

Grace Lutheran Church

Ministries

Annual Report

May 2019



Interim Pastor's Report

A Transition Team was assembled by me and held their first meeting on April 30, 2018. The eight members were Lori Ackerson, Chuck Donaldson, Kevin Gast, Johnna Rohmer-Hirt, Nancy Jenkins, Ann Lange, Sue Melody, and Mike Seide. The team was a good demographic mix of age, gender, recent vs. longtime members, and worship service time normally attended. I was the 9th member of the team and worked closely with them as pastoral advisor and consultant.

The team met twice/month for 6.5 months. Together they looked at Grace and the surrounding community, asked questions about who Grace is, who Grace wants to be, what Grace's future trajectory might be, and the kind of skill set needed in Grace's new senior pastor.



Congregational input was an important part of the Transition Team's process. Two surveys were conducted. The first was the Congregational Vitality Survey which many people completed either during worship services on a weekend in June, or within the following days. A second survey, developed by the Transition Team, was completed by the congregation during the first part of September. Although hard copies of the survey were made available, most people completed that survey online. In addition, the Transition Team held two congregational listening sessions: Sunday, September 30, following morning worship services; and Wednesday, October 3.

The team wrote a final report which they presented to the Vision Board and the Call Committee on November 13. Their work was "phase one" of the call process. The Vision Board officially adopted their report, which became a guiding document for the Call Committee. A copy of this report is available in the church office for people to stop in and read.

Grace welcomed Debbie Jorgens as the new Director of Outreach Ministries on June 24, 2018. This is a 20-hour/week position in which Debbie works with the many outreach ministries which Grace supports, local and global.

Since each ministry has its own team and chair, Debbie works closely with these various teams and their respective chairs. Prior to her 25-year career with Thrivent where she worked in the area of leadership development and change management, Debbie was the Director of Youth Education and Ministries at Lake Nokomis Lutheran in Mpls. She also directed children's choirs for 17 years and has just graduated from Luther Seminary with a master's degree in Christian Ministry. Debbie has preached a number of times since joining staff and brings a variety of gifts to her work at Grace.



A Call Committee was assembled by the Vision Board. They held their first meeting with Pastor John Hulten from the Bishop's staff on November 17, 2018. Members of the Call Committee are Lori Ackerson (chair), Jan Anderson, John Anderson, Holly Dodds, Frances Fernandez, Joe Jackson, Jeremy Matke, and Charlie Wold. With the help of the Transition Team report, they quickly completed and submitted Grace's Ministry Site Profile to the Bishop's office. Bishop Ann Svennungsen worshipped at Grace on Sunday, January 20, 2019. Following worship services that morning, she held a listening session with the congregation.

The Call Committee received the names of six pastoral candidates from the Bishop's office in late February and interviewed all six candidates in March. Second interviews are scheduled during May for three candidates. At this time, it appears likely that Grace's new pastor will arrive by late summer.

As named in my Letter of Agreement for Interim Pastoral Ministry, this interim time was to include reviewing Grace's staffing configuration and how it aligns with the mission and values of the congregation. What emerged during the interim was clarity that Grace is overstaffed relative to the current size of the congregation. A staffing level reduction plan was developed, effective July 1, 2019. One common optic for looking at staffing levels is the number of full-time equivalent (FTE) staff to average worship attendance. While ratios vary, by any ratio Grace is currently overstaffed a minimum of 1.0 FTE staff. Another common optic for looking at staffing levels is the percentage of total operating budget allocated to staff. It's recommended that this percentage be kept south of 65%. (The average national Protestant congregation devotes about 50% of operating budget to staff. But keep in mind this "average congregation" is also much smaller than

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Grace and requires less staff.) I've served several interim congregations that were in the 65-70+% range, but I've now been involved in trimming staffing levels at three of these churches. Grace is currently north of 70% and the total costs for this level of staffing is no longer sustainable.

Trimming back staffing levels needed to be done in 2019: 1. For budgetary reasons; and 2. So it's not left for the new pastor to tackle. This was not done because "giving is down". Relatively speaking, giving is quite good. Because of the good response to Grace's stewardship appeal last fall, \$30,000 was added to the 2019 budget. That fact, along with the staffing level reductions, allowed Grace to adopt a balanced budget for 2019. Financially, the situation looks even stronger for 2020.

The staffing level reductions were done to better "right size" Grace's staff relative to the current size of the congregation and to align total staffing costs to a more reasonable percentage of Grace's total operating budget. These decisions were difficult and took several months to make. Working with the Executive Committee of the Vision Board, I drafted a proposal to trim staffing levels across the board so that no ministry area would be cut too deeply. The Vision Board approved the final proposal in December and staff members were informed in mid-January. This was not about staff performance. The staff work hard and do a great job on behalf of Grace. The following is a summary of the staffing level changes beginning July 1, 2019:

	<u>Current FTE</u>	<u>Future</u> (July 1, 2019)	<u>Reduction</u>
Director of Worship & Music	1.0	.9	.1
Adult Choir Director (7 hrs/wk)	.175	-	.175
Youth Director	1.0	.9	.1
Youth Coordinator (20 hrs)	.5	.3 (12 hrs)	.2
Children's Min. Director(25 hrs)	.625	.55 (22 hrs)	.075
Nursery Director (14 hrs)	.35	.2 (8 hrs)	.15
Administrative Assistant	1.0	.9	.1
Bookkeeper/Communications (28 hrs)	.7	.6 (24 hrs)	<u>.1</u>
Total FTE Reductions			1.0
(Interim Pastor	1.0	.9	<u>.10</u>)

Note #1: While the new senior pastor will be full-time, he/she will be younger. Therefore, the total compensation package will be less, especially in the area of health insurance benefits.

Note #2: Visitation Pastor (25 hrs), Outreach Director (20 hrs), Business Administrator (20 hrs), and Custodial (24 hrs) remain unchanged. These positions have either already been cut from their previous levels, or a decision was made that the needs of the church require this level of staffing.

Children's Ministry Staff Departures. Kristin Lowe resigned as Director of Children's Ministries because her husband, Chris, accepted a new job in the Boston area. Her final Sunday at Grace was April 7, and their family moved the same week. Annie Fitzl also resigned, for personal reasons, as Director of Nursery and Preschool Ministries. Her final Sunday on staff at Grace was Sunday, March 17.

The Children's Ministry Team (CMT) at Grace has stepped up to oversee and support Grace's children's programs.

Members of this team are Jennifer Bobbe, Mandi DeGrote, Breanne Foschi, Kendra Mattke, Jillian Newlin, and Deb Sheppard. (Johnna Rohmer-Hirt serves as the Vision Board liaison to the team. I serve as the staff liaison.) Prior to her departure, Kristin Lowe carefully arranged things to complete the final weeks of *Sunday School* and *Kids Night Out*. The CMT is overseeing this. The *Resurrection Garden* family event on Sunday, March 24 was successful, with Kristin present. The *Easter Eggstravaganza* family event was held on Palm Sunday, April 14, after Kristin had departed. Spearheaded by the CMT and supported by many volunteers, the *Eggstravaganza* went well and was enjoyed by many children and families. First Communion instruction was given by Pastor Hahn on Saturday, April 27. Children received their First Communion on Sunday, April 28. The CMT continues to meet and will be supporting future children & family activities.

Members of the search committee to hire a new Director of Children's Ministry are Mandi DeGrote, Johnna Rohmer-Hirt (Vision Board), Kate Morphew (Church Administrator) and me. A decision was made to combine the two part-time positions into one 30-hour/week position. The job description was re-worked and posted in late April.

Cultivating the spiritual growth of Grace's children and families remains important to Grace and its leaders. I am very grateful to the Children's Ministry Team for the important leadership they're providing – not only now, during the search for a new director, but also after this new staff member is on board.

Haiti – I joined the Grace2Haiti team for their mission trip to Haiti April 22-30. It was wonderful to share this experience with the team, some of whom have been to Haiti multiple times. Together we worked on projects, blessed a new home which Grace had built for a pastor and his family, visited other Haitian families in their homes (some which Grace had also built) to bring gifts or provide health checks or check the status of solar panels and batteries which Grace had installed. We took children swimming in the ocean, attended a Haitian worship service, and concluded each day with evening devotions. I'm grateful for the opportunity to have been able to be a part of this experience as Grace's interim pastor.

– – Pastor Bruce Arnevik

PRESIDENT'S REPORT

Greetings members and friends of Grace! In a few short weeks I will be ending my three year term on Grace's Vision Board. As I reflect back it has been a profound time of transition and change for our congregation. We have said farewell to three pastors and welcomed three more into our midst; Delwayne, Sara and Bruce! It has been an exciting time of transition here at Grace and I am thankful to have had the opportunity to work closely with all three of them.



I am also thankful for the work that was done by the Transition Team during the past year, to help us identify who we are as a congregation, and what attributes we seek in a new Senior Pastor. A Call Committee was established last fall and they have been working with the Minneapolis Area Synod to receive names and interview potential candidates to become our next Senior Pastor. As you read this report the Call Committee will be conducting second round interviews. Keep them and the candidates in your prayers as they work to select a finalist to be presented to the Vision Board and congregation in the coming weeks. My thanks to those who are serving on the Call Committee for their time and efforts to identify our next Senior Pastor.

All of this activity has taken place as we continue active, meaningful worship and continue to educate our children and youth through Sunday School and Catechism, as well as our adults thorough SALT programs. Our love of pursuing ministry, locally and around the world continues to be vibrant. We recently lifted up all of these ministries in a Mission Fair in early April. If you missed the event, be sure and check out all of the outreach ministries Grace is involved in by picking up a copy of Ministry Fair booklet at the Welcome Center.

We will soon be ending another program year, welcoming a new Senior Pastor sometime this summer, and with that, saying good-bye to Interim Senior Pastor Bruce Arnevik. I would like to thank my colleagues on the Vision Board that I have served with these past three years. A special thank you to Pastor Bruce and the staff of Grace for all they do and have done to support our congregation of Grace.

Blessings,
Scott Christensen
Vision Board President



We want to give thanks to Scott Christensen, who has served on the Vision Board for the past three years, and also to Chad Hadler, who has served this past year after he was appointed to the board to complete a vacancy. The Vision Board appointed a Nominating Committee. The committee consisted of Dennis Grabowski, Deb Corey, Johnna Rohmer-Hirt and Scott Christensen. The committee met and prayerfully discerned who to ask to run for Vision Board. The nomination team looked at who is actively involved, has served in one or more ministries, and has demonstrated leadership characteristics needed to serve at this top-level position. The list of candidates the Vision Board is presenting now for your vote is the result of the Nominations Process at Grace. The congregation will also be given an opportunity to write in a candidate for consideration. During the year, the Vision Board appointed Vickie Meade to complete the term of Lynn Noren. Members of the congregation will have the opportunity to affirm Vickie's appointment on the 2019 ballot. The following candidates are presented by the Grace Lutheran Church Nominating Committee to be elected for the open Vision Board positions to serve 3 year terms. The 2019 Vision Board Elections will be held during the 2019 May Congregational Meeting which will be held after all the regular worship services, 5:00, 8:00, 9:00 and 10:30 on May 18th and 19th. Please pray for each of the following candidates.

Vision Board Appointee

Vickie Meade

My name is Vickie Meade, and I've been a member of Grace Lutheran Church since September 2004. I am an active choir member and on the 'Welcome Center' and Counting teams. I've also assisted the Women's Ministry team with various Great Escape events and women's retreats. I served one three-year term as a Vision Board Member. I work full time as a loan officer at Electrus FCU. I have one sponsored daughter, Grace, from Rakai Uganda. I offer to complete my appointed position.



Vision Board Nominees

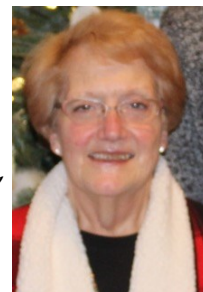


Chad Hadler

I have been a member of Grace for the past 6 years, but have attended Grace for 10 years. I have also spent the past year on the Vision Board fulfilling a term which was vacated. I have lived in multiple locations throughout Minnesota, but for the past 10 years my family has called Andover home. My wife, Leah, and I have been married for 13 years and have two daughters, Cora (7) and Eve (1-1/2). In my professional career, I spent 6 years working for the Boy Scouts of America in Rochester, MN. My roll with the Boy Scouts included fundraising, volunteer management, and volunteer recruitment. For the past 12 years I have been working in various senior management rolls for Lake Restoration in Rogers, MN. doing budgeting, sales, service, purchasing, and staff management. I have to be a forward thinker in my professional life and continuously consider the bigger picture, which I intend to bring to the Vision Board if I am elected for a full 3 year term. Thank you for your consideration. I look forward to serving our faith community.

Ann Lange

Greetings and God's blessings to you! I have been a member of Grace since 1995, and am honored to be a nominee for Vision Board. I have been active in several areas of Grace over these 24 years. My two children, were raised, and my son has been ordained as an ELCA minister at Grace. I am retired from 38+ years at General Mills where I utilized many of my leadership and organizational skills. I have been involved in many outreach ministries and services at Grace: Leader or co-leader for F&CP with Sand Creek Elementary, Stepping Stone, WOW Bible Study, Grace Bazaar, OK@Play; 2018 Transition Team, Mission Fair Team, Quilters 2, communion server, Welcome Center; Mentor for OYF; Co-leader for Grief Share. The Grace community was so incredibly loving, supporting, and helpful to me in my sudden loss of my husband Jay in 2013 and I will forever be indebted to you for that. My faith has grown through all the ups and downs in life. Grace is my home and the people of Grace are my family. In my faith journey I feel that being a part of the Vision Board would provide a new experience and continued growth for me to serve the Lord and Grace.



Children's Ministries

Grace Lutheran Church May 2019 Annual Report

Do good!
Seek peace and
go after it!
Psalm 34:14b

The children of Grace have a wonderful foundation of faith that begins with baptism. Parents attend a baptism class prior to having their child baptized. In the Nursery, SONday school, Summer Bible Time and Kids Night Out, they learn that God created us, God loves us, and God will always be there for us. Children 3rd grade

and older are invited to the table by attending a First Communion Class with their parents. Classes are offered twice a year.

This year we created some new events in Children's Ministry. The Special Person Dance, Resurrection Garden and the Chili Cook Off were a couple of those amazing new events that many of the Grace families enjoyed. Children or Adults invited the "special" people in their life to come and dance and decorate cookies. For the Chili Cook Off members of the congregation were encouraged to make their best chili and let people sample it while they played bingo. These, along with our annual events like Trunk or Treat, the Christmas Program and Eggstravaganza bring our children joy and help deepen their faith.

VBS

There was no shortage of heroes at VBS from June 11 - 15, 2018! Hero Central taught the kids, ages Preschool through 5th Grade, how we can all be superheroes just like Jesus! Through songs, snacks, crafts and games, volunteers were able to engage with the kids and share God's love. Live action characters, Flame (Micah Allen) and Captain Shield (Haley Dorumsgaard) arrived each morning to teach everyone about Courage, Heart, Hope, Power and Wisdom. Vacation Bible School is not possible without the support of the Grace Community, the 100+ volunteers, parents and children. Thank you for your prayers and encouragement from the bottom of our Super Hero hearts.



SONday School

This year we started using a new curriculum, that allows all of our students, Preschool through 5th grade to learn the same Bible story each

week. Each grade has spent the year learning and memorizing faith milestones. These allow them to

grow deeper in their relationship with God. Preschoolers are learning how to love God by memorizing Mark 12:30. Kindergarteners are learning about eternal life by memorizing John 3:16. First Graders have spent the year memorizing the Lord's Prayer. Second Grade is learning all the books of the New Testament, while Third Grade has been learning the books of the Old Testament. The fourth Grade is learning the Ten Commandments. Finally, our Fifth Graders have memorized the Apostles Creed and are excited to recite it with the entire congregation in church. Our Fifth Graders are getting ready to make an important step and cross the bridge from SONday school to Catechism this month.



Kids Night Out

Our Wednesday night program saw some changes this year, with new leadership and new curriculum. Using curriculum from What's in the Bible, we answered questions each week about the Bible, like who created the universe? How old is God? During Advent we answered questions about Saint Nicholas, Hanukkah and Jesus' Birth. During Lent we discussed Jesus being the Messiah, his disciples and the miracles that Jesus performed. Every other month Children in KNO and SONday school have had the opportunity to sing a song in front of the congregation. They have sung This Little Light of Mine, Love the Lord, and He's Got the Whole World in His Hands.



Trunk or Treat

The 2nd Annual Trunk or Treat was held on Wednesday, October 24th, 2018. Over 400 individuals walked through the circle of trunks seeking treats and treasures. Among those 400 were princesses, superheroes, unicorns, kitties, and puppies. Participants



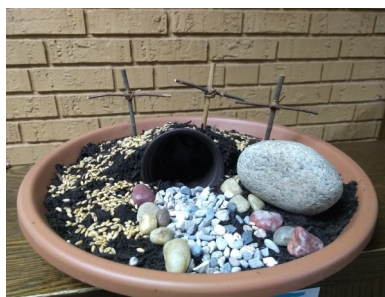
were also able to see Abe Lincoln (Steve Potter), Twin Inflatable Dinosaurs, Fry Girl, and a few Dr. Seuss characters. The best trunk award was presented to Laura and Molly Mayer for their Bubble Bath themed trunk. A special thank you to Bill's Superette for donating the \$25 gift card award.

Christmas Program

The Emoji Christmas program this year had a modern way of telling the story of Jesus' birth. The actors were dressed as Emoji's, while one boy texted his friends to share his excitement and knowledge of the true reason for the season. Jen Bobbe did an amazing job editing and directing this program again this year. The program had 20 actors and actresses from Second-Fifth grade, along with 40 plus SONday school students singing Christmas songs throughout the performance.

Eggstravaganza

The Annual Easter Eggstravaganza packed the Fellowship Hall again this year and brought joy to many children. We had many children in attendance with their parents and grandparents. The children started with lunch; followed by a cake walk, games, door prizes, pictures with the Easter Bunny, an egg hunt, and ending with Bingo. It was a great way to bring families together for fellowship and Jesus.



Resurrection Garden

On March 24, many families came together for a potluck and time to build a Resurrection Garden. The idea was to have a meaningful family experience and talk about the resurrection of Jesus.

Each family took time to create a tomb, construct three crosses, plant grass, and make special memories.

Advent Wreath Making

On December 2nd, families came together to share in an old fashioned pot luck and created their own Advent Wreath and sang Christmas carols together. Each family built an Advent Wreath for their homes, as a reminder to prepare their hearts for Christ's birth. Each family took home a family devotional that centered around the Advent Wreath and the true meaning of Christmas.



This past year we have seen a lot of changes here at Golden Rule. Tami Mielke moved on to a new career in June. Kari Vinson stepped in as the Interim Director and did an outstanding job juggling being a preschool teacher and director of the daycare. Thanks to the teachers, assistant teachers and aides at Golden Rule. They all pulled together during that time and helped keep a wonderful, and fun environment for the kids. I came on as director in September and started off the school year.

It has been a wonderful experience becoming part of the Golden Rule Family. I have learned a lot in the past seven months. Thanks again to the teachers, assistant teachers and aides, who have worked hard, adjusted to changes, we have had an amazing school year so far.

At Golden Rule, every week has a different theme and letter that goes along with it. The preschoolers also work hard in math, science, language, and fine and large motor skills. Our toddler friends also work hard at their language skills, fine and large motor skills, along with potty training. Here are a few highlights from our year so far -- In October the kids had a great time at the pumpkin patch. November the students learned about Native Americans and dug into what it really means to be thankful. December was all about the birth of Christ. February was all about love. April is Autism awareness month and we also had a pizza party to celebrate the week of the young child.

We hired two new teachers and opened a new preschool classroom in the portable. Thanks to Miss Bre and Miss Jill for all the work they put into making that classroom beautiful and a wonderful environment for children to learn. We are having great success in filling that classroom up with amazing children.

We have an exciting summer planned for the kids with lots of field trips, water days, going to the park and fun with friends.

The staff at Golden Rule are very dedicated to their jobs and work to ensure each child is taught from the Christian perspective, that each child is a child of God and all people are deserving of respect. The students at Golden Rule have Bible Time every week and our faith is interwoven with everything they are taught. The staff at Golden Rule try to ensure that each child is well rounded, loved and ready to succeed with a foundation in Christ. It is such a blessing to work in a Christian environment and to share our faith with the students and families we serve. I want to thank the staff at Golden Rule for making me feel so welcome and the Board for their support.

Blessings,

Sandy Schmoll, Director Golden Rule Child Care Center

Youth Ministries

What a wonderful year for Youth and Family Ministry at Grace Lutheran Church. As we wind down the school year and stare into the eyes of summer, I can't help but be overwhelmed with the memories of the last year.

This year we focused on relationships: relationships with others, relationships with God and relationships with our neighbor. Few examples of relationships can compare to a new special ministry at Grace. This fall we launched "The Green Ribbon Parenting Group" for parents who have children who struggle with mental health. Each month parents gather to share and to listen. We ask a lot of questions, but we find very few answers. However, in the end, there is more than enough empathy to go around. In Christian community we support, laugh and pray together.



Middle School

Catechism

This was another great year of Catechism. Each week in the fall we gathered to learn about the bedrock of our Christian tradition, the Apostles Creed. And while this Spring was snowier than most, we also spent time gaining a deeper understanding of the Lord's Prayer. None of this would be possible without the leadership and dedication of our small group leaders. This year I want to lift up one leader in particular; Jamie Keifert has been a stable force in Catechism at Grace for years. What does she do? Anything that needs to be done. She not only helps with administrative work and random tasks, but she also is a friendly and welcoming face for middle schoolers. We are lucky to have such a gem in our midst.

Connection Events

As always, we participated in a few "large scale events" such as Okoboji, the Ultimate Lock in, and the Christmas Party. On a smaller scale, students met as small groups throughout the year. Each small group met twice for a service project and twice for a fellowship opportunity. Summer stretch was back at it with 53 middle school students serving and connecting with new and old friends all over the city! Each week students met every Thursday

for a morning devotion and then departed for a service project in the morning. Some of our favorites were Global Health Ministries, Second Harvest Heartland and visiting with seniors at The Farmstead. After eating lunch together, we enjoyed an afternoon fellowship activity. We rock climbed, swam, roller skated, and jumped at a trampoline park. At the end of the day our High School Leaders led participants in a Bible Study surrounding the theme "The Risky Adventure." We learned about people in the Bible who took a risk to spread God's love through friendship and service to their neighbor. One of the keys to our Summer Stretch success is the 12 devoted high school students who led as Junior Leaders and helped mentor the younger students by leading them in Bible Studies, helping to carry out the day to day tasks, and befriending students. They led by example through positive attitudes and respect for others. THANK YOU for your work!

High School

Own Your Faith (OYF)

OYF is designed to give high school freshmen one additional year following Catechism to process their faith questions with an individual mentor, in preparation for Confirmation. This year, Own Your Faith got a curriculum make over! The new curriculum guides students to explore the gifts and talents that God has given them, and helps gain a personal understanding of God the Creator, God the Son and God the Holy Spirit.

In May these 33 students, surrounded by their families, will profess their faith and remember their Baptism. We welcome and rejoice in the 33 newest members of Grace!



High School Ministry

Last year we started a new Youth Group that meets twice a month, and the ball is still rolling this year. We gather for fellowship and discussion. We also have begun cooking together once a month! Students have been working hard to prepare and clean up a monthly meal with their peers. As one student put it "we interact more when we do this! I like cooking together!" They even do the dishes without being asked! As I remind them at each meal – cooking together and eating together is Biblical; God knows how to foster relationships. This year we spent time serving our neighbor and in fellowship together in monthly events. In the fall we participated in a retreat with 4 other churches in the surrounding areas around the topic of Healthy Relationships.

Special Events

As always, summer was packed with traveling for our youth. Tom Baker coordinated two great trips this year. In June, 20 of our High School students (and 4 adults) drove all the way down to Houston, Texas to join 31,000 other



ELCA High School students for the ELCA Youth Gathering which takes place every 3 years. Students worshiped, learned, served, and gained a greater understanding of the ELCA church. The theme was "This Changes Everything." We learned about key social justice issues facing adolescents around the world such as clean drinking water, prejudices, failures in the criminal justice system, addiction, human trafficking and mental health. We listened to local teens and world renown speakers alike. It was a week that changed our hearts forever.

In July, 10 middle school young women (plus Kristi and Tom) loaded a van for the Quad Cities area on the boarder of Iowa and Illinois. We learned about their community and listened to locals describe the gifts and challenges their area has every day. We worked with preexisting organizations to feed, clothe, and comfort the residents of the Quad Cities. We also grew in our friendships with one another and in our faith. And finally, a batch of students of all ages went to Luther Point Bible camp for a week of campfires, Bible study, sunshine, swimming, games and without a lot of sleep or bathing. Ah... summer camp.

As the Director of Youth and Family Ministries I want say thank you to Tom Baker for his relentless support, dedication, care and even his dad jokes (but don't tell Tom that). I also want to thank the entire congregation for continually supporting our youth and their desire to grow in their faith and serve the community. Without the generous monetary gifts of the congregation, adult leaders and prayers, we would not be able to do what we do. Thank you for your support.

Kristi Larson

Director of Youth and Family Ministries



Worship Ministries

As we look back on another year of transition and change, I want to share some high points.... Since the fall, the Praise Team has broadened our repertoire - we've learned about 9 to 11 new songs: 6 to 7 were found on the Songselect site where we can look for new music. I wrote a new song, and on several occasions (with the encouragement from Pr. Bruce) we adapted music from the ELW to be used as the song after the sermon. We will continue updating and learning new music, with a goal to add at least one new song a month on average.

In the late fall/ Advent, I led the Grace Choir for most of the rehearsals and the Advent choral presentations, due to Doreen's absence for hip surgery. It was enjoyable to conduct (and on a couple occasions, both conduct and play) again.

Once again on Good Friday, the Grace Choir presented music, hymns and short meditations on the cross. This is one of my most favorite services, and from what I hear, those who come find it very meaningful.



The Grace Brass continues to play 3-4 times a year, thanks to the leadership of Dave Trapp and Joe Jackson... they get better and better each time they play!

Although this report is not the place for a laundry list of thanks, I want to take a moment to offer special thanks to Doreen Hutchings for 5 program years as our choir director. It has been a joy to work with her, and we've been able to do some wonderful music together. I will miss her as a valued team member. I've really enjoyed singing under her leadership.

In this time of transition and change, may we continue to trust in God's faithfulness, and look forward to where God is leading us!

Jonathan Orwig, Director of Worship and Music

Adult Ministries

Graceful Seniors

Graceful Seniors is a group of post-retirement folks who gather on the third Tuesday of every month in the dining room at The Farmstead, just north and east of Grace. Each month 30-40 persons come together for breakfast, devotions and a brief program.

The devotional period is usually led by one of the members of the group, and the programs this past year have been an eclectic potpourri ranging from a study of C.S. Lewis' *The Chronicles of Narnia*, to one on the dating of Easter, to Bible Study, to a festival of Christmas carol singing with readings connected to the Nativity, to Kate Morpheu, Church Administrator speaking about the budget, to a tribute morning for the late Pastor Gene Heglund who shepherded the group during his tenure as Visitation Pastor at Grace.

The group has also spent mornings greeting and learning to know a bit better Interim Senior Pastor Bruce Arnevik and Debbie Jorgens, Director of Outreach, in the early stages of their ministries here.

Graceful Seniors welcome new members and invite any who might be interested to join them at 8:30 on the third Tuesday at The Farmstead. Please use the "back entrance" off Marigold Street NW and you will be greeted there by members of the group who can direct you to the dining room where they meet. — Pastor Hahn



G.R.A.M.P.S.

(Graceful, Resourceful, Able, Men, Performing Service) Property Team meets once a month, (generally the 3rd Thursday) to do light maintenance such as painting, repairs to the building and grounds, stringing Christmas lights and hanging the wreath (and have a little social time which usually involves coffee & donuts).

The team recently completed retrofitting interior lighting from fluorescent lighting to more energy efficient LED. That, along with the new LED parking lot lights has resulted in a saving of over 24% on our electric bill for the first three months of this year.

They have also replaced the old battle scarred sink in the kitchen with a shiny new heavy gauge stainless steel sink.

Last fall the team did extensive repairs to the daycare storage shed, including constructing new doors, diverted water from the portable gutters away from the garage. And replaced heat tapes in the portables to help thaw frozen pipes.

Thank you so much to the entire GRAMPS team for all you do to help maintain our building. ~Alden Riley

OK@PLAY

OK@PLAY (Old Kids at PLAY) is a fellowship group for retired/nearly retired members and friends of Grace. This group was created in 2017 and continues to meet for fun and laughter. We plan events during the day and/or in the evenings on both week days and weekends. Currently there are about 60 people in the group, and on average have participation of 20-25 attending each event. People decide what they are interested in attending, according to their availability and cost.

This past year we had 11 events including concerts, plays, Grace Garage Sale, a river paddleboat cruise, tasted wine in Ramsey, had a progressive dinner, outdoor movie, packed food at FMSC and played Saturday morning BINGO. This is NOT a "members only" group, and we are excited when new people join us. Watch for more upcoming events! Questions can be directed to Ann Lange, Deb Stang, and Mary Jo Trapp. — Deb Stang and Ann Lange



Women's Ministries

The women of Grace (and their friends) have had an exciting year! They have participated in many activities based on their time commitments, their interests, and their place in their spiritual journeys.

These activities include two different Bible studies. The WOW (Women on Wednesday) groups meet each week from September through May, the Monday Night Bible Study meets for conversation, study, and group support. The two "Mugs, Muffins, and More" events have had great attendance! This is a Saturday morning activity that emphasized fellowship and new beginnings.

The yearly off-site weekend retreat occurs during the winter at Luther Point Bible Camp. Participants have raved about meeting new friends, learning new spiritual nuggets, and being renewed away from home.

This spring we will kick-off a new opportunity for women of all ages called "Girls' Night Out!" We hope this connection will bring women closer to God and to each other. ~Deb Stang

Men's Ministry

We have a variety of opportunities for all men to connect and grow in their spiritual journey. There are two weekly

Men's Bible studies on Monday morning and Saturday morning. We have a monthly gathering at BWB in the evening, and Bakers Square for breakfast and connecting. Check out the schedule on the online calendar or the Men's Ministry page on the church website.

Love of Grace Bazaar

We had 8 ministry team members who organized the bazaar and many church member volunteers on the day of the bazaar. As important as the funds are in helping ministries in and outside of our church, our goal is to make vendors and shoppers feel welcome and feel the "Love of Grace" when they enter our building. We had many volunteers from our church helping on the day of the bazaar greeting shoppers at the door, helping with set up before and clean up after the bazaar, helping vendors haul their products in and out of our building, working in the kitchen and emporium room. Much of the food was donated by church members. This day would not happen without so many wonderful Grace volunteers.

Our income from the bazaar, from vendor registration, table rentals, food sales and the emporium room was \$4400.00.

Distribution of funds went to the Children's Bible fund at Grace, Sheridan Story at Sand Creek Elementary School and Robin's Nest. Thank you to all who helped make the Love of Grace Bazaar a success. — Mary Jo Trapp



SALT Prayer and Adult Education Ministry

SALT (Seek, Abide, Love, Trust) exists to A) provide opportunities for God to transform hearts and minds by encouraging prayer for the church, the world and all those in need; B) seek, plan and implement adult Christian

education opportunities; and, C) serve as a catalyst and resource for Grace ministries.

We meet on the third Thursday of the month, or as arranged. The seven lay members of SALT are Jan Benskin, Nancy Jenkins, Jamie Zupon, Stephen Hirt, Leoma Sparer, Scott Lien and John Anderson. Pastor Bruce Arnevik also serves with SALT, to advise and help guide our ministry. We have sponsored prayer gatherings, special learning events and promoted several unique studies in the past year.

In 2019, we have engaged in "being neighbor – extending grace", toward being better ambassadors of reconciliation for Jesus in the world (2 Cor 5:18-20).

Within this theme, SALT this year has included: the Wired Word adult discussion forum toward better seeing Jesus within our world, The f Word Exhibit of The Forgiveness Project – stories of forgiveness, outside speakers on forgiveness, prayer gatherings, the Seven Steps into Jesus Study and the Accompaniment

("Shoulder-to-Shoulder") Bible Study. These are all opportunities for God's grace to transform, also "being neighbor" to show God's love for others. - John Anderson

Oktoberfest

We celebrated the 4th annual Oktoberfest with root "beer", brats, egg bakes, muffins and fruit. We had live music and a visit from Martin Luther on October 28th after each service. The fellowship hall was decorated with German paraphernalia. Many members of the congregation donated items for a silent auction. The proceeds from the auction went to benefit our Faith Partner, Sand Creek, and Lutheran Disaster Response. It was a fun opportunity to connect after each service with our heritage and to celebrate the culmination of our Stewardship Drive and commitment card collection.

Administrative Ministries

Thank You Volunteers

Grace has been blessed with many, many volunteers, and without you, we couldn't do what we do. From Worship volunteers, office volunteers, Grace Notes stuffers, Catechism, SONday School and Kids Night Out (KNO) teachers and leaders, Food Shelf helpers, maintenance and lawn mowing, Garden Ministry, Kitchen Ministry Team as well as many, many who serve with Outreach Ministry Teams, to name a few. Thank you from the bottom of our hearts for all the ways you serve and live out our name by showing grace.

Kris Miller – Church Secretary



There are seven rotating groups of faithful volunteers who, mostly bimonthly, accurately count offerings and deliver them to the bank for deposit each week. Their help is appreciated more than I can express. THANK YOU!

Each Monday, for more years than I can account for (at least 13), Colleen Wernimont has faithfully volunteered in the church office to enter contributions into Grace's database. Colleen has been a HUGE help to me personally and she is truly a gift to the administrative staff.

We have a wonderful group of ladies who work in the church office each week to help run copies, cut and stuff bulletins, among many other duties we throw their way. Without them, we could not do what we do. A special thanks to Lola Money, Laura Lebakken, Beth Petersen, Sandy Clarstrom, Diana Heyer and Marge Davidson.

Beth Clarstrom – Bookkeeper

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Outreach Ministries



The Mission Fair on April 6th & 7th was a wonderful celebration of the many ways that God is at work in and through the people of Grace, for the sake of God's kingdom on the world! Booths in the Fellowship Hall featured all of Grace's ministries, local

and global, and ministry team representatives were on hand to answer questions from those who stopped by to learn about their ministry. Dinner was served in conjunction with the Fair on Saturday night, and the Fair was open continuously on Sunday morning, which allowed people to have breakfast and visit the ministry booths either before or after worshipping. Our theme for the Fair, *Bega Kwa Bega*, is a Swahili phrase meaning "Shoulder to Shoulder," reminding us that we walk "shoulder to shoulder" with one another and our mission partners, and that Christ walks with us throughout the journey.

Faith & Community Partnership with Sand Creek Elementary

This is a Grace Team of 5 people who share the work, but each have responsibilities of leading the special projects.

- Collected school supplies in August (with our 'Grab 2' project). We delivered the school supplies to Sand Creek and donated quilts from Grace Quilters as needed.
- Added proceeds to the "Little Bit of Grace" fund at Sand Creek in October and November from Octoberfest (partial), the Grace Bazaar (partial), and Grace Quilters Emporium Room at the Bazaar (full) and noisy offerings.
- A large portion of the above money contributions helped fund The Sheridan Story Project helping 11-20 families receiving bags of food each week throughout the school year. The Sheridan Story project supplies food to families in need every Friday (food for over the weekend) put into the child's backpack. It includes all the food groups to keep it healthy, but also appealing to children. Grace has a 4 person volunteer team trained to deliver the bags.
- Purchased and delivered Food Baskets to families in need: Thanksgiving, Christmas, and Spring Break.
- Food Gift Cards given at Easter.
- Adopt A Family at Christmas time for 10 families (specific Grace families adopted Sand Creek families).
- Donated items for ESL Family Night: including fleece tie blankets from Family Promise, scarves, hats, head bands, books; and quilts from Grace Quilters, and gift cards.
- Donated individual snacks for students in need.
- Staff Appreciation encouraging notes with treats for 100 Sand Creek staff in October, January, April and end of the year lunch.



Family Promise in Anoka County provides temporary shelter, hospitality and case management to assist families experiencing homelessness, achieve housing independence.

This is the *only* program in Anoka County providing shelter to families while allowing children and their parents to remain together. Through their own hard work, the guidance provided through *Family Promise* and the grace shown to them by local congregations, parents are able to achieve housing stability for their family.

Grace partners with *Family Promise* by opening our doors four weeks each year to care for homeless families by providing safe lodging, extending gracious hospitality, cooking and serving a nutritious evening meal, helping kids with homework, and providing transportation to and from the church.

Family Table Meal

On the third Sunday evening of every month, Grace welcomes all who are hungry to the *Family Table Meal*! The individuals serving on this ministry team prepare and serve a nutritious, complimentary dinner for all who come through the doors of the church. And those who are fed are nourished not only in body, but in spirit, as they experience a warm and welcoming community.

There are a variety of ways the congregation supports and contributes to the Family Table Meal such as helping to prepare the food, donating desserts, serving the meal, and greeting our guests.

Feed My Starving Children (FMSC)

The people of Grace help feed hungry children around the world through their financial donations to *Feed My Starving Children* (FMSC) and by packing meals that are shipped to children whose very lives depend on this food.

Join others from Grace as together we pack meals to feed God's children who are hungry in body and spirit. In just two hours, you can truly make a difference in the life of a hungry child!

Register via Grace or directly on fmsc.org. (Just search for Grace Lutheran Church.) If our sessions don't work for your schedule, that's okay - FMSC will always welcome your help!

Global Health Ministries

Global Health Ministries continues the holistic ministry of Jesus Christ by partnering with Lutheran efforts globally to enhance and sustain the health and well-being of the communities served.

Outreach Ministries—Continued

The people of Grace support *Global Health Ministries* through their financial contributions and by occasional “hands-on” projects: sorting medical supplies, rolling bandages, and packing Hospice Kits which are delivered to Lutheran hospitals and medical missionaries around the world.

God's Work, Our Hands Day

Sunday, October 7th was *God's Work, Our Hands Day* at Grace as we celebrated who we are: God's beloved people, freed in Christ to love and serve our neighbors. And *love and serve our neighbors* is exactly what we did! Following the 10:30 worship service, everyone was invited to the Fellowship Hall for a delicious taco buffet lunch. Afterwards, adults and kids of all ages took part in a variety of service activities: cleaning up a local park;



helping neighbors with much needed yard work; writing thank you notes and coloring pictures for veterans; tying quilts to wrap around children in the foster care system; making tie pillows for children in Haiti; and wrapping bandages and assembling hospice kits to help care for people in Tanzania, Madagascar, and Cameroon. It was a joy and blessing to join

our hands together to do God's work in the world!

Grace2Haiti & Our Abandoned Children

Join us and World Wide Village for an Impact Team in Haiti. Spend one week in Haiti impacting the lives of some of the most vibrant people you will ever meet. Come to learn about the people and experience spiritual growth. You will return changed!

Our efforts and your generous support have contributed to the development of:

A medical clinic – serving local Haitians through screenings for blood pressure and cervical cancer. Coming soon: prenatal care!

Home for Abandoned Children – housing for 8 kids in need. Come meet them!

Robin's Nest Sewing Center – providing an education and occupation for Haitian young adults

Sponsored students – an opportunity to educate and feed children and meet them in person.



Grace4Rakai Ministry Update

Grace4Rakai Ministry at Grace continues to provide critical support for many outreach ministries in Rakai, Uganda. The **ACT Junior School** began another school year in February and now educates more than 750 children; nearly half of them housed in dormitories on site. In April, we sent another 40 colorful quilts to Rakai that were lovingly made by our Grace Quilters. A new administration building and library are now open to support the school and a new medical clinic will open in the next few months, staffed with a nurse on site. The clinic will support the medical needs of the local community on weekends. Although the school does an incredible job of educating children and teaching them solid Christian values, there is always a need for additional sponsors. It is a great opportunity to develop a one on one relationship with a child in Rakai and truly give them a chance at a better life! The **Amazing Grace Bakery** continues to operate 24/7 and employs 50+ people. The **Hope Again Women** also continues to produce baskets, jewelry and ornaments that are sold at our Love of Grace bazaar and other events to provide financial support of vulnerable women and children. Praise God for all He is doing in Rakai, and how our Grace community impacts the lives of people there!



Grace Quilters

Over 300 beautiful handmade quilts have been lovingly created and given to people in the local area. Children baptized at Grace receive one, as do people who are in local hospitals and hospice centers, shelters, children in Foster Care, area teen moms, Family Promise guests, and others. Each quilt has the words attached: *Wrapped in God's Love* (Grace Lutheran Quilters-Andover, MN)

Grace Quilters 2

One hundred fifty quilts have been sent to the precious children of Rakai for the dormitories in their new school. Five hundred students sleep at the school, so the participants in Grace Quilters 2 will continue to be busy sewing and tying gifts of love.

Habitat for Humanity

Outreach Ministries—Continued



A home is where families grow, memories are made, and possibilities arise. Sadly, not everyone has a safe, healthy place to call home. But on August 14, 2018 a dozen people from Grace helped to make the dream of home ownership come true for a couple and their five children! Originally from Cameroon, Africa, Jean Demanou and Annie Laure Ngouanet Djousse and their family lived in a crowded, two-bedroom Twin Cities apartment for almost four years before moving into their house in White Bear Lake. They are very grateful for their new home and for all who helped build it, including the 12 volunteers from Grace!



HOPE 4 YOUTH is a Minnesota nonprofit organization that meets the basic needs of young people (ages 23 and under) experiencing homelessness in our community.

On any given night in the State of Minnesota, there are more than 6,000 homeless young people staying on the streets. *HOPE 4 YOUTH* works hard to change the life trajectories of these people, putting them on a path that allows them to leave their status of “homeless” in the past. How? By offering resources to meet their needs – from necessities (food from the food pantry, clothes from the clothing closet, a warm shower, a nutritious meal or personal hygiene items) – to help find housing, securing employment, finishing their education or accessing health care.

Hope’s Closet located in Champlin takes gently used high-end jewelry and clothes. The proceeds from the sale support Hope 4 Youth.

Grace has been a faith partner with *HOPE 4 YOUTH* since its founding in 2013, working with them to achieve their mission of “providing pathways to end youth homelessness.” We support them in a variety of ways:

Donating clothes, personal care items, and food through the Rainbow 4 Hope, cooking meals and helping at the center or contributing financially to the organization.

May All Be Fed Food Shelf

Hunger is a very real need, right in our own community. To help ensure that hungry people are fed, Grace has a small emergency food shelf to supplement the primary food pantries in Anoka and East Bethel.

We provide four bags of non-perishable food items, available between 9:00-3:00 Monday through Thursday, and 9:00-noon on Friday.

The people of Grace support this ongoing ministry by donating food, stocking the shelves, pre-bagging groceries, and providing financial gifts.

Our Saviour’s Shelter

Located in the heart of the Philips neighborhood, one of the most diverse communities in south Minneapolis, *Our Saviour’s Housing* works to end homelessness by providing shelter, support, and a chance to start over. Homelessness is addressed through three different solutions – emergency shelter, transitional housing, and permanent support housing. Each year, over 500 homeless men and women come through the doors of *Our Saviour’s* in search of food, shelter, and a more hopeful future.



The people of Grace support this important ministry by preparing and serving dinner for about 40 shelter residents on the first Monday evenings of February, April, June, August, October, and December.

Prayer Shawl Ministry

The individuals on this ministry team use their creative talents and their knitting and crocheting skills to make prayer shawls and lap blankets for people who are ill or homebound. Prayers are pinned to the shawls and blankets, bringing comfort as well as warmth to those who receive them.

In 2018, about 45 prayer shawls and lap blankets were given to people at Mercy Hospital, Anoka Care Center, the Farmstead and others in the community.

The women on this team work independently, but meet once a month to enjoy a meal together and to discuss the ministry they share. Others are always welcome to join them!



Administrative Ministries

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Stepping Stone

Stepping Stone is emergency housing in Anoka for the homeless who are single and 18 years and older. Stepping Stone has the capacity to house 66 residents, but always have many people on their waiting list. They also provide mentoring and life skills training for their residents as they strive towards self-sufficiency.

A team of 4 Grace volunteers rotate to provide food pickup and delivery to Stepping Stone every Friday afternoon from two Caribou's and Andover Pizza Ranch. Grace also has one additional individual volunteer who does a Thursday Anoka-Hennepin school food pickup and delivery during the school year.



For Christmas, the Grace congregation generously provided 80 Target "Gifts of Grace" bags filled with appropriate male (50) or female (30) personal toiletries of razors, soaps, shampoos, deodorant, and Christmas treats of hats, gloves, candy etc. The extra bags get saved and given to new residents as they come into Stepping Stone housing.

Thrivent dollars were used to purchase flip flop shower shoes (240) for the residents that should supply them for the year as residents come and go from their program.



Portables & Interim Use Permit

This past program year the Church asked for an extension for the Interim Use Permit (IUP) for the two portable classrooms. The city has a multistep process. The church went in front of the Planning and Zoning Commission in February of 2019 and that committee recommended the extension of the IUP to the City Council with a 4 to 3 vote. Then, the City Council in March passed the IUP extension unanimously. The church has been granted an extension until December of 2023 for the Portable Classrooms. A time line has been put together with the help of many Lay Leaders to help work with the challenge of removing the portables, the two properties and a possible future capital campaign.



Proposed Timeline

Jul. 2019 – Call extended to new senior pastor

Sept. 2019 – New senior pastor begins

Oct. 2020 – Discernment process begins regarding future of Round Lake & Nightingale properties

Apr. 2021 – Discernment process completed; decision made

May 2021 – Preliminary work for new capital campaign begins

Sept. 2021 – Capital campaign begins for new construction

Apr. 2022 – Groundbreaking for new construction

2022-2023 – Construction completed; portables removed

Kate Morphew, Church Administrator

Annual Budget Minutes

The 2019 Annual Meeting was called to order after the 5:00 pm, 8:00, 9:00 and 10:30 am services on January 26th and 27th, 2019 by Scott Christensen, President of the Vision Board.

Scott Christensen asked for a motion to approve our minutes from the last congregational meeting. The motion was made, seconded and approved by the congregation.

Scott Christensen asked for a motion to approve the budget found in the annual report. The motion was made and seconded. The congregation voted by paper ballot. The 2019 Grace Lutheran Church budget was approved.

Respectfully submitted,
Vickie Meade, Vision Board Secretary.



Grace Lutheran Church Mission Statement

God has created us as a ministry of grace in the heart of Andover. God...

Welcomes us into a personal relationship with Jesus Christ as Lord, through the transforming power of the Holy Spirit.

Encourages us to grow in our discipleship through worship, learning, and fellowship;

Equips us to share this ministry of grace and love through serving others; and

Sends us into the world to do his will.

Grace Lutheran Church 2019 Spring Annual Meeting

May 18th & 19th

At the conclusion of all regular services.

Agenda

Election of New Vision Board Members