

### **November 2018 Vision Board Minutes**

The November 2018 Vision Board meeting was held at Grace after a joint meeting with the Transition Team and Call Committee.

The Vision Board approved the Transition Team Final Report, and it was turned over to the Call Committee to start their process.

Pastor Bruce presented his written report. The Call Committee meets 11/17/18 with Pastor John Hulden from the Bishop's office. Pastor Bruce will serve as an on-site resource for the committee but will not be a part of the selection process. Three families attended the Baptism Class. First Communion Class was held on 11/17/18 for the service on 17<sup>th</sup> & 18<sup>th</sup>. Two households are ready for the next New Member Class. Advent and Christmas services are scheduled. December 22/23 will be "Christmas Early" services.

Our financial statements were reviewed. Grace will balance if we receive \$165,000 in offerings by year end. A year-end push of \$35,000 will be implemented. 66 giving units turned in their Giving Cards. Follow-up will continue on the Giving Cards.

Pastor Bruce, Scott Christensen, Greg Ackerson and Kate Morphew will meet with Jim Dickinson, City of Andover Administrator to clarify what Grace's options are regarding the portables and Nightingale land.

The next meeting of the Vision board is Tuesday, December 11, 2018 at 6:00 pm at Grace Lutheran Church.

We ended the meeting in prayer.

*Submitted by Vickie Meade, Secretary*

### **December 2018 Vision Board Minutes**

The December 2018 Vision Board meeting was held at Grace on Tuesday December 11, 2018 from 6:00 pm - 8:33 pm.

The minutes for the November 2018 meeting were approved as submitted.

The Call Committee has begun work on the Ministry Site Profile. Lori Ackerson is Chair of the Committee. John Anderson is their Spiritual Leader and Frances Fernandez will head up Communications. Bishop Ann Svennungsen is scheduled to meet with the congregation on 1/20/19 for face-to-face conversations regarding our wants and needs in a new Senior Pastor.

Scott Christensen, Greg Ackerson, Kate Morphew and Pastor Bruce are working with Jim Dickinson,

Andover City Administrator, Julie Trude, Mayor of Andover, and the Andover City Council requesting an extension for the removal of the portables.

Our financial statements were reviewed. No more capital expenditures are expected for this year. Additional Free2B donations will be moved to a dedicated account at year end for future expenses in 2019. A projection of \$80,000.00 in donations to our "Current Fund" are still needed to balance this year's budget. Benevolence for the Synod is complete for 2018. The 2019 budget will be presented to the congregation on 1/22/19 for review. The Annual Meeting follows all services on 1-26/27-19.

The next meeting of the Vision Board is Tuesday, January 15, 2019 at 6:00 pm at Grace Lutheran Church.

*Submitted by Vickie Meade, Secretary*

**The January Vision Board meeting was held at Grace on Tuesday, January 15, at 6pm.**

The minutes for the December 2018 meeting were approved as submitted.

The Call Committee has finished the Ministry Site Profile (MSP) and sent onto Bishop Ann Svennungsen who met with the congregation on 1/20/19 for face-to-face conversations regarding our wants and needs in a new Senior Pastor and what our church could offer to the new Senior Pastor.

Grace's request to extend our Interim Use Permit is now on the agenda of the Planning/Zoning Committee meeting for Feb 12, 2019.

The Forgiveness Project's "The F Word" exhibit will be brought to Grace from March 9-17<sup>th</sup> displaying banners sharing powerful stories of forgiveness. The exhibit will be open to our larger community. Pastor Bruce will join the mission trip to Haiti from March 1-8<sup>th</sup>. He's also reaching out to parishioners to share parts of their faith stories for mid-week Lenten services.

Pastor Bruce prepared his Financial Annual Report. Overall, pleased with the end of the year figures. Our monthly financial statements were reviewed. Grace finished the year in the black with generous year-end gifts and a combination of reduced expenses and regular giving. Our mortgage was paid down by almost \$80,000.00 this year. The congregation will vote on Free2B tithing distributions, and the Vision Board will choose where to distribute the remaining benevolence.

The 2019 budget was reviewed with notations made for the \$30,000 increase in "Current Offerings" based on the commitment cards received from parishioners during the Stewardship focus and a change in salaries/benefits with a new Senior Pastor starting September 1, 2019. The budget was approved unanimously by the Vision Board. The congregational vote on the weekend of 1/26 – 1/27/19.

The meeting closed in prayer. The next meeting of the Vision Board is Tuesday, February 19.

*Submitted by Vickie Meade, Secretary*

## **Vision Board Minutes for Tuesday, April 16, 2019**

The VB meeting convened at 6:40 pm on April 16, 2019 at Grace Lutheran Church with all board members in attendance. The minutes for the March 26, 2019 were approved with two corrections.

The VB Nominating Committee is contacting potential candidates for 2 open positions. Chad Hadler's and Scott Christensen's terms are complete and Vickie Meade is completing Lynn Noren's term. Biographies will be available 2 weeks prior to our Annual Meeting for membership consideration.

Kate Morphew distributed the March 2019 financial reports. Grace shows a positive income for the month of March and most expenses are in line with the budget. Snow plowing is over budget and will continue to be due to late spring snow storms and projected snow removal for November and December. The final percentages for the 2018 benevolence contributions were reported and distributed as follows:

• Grace 4Rakai	\$2,163.47
• Grace 2 Haiti	\$2,163.47
• Family Promise	\$2,163.47
• Hope 4 Youth	\$3,317.30
• Sand Creek Elem. School	\$1,153.87
• Stepping Stone Emergency Housing	\$1,730.77
• Feed My Starving Children	\$1,730.77

All the personal faith stories shared over the Wednesday Lenten Services were greatly appreciated by the congregation, VB and staff.

The Call Committee will be conducting the 2<sup>nd</sup> round of interviews with 3 candidates during the first 2 weeks of May. The VB is preparing for the Call Committee's final nomination.

The Outreach Ministries Fair was deemed a success due to the hard work of Debbie Jorgens and the representatives for the various ministries. The ministry booklet will be given out to new members and available at the Welcome Center.

The meeting was closed in prayer and thanksgiving.

Submitted by Vickie Meade, Vision Board Secretary

## **Vision Board Monthly Minutes (August 2019)**

6:00 pm August 13, 2019

**Facilitator:** Johnna Hirt, **Recorder:** Vickie Meade

**Present:** Johnna Hirt, Ann Lange, Dave Trapp, Chad Hadler, Carla Renner, Vickie Meade and Alden Riley

**Unable to Attend:** none

**Location:** Grace Lutheran Church

## **Agenda Topics**

### **CONNECTION TIME (6:00 – 6:45 pm)**

- Carla hosted dinner with Alden sharing an article from Presiding Bishop Elizabeth Eaton regarding the diversity of the ELCA around the world; across borders and cultures; moving forward into the 21<sup>st</sup> century 75.5 million and 99 countries strong

### **TEAM BUILDING ACTIVITY**

- Asked us to share a memory from confirmation

### **ADMINISTRATIVE**

- July Minutes – sent out via email by Carla Renner. Some corrections were made by Alden and Vickie. Vickie motioned to approve the minutes as amended. Ann seconded the motion. Passed unanimously.

### **PASTORAL TRANSITION AND NEXT STEPS**

- Pastor Bruce's exit interview was conducted by Johnna, Scott and Vickie on 7/30/19
  - Pastor Bruce submitted Final Report of his experience at Grace
  - Staff feeling uncertain as to their roles; weekly meetings; support new pastor; allow her to settle in and get to know staff and congregation
  - Create Personnel Committee (3 people); determine what role they play; what would they do (research for next meeting)
  - Discussion regarding a capital campaign and when that should start; Chad will be liaison between Stewardship and VB; Stewardship Committee meeting on the calendar; campaign postponed probably for 1 year
  - Need list of maintenance needs from the Construction Committee in conjunction with GRAMPS
- Pastor Joanna's Installation Services are on 9/14- 9/15/19.
  - Pastor Joanna to craft special message for 5:00 pm service
  - Installation of a Pastor liturgy (handout from Johnna) for 9/15/19

## **Liturgy Procession Schedule**

- |               |             |              |
|---------------|-------------|--------------|
| ○ <u>8:45</u> |             | <u>10:30</u> |
| Johnna        | Letter      | Johnna       |
| Vickie        | Baptism (1) | Leah         |

Carla	Word (2)	Johnna
D(ave	Meal (3)	Alden
Ann	Doors (4)	Ann

- Fellowship time hosted by Call Committee and Vision Board (cake?)
- Vickie finished Local Contacts List (churches and community)
- Johnna sending VB information to Pastor Joanna

#### PASTOR'S REPORT

- Pastor Bruce submitted his final report

#### OPEN STAFF POSITIONS UPDATE

- Maria Markman hired as Director of Children & Family Ministries; starts in mid-August; suggest "Youth Ministry Team" to help support Maria similar to "Children's Ministry Team"
- Malita Anderson hired as choir accompanist; starts end of August

#### CONSOLIDATION OF SERVICES/CHANGES IN WORSHIP TIMES

- Outdoor sign has been updated with worship schedule
- Announcements still in bulletin, newsletter, scrolling announcements, verbal

#### FINANCIALS

- Kate provided a recap summary
- Beth provided the 2019 July Financial reports
- Alden will be stepping back from GRAMPS

#### MISCELLANEOUS TOPICS OF CONVERSATION

- Bible should be placed back on the lectern for readers
- Grace should be visible in the community i.e. Andover Fun Fest, National Night Out
- Does Farmer's Market pay fee to Grace? Should be responsible for cleaning lot
- Same for "Pop-Up" Markets?

#### REFLECTION AND THANKSGIVING

- Prayed for personal concerns, church concerns, congregational needs

ADJOURN – 8:52 pm

#### MISCELLANEOUS

- Next Meeting: September 10, 2019 @ 6:00 pm
- Host: Ann    Devotions: Johnna

**The VB meeting was convened at 6:56 pm on September 10, 2019** at the home of Ann Lange with all board members in attendance except for Chad Hadler. The minutes for Aug 2019 were approved unanimously with one correction. (which can be read on [graceandover.org](http://graceandover.org))

The Vision Board plans to host a potluck dinner from 6:00-6:55 pm prior to our next business meeting on October 8<sup>th</sup> in Fellowship Hall. An invitation to the congregation will go out in the next few communications.

The VB and Pastor Joanna discussed the installation services on Sunday, Sept 15<sup>th</sup>. Rev. John Hulden, Asst. to the Bishop of the Minneapolis Area Synod, will conduct the service. The VB along with other congregation members will meet at 4 stations during the service, and Pastor Joanna will process to these 4 stations. Cake will be provided in the narthex after the services.

Pastor Joanna reflected on her initial few weeks. Felt welcomed by staff and congregation. Meeting with staff to set goals with a staff retreat planned for 10/8/19.

Pastor Joanna presented "Cottage Meetings" sign up sheets to be available in the church office, Welcome Desk and hopefully on-line.

Alden Riley brought forward a prioritized list of property maintenance issues to be addressed over the next couple of years. The Property Team and the Stewardship Team should work in conjunction to work on the planning and financing of these repairs.

Kate Morphey and Beth Clarstrom submitted the financial statements for August. Finances are stable. A new firewall for the computer system was purchased and will be installed in September. A discussion was had about re-keying the locks and putting a system in place for the handling of the keys. Carla also suggested that a lock box be put in place for the shed/garage.

The meeting was closed with prayers and adjourned at 8:40 pm.

Submitted by Vickie Meade, Vision Board Secretary