	330.48
50800 · Utilities (2022 budget = \$17,439)	18,126.37	17,439.00	687.37
Total 50000 · Operating Expenses	49,067.40	58,919.00	-9,851.60
55000 · Payroll Expenses			
55010 · Salary-Pastor (2022 budget = \$54075)	51,841.79	54,075.00	-2,233.21
55013 · Housing Allowance - Pastor (2022 budget=\$17,148)	16,433.50	17,148.00	-714.50
55014 · SS payment allowance - Pastor (2022 budget=\$9372)	8,758.98	8,961.26	-202.28
55030 · Salary-Office Secretary (2022 budget = \$14,458)	13,052.84	14,458.00	-1,405.16
55040 · Salary-Sexton (2022 budget = \$31,800)	31,800.00	31,800.00	0.00
55050 · Salary-Organist (2022 budget = \$11,550)	13,742.50	11,550.00	2,192.50
55070 · Salary-Nursery Worker (2022 budget = \$2,730)	2,118.97	2,730.00	-611.03
55090 · Salary-Music Dir. (2022 budget = \$27578)	27,578.00	27,578.00	0.00
55500 · FICA Social Security-GELC (2022 budget = \$5,463)	5,581.12	5,463.00	118.12
55550 · FICA Medicare GELC (2022 Budget = \$1278)	1,305.28	1,278.00	27.28
55600 · Health and DS&A	35,541.29	43,398.00	-7,856.71
55650 · Pensions	11,691.84	13,487.00	-1,795.16
Total 55000 · Payroll Expenses	219,446.11	231,926.26	-12,480.15
66900 · Reconciliation Discrepancies (should be zero at begin...)	-0.35		
Total Expense	268,513.16	290,845.26	-22,332.10
Net Ordinary Income	57,228.99	44,160.74	13,068.25
Other Income/Expense			
Other Expense			
60000 · Commissions			

Treasurer's Annual Report for 2022

At the beginning of 2022 the congregation of Grace Lutheran Church approved a budget that was essentially a balanced budget. Our income ended up \$9263.85 less than was budgeted but our expenses were less than expected in several areas. For example, the \$5000 set aside each year for the Major Property Maintenance fund was taken from the sale of the Manhattan Ave property as mentioned below rather than from the operating budget. In addition, there were no significant major property maintenance issues this year. Therefore, we ended the year with a Net Income of \$14,487.25.

	<u>12/31/2021</u>	<u>12/31/2022</u>
10100 – Checking-General Fund	282,135.74	281,950.74
11100 – Operating Fund CD (TN Bank)	53,684.05	53,684.05
12500 – Operating Fund (Commonwealth)	<u>20,000.00</u>	<u>20,000.00</u>
Total Operating Cash	355,819.79	355,634.79
Less Credit Card Debt	(7108.48)	(6808.89)
Less Total Dedicated Accounts	<u>(227,677.06)</u>	<u>(227,995.21)</u>
Available cash at year-end	121,034.25	120,830.69

This cash amount does not include the congregation's Endowment Fund, the Frances Johnson Endowment Fund or the Raaen Scholarship Fund. These funds are invested separately, and the income produced each year goes toward their dedicated purposes.

The vacant lot at 132 Manhattan Ave was sold with Congregational approval and netted \$37,857.26. Funds have been set aside to demolish the house at 125 W Gettysburg Ave. Estimated cost of demolition is \$7500. Additionally, \$5000 of the proceeds were approved to be moved to the Major Property Maintenance fund rather than taking \$5000 from the general operating fund as is usually done to ease the burden on the operating funds. Funds were also approved for a new storage shed to house the riding lawnmower. The remainder of the funds are set aside for improvements (yet to be determined) on the property at 125 W Gettysburg Ave.

Respectfully submitted,
 Larry Sparks, Treasurer
 Janet Rawl, Financial Secretary

Grace Lutheran Church Endowment Fund

STATUS AS OF 12/31/202

	Balance	Balance	Balance
	12/2020	12/2021	12/2022
GLC Endowment	\$33,474	\$38,934	32,514
Frances Johnson Endowment	\$100,423	\$116,802	97,540
Raaen Scholarship Fund	\$36,608	\$35,304	30,869
TOTAL	\$170,505	\$191,040	\$160,923

- The GLC Endowment Fund Task Force (EFTF) has invested the Frances Johnson Endowment and the GLC Endowment in the same mutual funds managed for GLC by Cumberland Wealth Management, via the Commonwealth Financial Network. The funds are invested in equity/mutual funds in an effort to improve our rate of return.
- As per the By-laws within the GLC Constitution, the Raaen Scholarship Fund, are invested in Municipal Bonds and Mutual Funds at Cumberland Wealth Management, and is also overseen and managed by the EFTF.
- The EFTF scoping document was revised in 2017 and the language is now consistent for managing both the GLC and Frances Johnson Endowments
- Starting in 2023, for reporting purposes, the GLC & Frances Johnson Endowments will be consolidated/merged
- There were no recommendations for use of funds made by the EFTF. The baseline for capital growth (or loss) in 2022 is the combined fund balance of the Frances Johnson and the GLC Endowment accounts, shown at the end of 2022---i.e. \$130,054
- Grace By-laws specify the election of Endowment Fund TF members each January on staggered three-year terms. In January 2023 a team member must be elected by the congregation for a three-year term replacing Terry Domm whose term will have expired.

Steven M. Johnson for the team of Valerie Hansen, Terry Domm and Steve Johnson



2023 Budget
as of 01/06/2023

Income

- 41000 · Operating
- 41500 · Loose Offering, Operating
- 42000 · Facility Rent
- 43000 · Interest, Checking-TN Bank
- 44000 · Envelopes, Building
- 45000 · Interest,National Financial

Total Income

Expense

- 50000 · Operating Expenses
 - 50050 · Call Committee
 - 50100 · Continuing Ed-Organist
 - 50140 · Continuing Ed-Pastor
 - 50200 · Convention Expenses
 - 50250 · Copier Maintenance
 - 50280 · Elevator Maintenance
 - 50300 · Equipment Rental
 - 50325 · Hospitality/Kitchen
 - 50340 · House-125 Gettysburg Ave.
 - 50350 · Insurance-Property
 - 50400 · Janitorial Supplies
 - 50425 - Major Property Maintenance
 - 50427 · Mileage Reimbursement - Pastor
 - 50450 · Miscellaneous
 - 50500 · Office Supplies
 - 50550 · Postage
 - 50650 · Sub Pastor/Organist/Sexton
 - 50700 · Technology
 - 50800 · Utilities

Total 50000 · Operating Expenses

	Total 2022 Budget	Total Approved 2023
322,223	334,456	336,383
1,145	0	1500
1,410	0	1,000
99	200	100
25	600	600
831	250	800
325,733	335,506	340,383
0	0	2,000
105	80	100
0	500	200
1,840	1,700	1,800
5,032	5,500	5,300
3,201	3,300	3,300
0	0	0
343	1,000	1,000
2357.08	2,000	2,000
9,347	12,900	11,000
408	600	600
465	5,000	3,000
585	400	600
141	100	150
1,091	1,500	1,500
142	400	400
1,554	2,500	2,500
4,330	4,000	4,500
18,126	17,439	18,000
49,067	58,919	57,950

2023 Budget
as of 01/06/2023

	Actual 2022	Total 2022 Budget	Total 2023
55651 · Pensions - Pastor	8,194	9,671	9,671
55652 · Pensions - Sexton	3,498	3,816	3,816
Total 55650 · Pensions	11,692	13,487	13,487
Total 55000 · Payroll Expenses	219,446	232,337	235,183
Total Expense	268,514	291,256	293,133
Other Income/Expense			
Other Expense			
60000 · Commissions			
60100 · Administering	5,955	6,000	8,000
60200 · Nurturing	2,866	3,500	4,000
60300 · Proclaiming	3,965	4,000	4,000
60400 · Serving	11	200	200
60500 · Stewarding	238	600	600
60600 · Worshipping	4,640	5,000	5,500
Total 60000 · Commissions	17,675	19,300	22,300
65000 · Benevolence			
65100 · ADFAC	0	0	0
65300 · Ecumenical Storehouse	400	400	400
65350 · Inspiritus	250	250	250
65400 · Missionary	1,000	1,000	1,000
65500 · Community Assist-Budget	917	800	800
65600 · Southeastern Synod	22,500	22,500	22,500
Total 65000 · Benevolence	25,067	24,950	24,950
Total Other Expense	42,742	44,250	47,250
Total Expense	311,255	335,506	340,383
	14,478	0	-0

2023 Budget
as of 01/06/2023

53000 · Building

53100 · Mortgage Principal

53120 · Mortgage Interest

Total 53000 · Building

55000 · Payroll Expenses

55010 · Salary-Pastor

55013 · Housing Allowance - Pastor

55014 · SS payment allowance - Pastor

55030 · Salary-Office Secretary

55040 · Salary-Sexton

55050 · Salary-Organist

55070 · Salary-Nursery Worker

55090 · Salary-Music Dir.

55500 · FICA Social Security-GELC

55501 · FICA - Music Director

55502 · FICA - Sexton

55503 · FICA - Nursery Worker

55506 · FICA - Secretary

55507 · FICA - Organist

Total 55500 · FICA Social Security-GELC

55550 · FICA Medicare GELC

55551 · Medicare - Music Director

55552 · Medicare - Sexton

55553 · Medicare - Nursery Worker

55556 · Medicare - Secretary

55557 · Medicare - Organist

Total 55550 · FICA Medicare GELC

55600 · Health and DS&A

55601 · Health and DS&A - Pastor

55602 · Health and DS&A - Sexton

Total 55600 · Health and DS&A

55650 · Pensions

	Actual 2022	Total 2022 Budget	Total 2023
		0	0
		0	0
		0	0
	51,842	54,075	54,075
	16,434	17,148	17,148
	8,759	9,372	9,372
	13,053	14,458	14,892
	31,800	31,800	32,754
	13,743	11,550	11,897
	2,119	2,730	2,812
	27,578	27,578	28,405
	1,735	1,710	1,761
	2,015	1,972	2,031
	138	169	174
	826	896	923
	868	716	738
	5,581	5,463	5,627
	406	400	412
	471	461	475
	32	40	41
	193	210	216
	203	167	173
	1,305	1,278	1,316
	12,456	16,898	16,898
	23,085	26,500	26,500
	35,541	43,398	43,398

Administering Commission 2022 Annual Report

The Administering Commission is responsible for overseeing the care of that which has been entrusted to the congregation and managing the financial and business affairs of the congregation. Focus for the year was:

- Maintain and care for church property.
- Continue to upgrade the facilities.

Provide oversight of the financial health of the congregation.

The Commission members who served during 2022 were Ingrid Busch, Terry Domm, Steve Johnson, Claudia Lever, Mike Lorenz, Pat McMillan, and Rick Rawl.

Highlights of the 2022 activities are as follows:

Sale of Manhattan Avenue Property

Following approval at the May 2022 congregational meeting, the Commission oversaw the sale of the vacant lot owned by the church on Manhattan Avenue. Pam Asher was instrumental in handling the sale. Proceeds will be partially used to demolish the existing house at 125 Gettysburg Avenue and to replace an aging storage shed. Options for the new storage shed have been studied and the purchase has been approved.

125 Gettysburg Avenue

Following a Council study of potential uses for the former Contact house at 125 Gettysburg Avenue, the congregation voted to have it demolished. The Commission has contracted for the demolition of the house and the work is expected to occur in early 2023.

Renovation of Pastor's Office and the Narthex

A project to upgrade the furniture in the narthex and Pastor's office was initiated. Jackie Rylander, assisted by Janie Hiserote, led the process to select and purchase the new items. The new furniture is scheduled for delivery in January.

Virtual Service Enhancement

Technology enhancements in 2021 provided significant improvement in the visual and sound capability of the streamed services. Further improvements are being considered as virtual outreach is now considered a mission of the church.

A Technology Team supports efforts to provide and enhance the worship experience, in-person and remote. Tasks include manipulating the camera and sound during the services to optimize the viewing experience. Additional volunteers are needed. If you are interested in supporting this important function, please contact Terry Domm.

Computer System

A new computer for the food pantry was purchased and installed.

Raaen Scholarship

Hannah Mustaffa was awarded the Raaen scholarship again this year. She is attending the University of Tennessee at Knoxville.

Property

The Property Task Force, chaired by Rick Rawl, continues to keep the building and grounds in excellent shape. This group works diligently in the background, tending to a long and never-ending list of projects to maintain, repair and improve the physical facilities. This important task force always welcomes new members. Tasks are typically of a short duration and can be worked at the participant's convenience.

Submitted by Terry Domm

Call Committee Report

After the resignation of Pastor Larry, a call committee was formed to begin the process of calling a new pastor. Members of that committee are Terry Domm, Donna Hoglund, Nancy Munro, Heidi Peterson, Rick Rawl, & Robert Stewart.

The Call Committee met with Pastor Jonathan Hemphill, assistant to the bishop of the ELCA Southeastern Synod. He discussed the call process and his willingness to help however he could. He will be working with the committee through this process.

There are four stages of the call process. Stage 1 is Discernment where the synod works with the congregation to provide pastoral coverage & care. That was done with the appointment of an interim pastor. A call committee was formed and installed. Stage 2 is Study and that's where the committee is right now. In this stage the committee works on the Mission Site Profile (MSP). The MSP is an overview of the congregation. It gives details and insights about our history, programs, ministries, demographics, community, and neighborhood trends. This is basically a resume of the congregation. When the MSP is complete, it will be approved by Council and sent to the Synod Office. The congregation will be asked for input for the MSP.

Stage 3 is Interviewing. Once the MSP has been approved, the Synod Office matches candidates based on the MSP. The candidates will be interviewed before one is chosen to present to the congregation. Stage 4 is the Call.

The committee hopes that the members of the congregation will take advantage of the meetings that will be set up to get input for the MSP. The committee also asks for prayers for discernment as we move forward in this process.

Grace & Peace,
Donna Hoglund, Chair

Nurturing Commission 2022 Annual Report

Nurturing Commission members include: Betty Anne Domm, Donna Gurecki, Lisa Sipes, Beverly Bauman and Candy Yugo. Our liaison for 2022 was Margaret Cumberland.

Our commission is responsible for the education and fellowship activities within the congregation. Nurturing is also responsible for the training of Stephen Ministers. The fellowship activities for this year included a picnic at Frozen Head Park, Confirmation Dinner, Back to School Barbecue, Thanksgiving dinner, Advent soup suppers, and Christmas Caroling.

This year Nurturing has continued to make a strong effort to provide Christian Education for all ages. Children's Sunday school has been meeting on a regular basis since August. Last spring, we met from the middle of February through May. We have been using Sparks curriculum and Bibles. Our teachers are Joanne Daly, Candy Yugo, Janet Rawl and Kim Lorenz. We have had 4-5 children attending regularly. Our youth have also met regularly with Donna Gurecki, Rick Rawl, and Steve Johnson. We have had 2- 4 students attending the class using the Sparks curriculum, "Think, Believe, Do".

Betty Anne Domm has coordinated our Adult Sunday School class. They have finished the 3:16 Books of the Bible curriculum. There have been 5 students attending regularly.

Last spring our confirmation class was taught by Pastor Boudon and Valerie Hansen. Two students, Evan Weber and Kyle Conti, were confirmed in May. Nurturing provided a dinner and presented gifts to the students. This fall, Sheni Weber has met with Valerie Hansen and Pastor Paula for confirmation. Sheni's mentor is Lisa Sipes.

Donna Gurecki has coordinated and organized mentors for the confirmands. Mentors meet with their students on a monthly basis.

Stephen Ministry has four leaders: Stacey Garrick, Betty Anne Domm, Donna Gurecki and Paul Gurecki. There are nine trained Stephen Ministers in our congregation.

Nurturing provides devotional booklets "Christ in our Home" and other materials for seasons of Advent and Lent. We also provide family devotional materials for Advent and Lent to families. Birthday cards were sent to our children and youth on their birthdays.

We provided monthly educational materials to new birth families regarding growth and development and spiritual development from birth to three years. The curriculum is entitled

“Splash”. To honor our new members and their families, Donna Gurecki embroidered a Cradle Roll banner, which is hanging in the Fellowship Hall.

Our fellowship activities have been very successful this year. The Frozen head picnic in April was attended by 20 people. Our barbecue in August was attended by 70 people. Thanksgiving dinner was attended by 65 people. It’s wonderful to see that the congregation is ready to take part in these activities again.

Nurturing has also hosted receptions for the funerals of our members. We feel that this is an important ministry for our commission.

Our commission has provided dinner for students at Tyson House. Last spring, we took a meal to them in May. We plan to continue this ministry.

Grace’s Greatest continues to meet. We thank Judy Joy for coordinating this group.

We are working toward getting some of our other fellowship groups up and going again. We thank all those who have kept our Stephen Ministry and education programs going. We also thank those who have coordinated and worked on fellowship events. We pray that our fellow members stay safe and well.

Respectfully submitted,
Candy Yugo

Proclaiming Commission 2022 Annual Report

The Proclaiming Commission is charged with overseeing all evangelism outreach activities for Grace Church, publicity, and communications. Grace publications now proudly proclaim Grace's updated mission statement, "LOVE JESUS AND HELP OTHERS LOVE HIM THROUGH WORD AND ACTION," and Grace's motto, "GRACE MAKES A WORLD OF DIFFERENCE." All Commissions and staff are urged to proclaim our Mission Statement and/or our motto, at every opportunity.

Members of the Commission for much of 2022 were Nancy Munro, Chair; Christy Gipson, Pat Hope; Chris Gurecki, Council Liaison; and Stan Long. The Commission's on-going outreach programs and specific events in 2022 are summarized below. Our activities continued to be significantly affected by the coronavirus pandemic and the shift to hybrid worship services and activities.

ALPHA: This is our premier way of reaching out to unchurched/formerly churched folks in the community in addition to people in the congregation, especially new participants. We offered a Winter 2022 Alpha course that was online only. Please pray for our Alpha program and be on the alert to invite people to our next Alpha course!

CAMPAIGN "SPREADING GRACE:" This campaign is on hold.

COMMUNICATIONS -- INTERNAL: *Suggestions are welcome for additional enhancements to our internal communications.*

COMMUNITY OUTREACH TEAM: A Community Outreach Team formed in October 2022 in order to plan events that will get Grace better known in the area and lead more people to our Grace location, hopefully resulting in visitors to worship and other activities. The Team carried out a very successful Trunk or Treat event on October 30. They also built and entered a float in the Oak Ridge Christmas parade. They have a number of events planned for 2023.

DIGITAL COMMUNICATIONS TEAM: Stan Long of our Digital Communications team had been the mainstay of updating the content of our digital displays; Pam Woodard has been helpful in updating the displays in 2022.

GRACE BROCHURES: We continue to update and use the 2015 Grace brochure that presents many of our ministries, programs, and opportunities for folks to get involved. It is used for visitors to the church plus Welcome to Neighborhood bags, etc. It was updated again for 2022 as some activities resumed and Pastor Larry left.

GRACE WRITERS: Writers of Grace has continued to flourish with leadership by Pat Hope. After the losses of Carol Oen and Cleva Marrow in 2018, the group set up a contest in their memory. With seed money from the two families and Grace Calendar sales, they shared a luncheon with the 2019 Flower Fest on April 27, 2019. Grace Writers gave out its awards then and had several winners read their work. They again held contests in 2020, 2021, and 2022 but announced awards via email at the end of the year due to the ongoing pandemic. The 2023 contest is now open for submissions. We get good publicity from *The Oak Ridger* for these contests. Participants include both Grace members and many others from the larger East Tennessee community and even out of state.

INVITING VISITORS: Proclaiming encourages all to continue to make Grace an “inviting” church as 70-85% of folks who visit churches in general come as a result of an invitation; we can significantly increase the number visiting by this means, even with online and in-person worship services.

THE LIGHT NEWSLETTER: An outstanding monthly newsletter is emailed to all members and paper copies are available to those without or not using a computer; they are included in visitor bags and Welcome to the Neighborhood bags. It is posted on our Grace website as well. Pat Hope has ably been our newsletter editor in 2015 through 2022 and will be again in 2023 for which we are deeply appreciative. She has added many more photos and other new features such as book reviews and family recipes, plus more “Grace’s Faces” features. *The Light* is a great read—take a look!

HOLY HIKES: Proclaiming will not pay for a membership in the Holy Hikes organization but will recruit volunteers to lead at least some Holy Hikes throughout the upcoming year.

HOSPITALITY FOR VISITORS: Welcome notes are normally written and sent to first-time visitors who are seeking a church home. Once we resumed in-person worship in 2021, we resumed this practice.

A Visitor Report on first-time visitors who are seeking a new church home is normally emailed to Proclaiming, other commission members, all Council members, and any members with responsibilities that would make it helpful. This is so they can be on the lookout to welcome such visitors if they come again, get acquainted, and invite them to activities of potential interest to them.

First-time visitor bags have been given after the worship services in the past; we hope to continue that.

The greeter program will resume soon now that we can have in person worship. Greeters will again be stationed at both front and back entrances. This enhances safety, helps those who might otherwise have difficulty opening our heavy exterior doors, and, for first time visitors, provides the opportunity to give directions to the sanctuary, nursery, Sunday School classes, or Jacob's Ladder as needed. Nancy Munro participated in 2017 in a group planning enhanced greeter and usher training; it is on hold.

INTERNATIONAL MINISTRY OUTREACH SUPPORT: Proclaiming Commission has provided significant support to the International Ministry Outreach goal adopted in May, 2013. This ministry's main program is our language program, consisting of both English for Speakers of Other Languages (ESOL) classes and Other Languages for Speakers of English (OLSE) classes. We have provided fliers for distribution and assisted with publicity within the congregation as well as in the community. Nancy Munro continues to coordinate the ESOL classes that started in November 2013. A Monday morning class has been a partnership with Altrusa International who provided \$500 per year for several years as well as volunteers. Kay Brookshire and Betty Anne Domm have reinstated a Monday morning class, now for two of our Ukrainian friends, assisted by Mary Jellison, also of Altrusa. Eunice Search teaches a beginner's class Monday-Thursday mornings. Dorothy DeVan teaches our evening classes; Joshua Williamson teaches Wednesday and Thursday a.m. classes. In addition to the ESOL classes, we had expanded what we now call OLSE (Other Languages for Speakers of English). Our weekly Spanish class was taught by one of our ESOL students for much of 2022 but is on hold as we look for a new teacher. Our Russian class is online, taught by our Russian ESOL student, Svetlana Popova. These classes are free and open to the community--tell your friends!

Deep appreciation goes to member volunteers Betty Anne Domm, Eunice Search, and Josh Williamson. Hearty appreciation also goes to friends of Grace who were ESOL volunteers in 2022, including Kay Brookshire and Dorothy DeVan, with Mary Jellison starting in late 2022

LITTLE FREE LIBRARY: Our Little Free Library has been a great success, especially with children's books being in continued high demand. It continues to thrive.

LIVING LUTHERAN GROUP SUBSCRIPTION: In 2016, Proclaiming arranged for a congregational group subscription to the print version of *Living Lutheran*, the magazine of the ELCA. *For 2022, we continued it for those who reimbursed the church at the group rate.* We will stop that in 2023.

MISSIONARY SPONSORSHIP: Grace sends an annual contribution of \$2000 to Pastor David Brondos for his ministry and supports him with prayer and annual Love Offerings. He is on the faculty of the only Spanish-language protestant Seminary in Mexico City, training mostly Mexican but also Central and South American citizens for the ministry. Pastor Brondos provides the Lutheran courses in this inter-denominational seminary and started online course offerings which have expanded the reach of the Seminary far beyond Mexico. The 2022 contribution was again \$1000 from the congregation budget, but that was augmented again by \$1000 from the Proclaiming budget.

NAME TAG SUNDAYS: Name tags had been provided to all members on occasional Sundays to promote name recognition and fellowship among members and visitors. We did these on all 5th Sundays and as needed otherwise. We hope to resume this when we have single services.

OUTREACH TO THE NEIGHBORHOOD: Outreach canvasses of the neighborhood were put on hold, including the caroling distribution of invitations to Advent and Christmas Eve services.

OUTREACH TO NEW RESIDENTS: Welcome-to-the-Neighborhood bags are placed in the front and back entrances for visitors and for any Grace person to take to new residents in their neighborhood and new colleagues or acquaintances in other avenues of life.

PET BLESSING: Instead of a full Pet Fest & Blessing bash, we did a blessing-only event that occurred in person on Sunday afternoon, October 2nd. Slade Trammell provided music both before and for the service. Judy Goans led the service and Crista Froeling assisted her with individual prayers. Much appreciation goes to Woodland School for again participating with a pet-oriented art show that was displayed in the Fellowship Hall later in the fall. Pam Williams again updated the Pet Fest website, Facebook presence and Twitter account and coordinated with Woodland School's art teacher. The proceeds of \$640 were augmented by \$1500 from the Proclaiming budget and will be distributed among 20 participating rescue groups.

POETRY PIE: This group meets monthly at Grace with coordination by Pat Hope. Several Grace members participate in addition to other non-Grace folks.

PUBLICITY: News releases on Grace activities are prepared and sent to print news media; Pat Hope did releases for the 2022 Writer's Contest, Pet Blessing in 2022, for the 75th Anniversary/Thanksgiving dinner, and for the Grace Writers' Group 2023 Writer's Contest.

PHOTOGRAPHY: A team of photographers captures photos of most events for publicity and historical purposes. Photographers in 2022 in addition to Pat Hope and Stan Long included Laura Boudon, Gloria Caton, Christy Gipson, Donna Gurecki, Ruth Smiley, Marla Weber, and Pam Woodard. Others are welcome to help anytime!

SOCIAL MEDIA TEAM: Our Website Team has morphed into a Social Media Team, now including Pam Williams plus Stan Long. Stacey Garrick, Ruth Smiley, Tim Lorenz, Chelsea Martin and Emilie Damos came on board as of late 2022 after Laura Boudon handed off our Facebook and Instagram presence in the early fall. After revamping the website in 2015 and adding a Pet Fest Website, Pam has had the ongoing role of webservant, keeping all updated. Pam has also done a website for the Writers of Grace group, and FaceBook and Twitter accounts for Pet Fest and Blessing and a *Twitter account* for Grace; we discontinued the latter in November due to lack of use. The congregation is encouraged to make our website (graceoakridge.org) your default page for your browser. Virtually all visitors find us online before attending services. Remember to give information to Stacey and those posting to FaceBook for posting on upcoming activities. Photos are needed as our Instagram is now linked to our Facebook page and requires photos.

TAPE MINISTRY: We thank Ingrid Busch for recording the worship service each Sunday and burning CDs with recordings. The audio of each sermon is uploaded to our website. Currently a CD is mailed to those members who don't have internet access. The CDs continue to be in an organized storage pouch at the entryway end of the narthex for those who wish to take one to an ill or homebound family member or friend.

TYSON HOUSE SUPPORT TEAM: Support for Tyson House continued with a group providing a meal in August, 2022.

VIDEOGRAPHY TEAM: Ingrid Busch coordinates the teams of camera operators for both services. Ingrid also handles sound for both the 9 a.m. and 11:15 services. The videos are posted on our Facebook page and linked to the website. Steve Johnson and Debra Stewart have been added to the volunteers who handle the cameras. Ingrid Busch has been instrumental in getting the new systems up and running. *This team is especially important as Grace intends to continue with hybrid services (both on line and in person) long term.*

Serving Commission 2022 Annual Report

The Serving Commission at Grace oversees tasks that serve both the local and world communities.

The **Food Pantry** celebrated 35 years of continuous operation in July by constructing a toilet paper tree. Our pantry is the only one to give it and has become known as “the toilet paper pantry”

Inflation has hit the food pantry just as the client load is increasing and the funds are running low. The Food Pantry served an average of 180 families a month in 2022, up considerably from 108 last year. However, in the last three months, we served 200 families a month. The high was 83 on the Friday before Thanksgiving and the low was 21 on Dec. 30th. Some families come once a month and we had a lot of new families. In 2022, food from Second Harvest cost \$27,587. Yes, their food has gone up, too. Supplies such as toilet paper, bath soap, laundry soap, and diapers were purchased at local stores for \$9890. We deliver baskets of food to the client's cars and it works much better than having them come in.

In addition to the generous contributions from church members, other churches donated food, money and volunteer hours. Thank you to Judy Joy and all the volunteers who faithfully serve on Wednesdays and Fridays.

Holiday Baskets were distributed using the procedures developed during the pandemic. Holiday Baskets is a group effort, made possible by many church members. April Fritts works with the Family Resource Center to identify families needing assistance in our community, as well as some people who are added to the list by our church and/or individual members. Baskets were given to 26 families at both Thanksgiving and Christmas.

The Holiday Basket Fund is replenished with Love offerings and is separate from the Food Pantry Fund. The fund is currently near empty, so there will be a special effort made to collect funds for Easter Baskets from the February Love Offering.

The **Angel Tree** ministry served 58 children. Each child had two angels, one for clothes and one for toys. Angel Tree gifts were taken to the vehicles when the families picked up their Christmas baskets. Ingrid Busch and her elves did a great job. Ingrid once again was approved for a Thrivent Action Team grant to help cover costs.

Grace Lutheran works together with Kern Methodist to operate the **Ecumenical Storehouse** on a rotating basis with 10 other congregations. The Storehouse is still operating under procedures set up under the pandemic where the clients have limited entry. New volunteers from Grace have joined the effort this year and they are much appreciated. Barbara Storaasli represents Grace on the Storehouse board.

The Serving Commission is the liaison for the **Boy Scout** troop that meets at Grace.

Internationally, Grace supports the **Lutheran World Relief Equal Exchange Project** by selling coffee, tea, and coffee. Items for sale are in the kiosk located in the main entry. Thank you to Judy McMillian for leading this effort.

Vicki Quraishi submitted the following about the work of the **Blanket Workshop**:

2022 presented several opportunities for Grace's Blanket Workshop to dig into our commitment to provide handmade quilts for needs of people both locally and globally. COVID-19 and the weather seemed to challenge us frequently. Our group was finally able to meet on March 3rd.

We also had taken on a Special Project for our 50th Anniversary; to dedicate in March, a full-sized quilt to honor the 117 women and men, who had inspired us over these fifty years. We joyfully completed this special quilt; it was dedicated in March, and it hangs in our Narthex.

Our group of 14 individuals worked hard to design and assemble quilts and amassed 353 hours thru August. As a result, we delivered 35 much needed quilts and 8 large School Kits to the LWR collection site in Greeneville, TN. We averaged 4-5 workers for each quilting session in those six months. In the final 4 months of the year, we invested another 168 hours busily working on more quilts for 2023! As in the past, we donated to the LWR Quilt & Shipping Fund to help with the increase in costs.

We welcome others to join us at any time and you don't need to sew! We need individuals with creative ideas; those who can cut a straight line and others who can tie a knot. We meet the first, third and fifth Thursday at 10 am to 2pm. We bring our lunches and have brief devotions at noontime. We'd love to see YOU there!

The Commission also sets the calendar for **Love Offerings**. The Love Offerings for 2023 are:

January – Local Ukrainian families

February – Easter Baskets

March - TORCH

April - Missionary (David Brando)

May - Blanket Workshop

June – Food for the Poor*

July - Woodland Schools

August - Social Ministry for members

September - Thanksgiving Baskets

October - Christmas Baskets

November - Angel Tree

* <https://www.foodforthe poor.org/>

Submitted by Kathryn Olsen

Stewarding Commission Annual Report 2022

The Stewarding Commission and congregation continued use of YouTube for watching services remotely and use of Zoom to meet online to conduct the business and continue support of the ministries of the congregation. Many of the activities of the congregation continued to use a hybrid mode to allow those for whom health risks are high to continue participating at home with those who are able to meet in person. Success with this adjustment is an example of “Creating Opportunities,” the theme chosen for the 2022 pledging campaign and a theme being used for stories celebrating the ministries of the congregation.

Throughout the year the commission looked into implementing an online giving option. Local churches were contacted to find out what online software is being used and their experiences with them. To support this effort, two documents were prepared. Chuck Thompson prepared a document with an initial list of requirements for online giving software and what is needed to integrate it into the current financial accounting arrangement. John Munro prepared the second document that lays out a path for making a transition from the current accounting process to one including an online giving option.

Vanco is a leading online giving system recommended by the ELCA. Vanco has given several presentations at various times to the Stewarding Commission. The possibility of linking online giving to specific ministries of the congregation was suggested during the presentations. This suggestion would work well with providing links to ministries with associated sharing abundance stories. This is a possibility that the Stewarding Commission is pursuing regardless of the online giving software chosen for Grace to use. The Vanco system can also be integrated with many financial management software packages such as Church Windows which is currently used by Janet. Vanco also provides templates and example descriptions of ministries like the food pantry that allow someone who wants to make a contribution see what ministries the congregation supports. Until arrangements can be made for online giving, sharing abundance stories on the church’s web site will provide instructions for giving through the church office. A Sharing Abundance Stories Spreadsheet is being used to track preparation and use of stories. Stories are solicited in weekly announcements and published in the Light.

Margaret Cumberland found a basic plan on caring for creation from “Lutherans Restoring Creation” that she distributed for the Commission to review. She presented some ideas for a task force (Green Team) to begin work on that call attention to ways to care for creation, including activities for the congregation. Efforts were initiated to provide a “Tip for the Week” on ways to show care for creation.

A thank you letter was written and mailed to all who submitted pledges and turned in Discipleship Opportunities forms for last year. This year's stewardship campaign materials were mailed out to members of the congregation built on what was developed for last year's campaign continuing the emphasis on sharing abundance but with changes to focus on this year's theme: Creating Opportunities. Efforts continued with Discipleship Opportunities forms to find out what interests and skills members of the congregation have beyond the usual time and talent responses focusing on needs of the congregation.

It was proposed to Church Council during the October Council meeting that the name "Stewarding Commission" be changed to "Sharing Abundance Commission." Council is taking this request under consideration.

Respectfully submitted,
Michael F. Nicol
On behalf of John K. Munro, Jr.

Worshipping Commission Annual Report 2022

The Worshipping Commission is chaired by Judy Goans. Margaret Cumberland schedules the Young Peoples' Messages for both services. Barbara Sparks schedules worship assistants/liturgists and readers for the traditional services, while worship leaders for contemporary services are scheduled by Donna Gurecki. Beginning in early 2022, both the contemporary and traditional services are streamed.

Altar Guild

Kathy Olsen briefly took charge of the Altar Guild, and Ruth Smiley has now assumed responsibility as chair. Presently April Fritts, Janet Rawl, Kathy Olsen, Linda Long, and Judy Rosenberg serve on the Altar Guild.

Flowers

Sign up for flower calendar and distribution will begin in January 2023. Sign up for poinsettias was posted in December. Announcement for cheering members with flowers will be made as well as assisting altar guild with distribution within a day or two of Sunday.

Advent and Christmas 2022

Advent evening services were based on music by Marty Haugen. Services were led by Pastor Larry Boudon with participation by Paul Gurecki. Services were well-received. The peaceful nature of these services provided a good contrast with the stress and busyness of Christmas preparations.

Lighting of the Advent candles was observed without additional music or recitations. It was incorporated into the Young People's Messages, and children helped light the candles.

The Christmas cantata was performed on December 18, 2022, and was well received. Words were easily understood even though the choir was masked.

Decorating the tall tree created some safety concerns so a smaller tree was purchased.

The narthex was decorated with the usual wreaths plus multicultural display of nativity scenes and angels. Entitled, Tables of Stables and Choirs of Angels, the display included a range of creches and angels ranging from traditional European Renaissance angels to angels that appeared to be Caribbean or African and creche sets from Uganda to the Andes. The multicultural theme was intended to remind us of the universal importance of the Incarnation.

Christmas Eve services had larger than expected in-person attendance - 84 for the early service at 4 p.m. and about 80 for the 9 p.m. service. The variety and number of musical offerings were well received.

One concern was that singers could not be heard during the contemporary service. This was addressed by setting up additional microphones.

Lent and Easter

An Ash Wednesday service was held on Wednesday, March 2 at 6:15 p.m. Packets of ashes were distributed at the service and also ahead of time for those who watched the service at home. Lenten Taizé services were held at 6:15 p.m. each Wednesday.

In an effort to involve children, Judy Goans prepared a series of short skits to be used in the Young People's Messages each Sunday. Some children participated in delivering these skits, which presented the Gospel reading as though it were a news story. However, other children were reluctant to participate in the skits, which were instead read by adults. Skit participants included Bella and Beverly Bauman, Kyle Conti, Donna Gurecki, Chelsea Martin, Judy Joy, Claudia Lever, Lisa Sipes, and Rick and Janet Rawl.

Palms were distributed on Palm Sunday.

During Holy Week, Grace held Maundy Thursday and Good Friday evening services at 6:30. An Easter Sunrise service was held at 7 am in addition to regularly scheduled contemporary and traditional services.

A visual feature was added this season: the tomb with a roll away stone. Thanks are due to James Bauman for reinforcing a commercially-available cardboard version, making it more stable and durable, and for creating an actual place for Jesus to lie, not just an image on the back wall. A puppet Jesus, purchased for use in the Young People's message, was laid in the tomb by one of the children and the tomb closed, and on Easter, the stone was rolled away to reveal the empty tomb. This visual display was well-received and is available for future use.

Other Events and Actions

Reformation Sunday was observed on October 31 with a service of Lessons and Carols authored by David Ensley. A number of banners were procured to celebrate the Reformation. These were funded by a private donation.

All Saints Sunday was observed on November 6 with the reading of names of the departed, accompanied by the sounding of a bell. Members of the congregation were invited to light a candle in memory of departed loved ones.

Pastor Paula Smith was installed as interim pastor at a single service on November 20, 2022. Pastor Jonathan Hemphill from the Southeastern Synod preached.

Beginning in September, several **changes were made to the traditional worship service**. These included shifting announcements to 11:15 a.m., followed by the Prelude; reinserting the creeds; chanting the Kyrie; adding an offering prayer after “Let the Vineyards,” and a return to the historic wording of the Lord’s Prayer. Readers with difficulty with steps may participate from floor level. The choir will process out during the final hymn. Also, it was determined to include individual names of members in the prayer for healing.

Training for young people who may want to participate as crucifer or acolyte was held on October 21, 2022. Candace Yugo of Nurturing helped organize the training. Robert Goans prepared two small processional crosses suitable for younger children to carry. These processional crosses incorporate hand-carved Ethiopian crosses. Several younger people have now volunteered as crucifer or acolyte.

Considering the need for contemplation before the traditional service, the Commission recommends announcing the **need for quiet in the narthex** beginning at 11:00.

Budget

The Worshipping Commission’s budget for 2022 was \$5,000.00, of which the Commission requested reimbursements for \$4,640.00. About 60% of the budget goes to pay for licensing fees, with most of the rest used for communion supplies.

Respectfully submitted,
Judy Goans, Chair

ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY

Spirit of God, Descend upon My Heart

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.

And also with you.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

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.

Receive our prayer, O God.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

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.

Amen.

1 Spir - it of God, de - scend up - on my heart;
 2 I ask no dream, no proph - et ec - sta - sies,
 3 Have you not bid me love you, God and King;
 4 Teach me to love you as your an - gels love,

wean it from earth, through all its puls - es move;
 no sud - den rend - ing of the veil of clay,
 all, all your own, soul, heart, and strength, and mind?
 one ho - ly pas - sion fill - ing all my frame:

stoop to my weak - ness, strength to me im - part,
 no an - gel vis - i - tant, no op - 'ning skies;
 I see your cross; there teach my heart to cling,
 the bap - tism of the heav'n - de - scend - ed dove,

and make me love you as I ought to love.
 but take the dim - ness of my soul a - way.
 Oh, let me seek you and, oh, let me find!
 my heart an al - tar, and your love the flame.

Text: George Croly, 1780-1860
 Music: MORECAMBE, Frederick C. Atkinson, 1841-1897
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