



Grace Lutheran Church



January



May 2012 Congregational Meeting Minutes

Minutes from May Meeting

President Van Mohlis called the May 2012 congregational meeting to order following the 5:00 pm service on Saturday, May 19th and continued the meeting following the 8:00 am, 9:00 am, and 10:20 am services on Sunday, May 20th. After the meeting at the 5:00 pm, 8:00 am, and 9:00 am services a motion was made, seconded and passed to suspend the congregational meeting until the following service. After the meeting following the 10:20 service a motion was made, seconded and passed to adjourn the congregational meeting.

The item of business at this meeting was to vote in new Vision Board members to replace President Van Mohlis and Vision Board Member Becky Anderson. Ballots were counted by two or more members of the Grace Vision Board. Ballot totals and counts were as follows:

180 members voted; 33 non-members voted; Dennis Grabowski received 153 votes; and Alden Riley received 162.

2012 Membership Statistics Pastoral Acts

New Members

Adults 51
Children.....27
Average Weekly Worship .. 525

Membership

Total Members 1612

Confirmed

Confirmed in 2012..... 38

Pastoral Acts

Weddings 14
Baptized Adults 1
Baptized Children..... 39
Funerals 11



Received into Membership!



Senior Pastor's Report



I could not help but laugh as I read a report, a company once issued after losing a "boat race" to one of their competitors. It seems the company, wanting to bring excitement and fun into its annual picnic one year, decided to rent two racing shells and challenge a rival company to a boat race. The rival company accepted. On the day of the picnic, everyone entered into the spirit of the event. Women wore colorful summer dresses and big, floppy hats. Men wore

straw skimmers and white pants. Bands played and banners waved. Finally the race began. To the consternation of the host company, the rival team immediately moved out in front and was never passed. It won by 11 lengths.

The management of the host company was embarrassed by its showing, and promptly appointed a committee to place responsibility for the failure and make recommendations to improve the host team's chances in a rematch the following year. The committee appointed several task forces to study various aspects of the race. They met for three months and issued a preliminary report.

In essence, the report said that the rival crew had been unfair. They had eight people rowing and one coxswain steering and shouting out the beat," the report said. "We had one person rowing and eight coxswains." The chairman of the board thanked the committee and sent it away to study the matter further and make recommendations for the rematch. Four months later the committee came back with a recommendation. "Our guy has to row faster," it said.

From - *Bits and Pieces*, September 19, 1991, pp. 5-6

The story does make a point. It's not always easy to reach correct conclusions whenever a company, organization or a church issues a report evaluating its effectiveness and achievements. The report may or may not give the true picture. I am praying this will NOT happen in this annual report. In fact, I'm hoping my reflections upon our past financial year will give you the same excitement and gratitude I have!

Let me share a basic truth I have discovered: Giving, finances, generosity, and spiritual maturity are tied together. The more I understand and accept God's generosity in Jesus, the more generous I become. As I reflect back upon those times I've grow

in my awareness of God's love, compassion, and generous forgiveness are the times I'm most generous with my finances, compassion, and mercy. And I have seen this truth demonstrated over and over again in the lives of God's people.

I believe Grace has taken a giant step of spiritual maturity in the Free 2B Grace Campaign! Why? I think we have finally realized God does have a plan for Grace and he has blessed us through our present and future ministries, to be a blessing to others. I sense God is preparing to use us in significant and new ways to share his generous forgiveness inside as well as beyond our walls. And with this clarity is a renewed determination to address the roadblocks which hinder us. Those roadblocks are significant:

A long list of needed building repairs we were not able to complete with the 2006 "Building on the Abundance of God's Grace" Campaign. We got a strong start but were not able to complete the projects.

The lack of congregational connections of a large church with four distinct worshipping services groups. We believe we can overcome this roadblock by equipping lay leadership to lead Bible studies, small groups, ministry teams, fellowship groups, SONday School classes, etc. We know this can be done as we find additional staff especially trained and experienced to build lay leadership.

The lack of a Reserve Fund to handle any unforeseen expenditures at our Round Lake Facilities and position us to image a different kind of ministry to reach those people unaffiliated with any church, at the Nightingale site.

I believe our desire to remove these roadblocks are sure signs Grace is maturing and growing more generous. I have been blessed to see more and more people commit sacrificial gifts and pledges. I have been blown "out of the water" by incredible acts of generosity and trust. We are giving like we've never done in the 45 years of our existence!

In addition to the need of raising \$4.8 million over five years, I believe we are being realistic with our plans for the upcoming year. Our 2013 Mission Budget (Operational Budget) is modest. It includes a small raise for our staff as we strive to support all of our positions. We are not going to ask a staff member to wear two or three hats and cover empty positions. In addition, most of the ministry budgets remain the same as last year. We do not have plans to add new programs or ministries. However, the



Senior Pastor's Report cont'd...

2013 Budget still reflects spiritual challenge, for we plan to:

Increase our tithe by .5% to 9%. If we use the benchmark of the 10% tithe as the discipleship habit, then we need to practice it in our church. I am excited that we are going to add the additional .5% tithe to what we already give to the ELCA and Lutheran Social Services.

Evaluate the growth of our spiritual formation by taking the REVEAL Spirituality Inventory once again to measure our progress. Many might remember this is the same inventory Grace took in 2007, which indicated that the majority of our church members are more in the beginning stages of faith development. It was this study that led us to our year-long self-study Focus 20/20 and the commitment to invest in calling a Pastor of Spiritual Formation. I believe we have made significant progress.

Although my Senior Pastor report is more financial, I would be remiss if I didn't mention something about our worship life. I am thankful amid all the reports of declining worship attendance in American churches, that Grace's attendance continues to be strong and steady. I believe we continue to provide inspirational and meaningful worship services that attract people to Grace. I honestly wish we could move beyond the Lutheran mentality that "confirmation means graduation" and see more post-confirmation families remain active here. I would love to see SONday School attendance grow in spite of increasing non-church activities available on Sunday mornings. Finally, I would welcome a growth in worship attendance because more of us invited our friends to "try Grace." In the meantime, I believe we will see our worship attendance increase as we continue to grow deeper in our faith and abilities to share what God is doing in our lives .

I believe our decision to use the Narrative Lectionary in the fall has impacted our worship experiences. This series of Bible readings has provided a wonderful backdrop to the whole story of God's emerging plan of salvation in the Bible. In the past, the lectionary we used tended to jump around so much, we struggled to grasp the "whole picture" of the Bible and especially the story of Jesus. The Narrative Lectionary has changed this. Our theme: How Do We Fit? has helped focused us upon God's faithfulness to his people as he calls them and us to be his healing words of blessings to a hurting world!

I am also thankful for our new Director of Worship and Music,

Jonathan Orwig. He has "jumped in with both feet," and made a big difference to all of us. He has such a deep love for the Lord and the church! As I reflect upon this past year I am thankful and feel blessed:

I sense a renewed eagerness of mission as our recent Adult Mission Trip to Haiti team continues to share their stories. Their enthusiasm and excitement is contagious! I think they caught the "mission bug" and it's starting to infect us all!

I continue to be filled with a deep gratitude for our church staff and Vision Board. All of them are great gifts and provide such wonderful support!

Finally, I am also thankful that so many of us want to invest in our spiritual formation and unwilling to just "sit in the pew." God is truly doing great things in our church. He is so generous with us! Can we then be generous with Him in the lives of others? I certainly hope so!

Once again I want to thank you for the partnership we all share in the ministry of Grace in the heart of Andover.

In Him,

Pastor Mark Hellmann

Senior Pastor



Vision Board President: Mike Schaaf



2012 Annual Report from the Vision Board

Looking back at the past year here at Grace Lutheran Church it seems as though it just started. Maybe it is because of my involvement on the Vision Board and seeing the whole picture. But more than likely it is because of all the great things happening at Grace. Through the spectrum of Worship services, Sunday Evenings, Youth Programs, Mission Outreach and planning for the future of Grace, we are striving to live out our core values.

Late in 2011 there were some staffing changes that have made 2012 a solid year. We added Tyree McDowell and Ralph Holbrook in the office and Jenn Hubal as Director of Worship Band and Singers. In my position as Vision Board President, I would like to say what a wonderful job Ralph has done as our Church Administrator. He has brought a mix of corporate and small business experience along with his ongoing seminary studies to wear many hats for us; and he wears them well. In January after 4 ½ years of service to Grace we said goodbye to Pastor Chris as he accepted a new position in warmer Arizona. To fill this void we welcomed Pastor Karri Anderson as our Interim Pastor. She dove right into the deep end and helped out where needed, including heading up the stewardship series "What difference does it make...to me, to community, to the world, to God?" on short notice.

In February, we held a day long Leadership Retreat for staff and Vision Board members. We were there to celebrate our accomplishments in 2011 and to review the findings of the Focus 20/20 results. The retreat left us all energized to resolve the roadblocks that hinder Grace from achieving success with our core values: weConnect – weGrow – weEquip – weServe – weLutheran. The Vision Board would like to thank Johnna Hirt and Scott Christensen for representing the original Focus 20/20 task force and keeping the momentum going forward.

In the heat of July, 17 people from Grace followed the path of the Feed My Starving Children meals all the way to Haiti. With the phenomenal outpouring of prayers and financial support the team had multiple projects to keep them busy all week.

A well was also funded to be installed once the property was secured. The trip forged a lasting relationship among the members and continues to grow as there are two new trips on the calendar. All are welcome and no special talents are needed – they even let me go along.

August and September brought some additional staffing changes. Pastor Karri accepted another interim position at Luther College. Jonathan Orwig joined us on September 1st as our Director of Worship and Music allowing Pastor Mark to step away from those duties. We started holding the first of 18+ Focus Group meetings as part of our campaign feasibility study. These meetings were well attended and the feedback was important to our decision to move forward with the Free 2B Grace campaign.

I had my most memorable moments as Vision Board President in November by signing the call letter to officially call Pastor Steve to be our Associate Pastor of Spiritual Formation. I was so honored to be a part of the installation process that included our Bishop Anne Svenningsen. This is another stone in place that makes our church and our future a solid foundation in the community of Grace. The Feed My Starving Children two-day meal packing marathon had a dip in attendance this year. But with other groups mixing with our 500 volunteers we were able to pack 183,000 meals that will feed 503 children for a year. Thank you to all who participated.

December brought the Advent season. 1,300 of us came together to celebrate with each other over five Christmas Eve services and one Christmas morning service. Praise be to God.

Although the year may have gone by quickly – it has been a great year at Grace. From my vantage point on the Vision Board I see many more wonderful things in our future!

In Him,

Mike Schaaf
Vision Board President



Financial Recap 2012

Missional & Operational Fund

The past year was a time of politics, not only in the U.S., but throughout the world. Many battles were waged by public opinion. News about the world's, and especially Europe's, financial woes and bailout packages dominated headlines all year, and still there's no clear resolution in sight.

Contrary to the world, this past year Grace has seen the beginnings of a time of Spiritual Growth. Even with the challenging economic and political market, we have managed to pay our bills and increase our impact as *the ministry of Grace in the Heart of Andover... and beyond!*

In February, we held a Leadership Retreat with Vision Board members, Focus 20/20 team, and staff members. This was a time to reflect on the vision God has given to Grace and determine the next steps to help us continue building toward that God-given future. Out of this, we were asked to build a team in order to research the potential for a fund drive. Through much prayer, research, and guidance from the Holy Spirit, leadership concluded that a Stewardship Campaign was a necessary step to help Grace equip more leaders, connect with families, build spiritual formation, and meet our financial obligations.

In April, with our Lenten Services and continuing through Holy week and Easter, we experienced an incredible blessing as we were able to share the Good News with 2,660 people in our community. This includes the 1,400+ who attended on Easter Sunday. Both attendance and giving were well above expectations and had not been at this level since 2000. We took note of wonderful growth and view this as a tremendous sign of encouragement here at Grace.

In October, we held 18 Focus Group Meetings over a four week period. During this time we had 184 people attend, representing 139 or 25% of the church families. We were able to engage and receive passionate feedback from a broad spectrum of the Grace family. It was a time for us to ask people to join leadership and begin praying for the journey ahead of us.

Some of the **Hopes** God placed on individuals hearts for Grace that were expressed in the meetings included:

- "We need to continue to grow in our spiritual development, which will lead us to our mission and outreach as a congregation, both locally and around the world."
- "We need to become a place of service and mission, focused on God's abundance through continued spiritual formation and connection to reach others (locally and

globally)".

- "We need to continue to serve Christ and reach every person we can who is in need. Physically, emotionally, spiritually, etc. Then, equip them to serve a loving God and change the world."
- "We need to build on what has already been accomplished here at Grace."

Please continue to pray for Grace as we undertake the *Free 2B Grace* campaign and work to fulfill the vision God has given us to *be a ministry of Grace in the heart of Andover...and beyond!* As Pastor Mark put it in our campaign prayer, "Gracious and loving God, enable and inspire us to boldly go forward to tackle our debt and building projects so that we might be free to do what you have planned for us."

In December, we were once again blessed during the Christmas season. We were able to share the message of Christ to 2,286 people over 13 services. On Christmas Eve, 1316 people attended services at Grace. This was the highest turnout since 2006!

Throughout this year we increased our benevolence from 8% (2011) to 8.5% (2012). This was a great step as we continue to move towards a goal of 10%. Some of the different organizations that received our support included Lutheran Social Services, ELCA Synod, Disaster and Hunger Funds, Feed My Starving Children, Families in Need, Caring Bridge, World Wide Village, Luther Seminarians, and many other organizations. What an impact!

Again, this year the staff worked very hard to manage spending. We began the year \$7,500 short of actual expenses, but have worked hard to make up the shortfall. We held the "What Difference Does It Make?" stewardship series in May. Contracts were reviewed with a number of our vendors reducing our administrative overhead. All ministry departments also reviewed their plans and made adjustments to keep Grace's overall expenses to a minimum. Please take a moment to thank them for all their efforts in being wise stewards of the resources we have been blessed with.

As a result, we ended the year \$19,721 in the black. In other words, our receipts were more than our expenses. We have truly been blessed by God to be in this situation! Thank you congregation for all your support and trust in Leadership here at Grace! We couldn't do this ministry without you!

Finally, as we continue building energy in our Free 2B Grace Campaign, we have a very positive outlook for 2013! We look forward to a time of connecting with all the families at Grace and delving into a deeper connection with our Creator.



Capital Fund

Our Capital fund is used to pay our mortgage, pay for capital improvements, and fund future stewardship drives. Moving our mortgage payment to this fund has enabled us to pay our mortgage on time and establish a good payment record. In the past, with a mortgage over \$10,000 we often had trouble coming up with that amount from our Ministry Fund when giving was down.

Through the first 10 months of 2012, we fell short of our \$10,066 mortgage payment by approximately \$2,200 each month. Because of this, the Vision Board agreed to pursue refinancing the \$1,400,000 loan with Thrivent Financial. After paying a 1% fee to refinance, we were able to reduce our interest rate from 6.5% to 4.7% and still maintain the same or remaining term of 19 years. This reduced our monthly payment to \$8,916. November and December were the first months that we received enough financial support to fully fund our monthly mortgage. Thank you Grace Family for your support!

In addition, we had to make several repairs to our roof due to leaking and deteriorating structures at a cost of \$3,700. On our EPDM rubber roof over the education wing had been leaking for many years through the flashing on the parapet wall. Once taken apart, the depth of the deterioration was evident. We were fortunate to be able to repair this section to give us several more years of life.

This year we ended with \$15,131 in our capital fund. Our mortgage was reduced by \$37,285. Our Financial Security Fund, which is for emergencies, has an overall balance of \$27,851.

Giving Levels in 2012

Gift Level	Family Units	% Family Units	Total Income	% Income
\$5-\$499	284	48%	\$43,466	5%
\$500-\$999	84	14%	\$59,287	6%
\$1000-	95	16%	\$130,906	14%
\$2000-	83	14%	\$258,858	28%
\$5000-	33	5.5%	\$224,237	24%
\$10,000 &	15	2.5	\$217,225	23%
Total	594	100%	\$933,979	100%



2012 Capital Fund Activity

	Income	Expense
Beginning Balance	\$ 37,662	
2012 Income	\$100,634	
Reimbursement	\$ 6,000	
Free 2B Grace	\$ 46,173	
Interest	\$ 39	
Mortgage		\$117,342
Free 2B Grace		\$ 49,000
<u>Other Expense</u>		<u>\$ 9,035</u>
TOTALS	\$190,508	\$175,377
Remaining Balance:	\$15,131	

Thrivent Mortgage

Beginning Balance	\$1,378,091
Principal	\$ (37,285)
<u>Interest</u>	<u>\$80,057</u>
Total Interest Paid	\$80,057

Ending Balance: \$1,340,806

Financial Security Fund

Thrivent Account # 1	\$26,559
<u>Thrivent Account # 2</u>	<u>\$ 1,292</u>
Total:	\$27,851



Financial Recap cont'd.

2012 Noisy Offerings & Other Gifts

Worldwide Outreach

ELCA Worldwide Disaster	\$ 3,050.36
ELCA Worldwide Hunger (Poinsettias)	\$ -
Global Health Ministries	\$ 460.25
Feed My Starving Children	\$ 2,906.53
World Wide Village	\$ 1,336.55
Well for impoverished Community	\$ 3,339.03
Adult Mission Trip-Haiti	\$ 1,131.10
Grace 4 Tanzania	\$ 733.78
Operation Christmas Child	\$ 810.73
Contribution:	\$ 13,768.33

Assist: Food/Shelter/Clothing

ACBC Food Shelf	\$ 294.16
Our Saviors	\$ 313.40
Habitat For Humanity	\$ 793.18
Family Promise	\$ 681.76
MN Foodshare	\$ 307.77
Contribution:	\$ 2,390.27

ELCA Benevolence

Minneapolis Area Synod	\$ 35,000.00
Contribution:	\$ 35,000.00

Community Outreach/Crisis

Families In Need	\$ 3,549.94
Lutheran Social Services	\$ 3,000.00
Duluth Flood Victims	\$ 298.90
Youth Mission Trip	\$ 390.84
Golden Rule Daycare	\$ 863.81
New Creation Lutheran Church	\$ 774.89
Seminary Support	\$ 4,800.00
Pastoral Discretionary Fund	\$ 202.62
ELCA - Youth Summer Program	\$ 217.16
Faith & Comm w/ Sand Creek	\$ 574.93
Contribution:	\$ 14,673.09

Total Gifts: \$ 65,831.69

Statistical Facts:

Feed My Starving Children – Over 900 volunteers from Grace packed 403,000 meals at FMSC in 2012, which will feed 1,140 kids a life-saving meal each day for an entire year. Also, we coordinated efforts with area Lutheran churches on two weekends, and together we packed an additional 190,000 meals.

Operation Christmas Child – Grace collected 374 shoe boxes which will be delivered around the world, and 12 volunteers from Grace served at the OCC Distribution Warehouse.

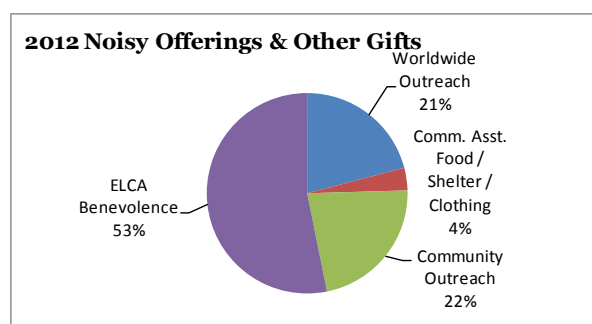
Family Promise of Anoka County – Grace hosted Family Promise six different weeks during 2012, using the time and talents of over 350 volunteers to provide caring hospitality for local families experiencing homelessness. Also, many hours were invested in helping move the Day Center.

Grace Quilters – More than 20 volunteers create beautiful quilts each Wednesday morning. In 2012, over 300 quilts were given to ministries, such as Hospice, Alexander House and Crisis Nursery.

Family Table Meal – Faithful volunteers continued cooking & serving a complimentary meal on the third Sunday of each month, feeding over 900 people in our local community.

Youth Mission Trip to Milwaukee – Eight youth & three adults went on this summer mission trip, sharing God's grace by painting homes, serving in soup kitchens, and helping in the inner city.

Adult Mission Trip to Haiti – 17 adults journeyed to Haiti in July to build playgrounds and chicken coops, but more importantly to build relationships with God's people in Haiti. More mission trips to Haiti are planned for the future in partnership with World Wide Village ministries.



Audit Report

Account Balance Verification

Current Fund

Beginning Balance 1/1/2012	\$ 20,635.00
Total Deposits or Transfers	\$ 1,422,303.00
Total Withdrawal or Transfers	\$ <1,421,589.00>
Ending Balance 12/31/2012	\$ 21,349.00
Outstanding Checks as of 12/31/2012	\$ <1,736.00>
General Ledger Balance as of 12/31/2012	\$ 19,613.00

Capital Fund

Beginning Balance	\$ 37,662.00
Interest Earned	\$ 39.00
Deposit	\$ 100,633.00
Free 2B Grace Deposits	\$ 46,173.00
Reimbursement General Fund	\$ 6,000.00
Mortgage Principal/Interest	\$ <117,342.00>
Free 2B Grace Expenses	\$ <49,000.00>
Other Expenses	\$ <9,034.00>
General Ledger Balance as of 12/31/2012	\$ 15,131.00

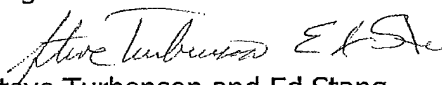
Financial Security Fund (Thrivent #1)

Beginning Balance	\$ 33,250.00
Interest Earned	\$ 67.00
Refinance Fees	\$ <6,758.00>
Ending Balance 12/31/2012	\$ 29,559.00

Financial Security Fund (Thrivent #2)

Beginning Balance	\$ 33,250.00
Interest Earned	\$ 52.00
Free 2B Expenses	\$ <32,010.00>
Ending Balance 12/31/2012	\$ 1,292.00

All accounts appeared to be in order. Balances were reconciled monthly and transactions were well documented. A sample of monthly bank statements for the accounts, cancelled checks, deposit slips, the paid invoice file, and the checking account check register were all examined.


Submitted by Steve Turbenson and Ed Stang
Date: 1/16/2013

Financial Projections 2013

The staff and leadership of our church have been prayerfully discerning the next steps of growing the *ministry of Grace in the Heart of Andover...and beyond!* This year's budget does not include any new programs or staff additions. We have determined the best step to take in preparing for 2013 is to build a realistic and attainable budget while being patient as the **Free 2B Grace Stewardship Campaign** kicks off in mid January.

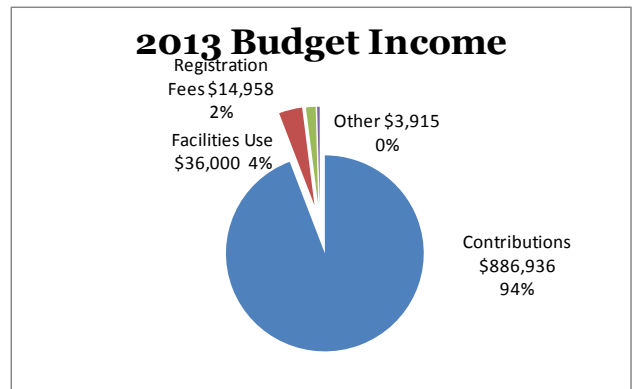
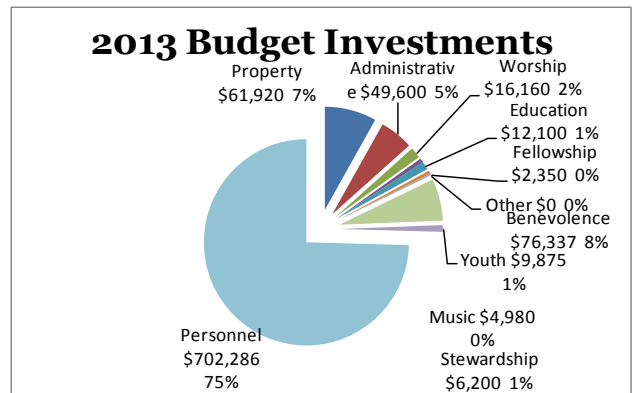
We have included conservative raises for staff that have worked for Grace for over a year. The reasoning for this is Grace Staff did not get raises for several years before 2012's modest increase. Overall wages have fallen behind other churches in the area for many of our positions. In addition, we are asking for the congregations' support in funding the ministries, staff, facilities, and outreach efforts already in place at Grace.

In order to maintain fiscal responsibility, The Vision Board will review the budget throughout the year. If adjustments are required, we will address the budget appropriately. Quite simply, if the money is not there, we will not spend it.

Golden Rule Daycare has taken another significant step in faith by increasing their support of Grace by paying more toward the building, maintenance, and utilities. The Music Academy is hopeful as they move forward into 2013.

With God's help, our main goal for 2013 is to strengthen the overall ministries of Grace. This includes:

- Provide an inspiring and spiritually relevant worship experience which includes support of four weekly worship services, holidays and special event services.
- Welcome, encourage, and equip families to begin the journey of faith with their child by supporting three sections of SONday School, weekly Rockin' Kids Bible Club, and a weeklong VBS program.
- Support and expand Confirmation ministries by connecting Parents in Parent University, equipping more adult and high school leaders for catechism groups, empowering Own Your Faith mentors, and providing more social connections for middle school students outside of catechism.
- Support and expand the Senior High Ministries by recruiting and equipping more adults to work with youth and provide a healthy balance of connecting, growth, and service activities for high school students throughout the year.
- Support and expand Adult Spiritual Formation through Sunday Evenings @ Grace, Connect Class, etc.



- Support and provide community connection for groups like Graceful Seniors, WOW, Grief Share, etc.
- Support and fund outreach: ELCA benevolence, Family Promise, FMSC, Family Table, Grace Quilters, World Wide Village, Sand Creek Elementary, etc.
- Support the maintenance and care of our facility on the corner of Round Lake and Bunker Lake Blvds.
- Support, encourage, and equip the staff who serve the Grace community.
- Equip lay leaders who support the ministry of Grace with a Leadership Summit, Leadership Huddles, SaLT Meetings, Reveal Study, etc.
- Continue a Stewardship Campaign to help equip more leaders, connect with families, build spiritual formation, and meet our financial obligations.



Capital Budget

Grace began the Capital Fund several years ago to fund a large renovation project. When that project was completed we kept the fund open to cover our mortgage payments, large improvement projects, and future campaigns. This fund has enabled us to be on time with our mortgage payments, establish a good payment history, make facility repairs, and prepare for a stewardship campaign.

As noted in the January 2012 Annual report, the past several years the balance in this account has been sliding downward due to monthly shortfalls in receipts. At that time, the estimate was less than 22 months before the fund would be at \$0. Working with Thrivent Financial to refinance our mortgage was a wonderful step to help us meet our monthly obligation. In 2013 we are hoping to bring in an average of \$8,916 a month.

As of January 1st, the capital fund has \$15,131 available. We have been blessed to initiate the **Free 2B Grace** Stewardship Campaign. We are praying that this campaign will help us overcome the roadblocks that are preventing us from fulfilling the vision God has placed before us...*being a ministry of Grace in the Heart of Andover...and beyond!*

The priorities of this campaign will be to:

- Eliminate our financial obligation to Thrivent Financial
- Address the immediate needs of the facility
- Increase our missional outreach by giving 10% of campaign funds received

Income at Grace comes in the following ways to support both Mission and Capital Budgets:

- Mission Fund contributions
- Capital Fund contributions
- Free 2B Grace Stewardship Campaign
- Special contributions such as Easter, Thanksgiving, Christmas, and Year-end giving
- Registrations for SONday school, Catechism, Rockin' Kids Club, VBS, and Music Camp
- Rent or use of facilities income from our Golden Rule Daycare
- Others include flower dedications, payments for events attended, etc.

Please consider automated giving through our **Simply Giving** program. It is a convenient way to give consistently throughout the year and can be a tool in your spiritual formation.

Mobile Online Option

1. Log onto the Grace Lutheran website by going to www.graceandover.org.
2. Look for the "Simply Giving" box on the right side of the page.
3. Scan the image using your phone's Quick Response (QR) Reader and you will automatically be taken to the Simply Giving Sign Up page.



Website "Link" Option

1. Log onto the Grace Lutheran website by going to www.graceandover.org.
2. Look for "About Grace" on the menu to left side of the page. Scroll over it and another menu will appear.
3. Look for "Giving at Grace" and click.

2012 Mission Investments/Budget and Proposed 2012 Mission Budget

Investments	2012 Budget	2012 Actual	2013 Budget
Benevolence	\$76,100	\$65,832	\$76,337
Administrative	\$39,600	\$23,053	\$49,600
Worship	\$17,431	\$14,975	\$16,160
Stewardship	\$1,980	\$356	\$6,200
Education	\$13,500	\$10,267	\$12,100
Music	\$3,195	\$651	\$4,980
Social Ministry	\$625	\$997	\$700
Fellowship	\$7,950	\$2,086	\$16,500
Property	\$63,600	\$57,468	\$61,920
Youth	\$12,920	\$5,188	\$9,875
Personnel	\$721,274	\$643,541	\$702,286
Reimb. Sec. Fund/Other	\$6,000	\$6,000	0
Totals:	\$964,175	\$830,414	\$941,808



Budget Summary 2013



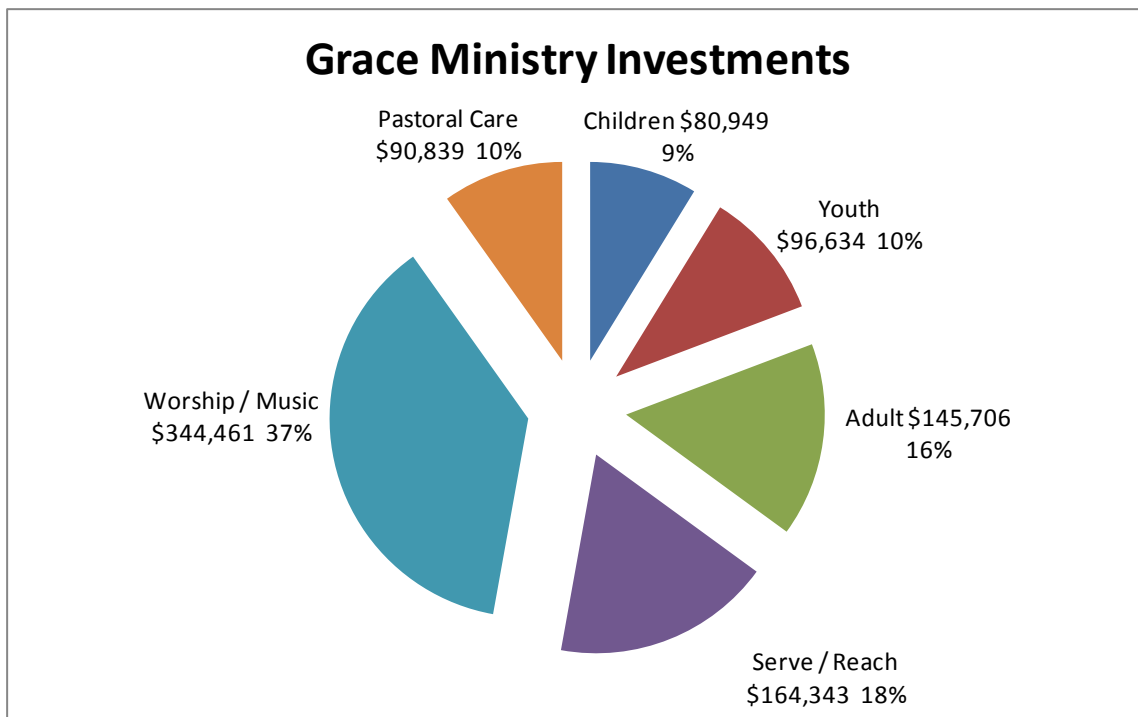
Moving Forward!

Welcome, Encourage, Equip and Send...that's what Grace Lutheran is all about. Our overall goal is to grow disciples for Jesus so that they will be his hands, feet, and physical presence in our world.

As we plan the next year with this goal before us, we pray, reflect, consider, evaluate and dream..."How do we fit?" If God is indeed active in our world, saving, redeeming, restoring and rescuing, then we want to be part of it!

The following budget represents a great deal of effort by the staff and leadership of our church to answer that question as we anticipate what the financial costs will be in 2013.

2013 Ministry Budget



Education & Spiritual Growth

Spiritual Growth of Children

One of our most important resources in our church is children. Our goal is to invest and partner with families to help lead children deeper into a relationship with Jesus Christ. Our programs are designed to encourage relationship building between children and adults. Many of these areas of ministry are partially supported through registration fees. Volunteers are a vital part of all of these ministries. We educate and minister to children and families in the following ways:

SONday School is our education program that takes place during three of our worship services on Saturday night and Sunday mornings.

- Part-time staff
- Curriculum & supplies
- Bibles

Nursery is available to infants and toddlers newborn through two years of age during all of our worship services. Our nursery is staffed by volunteers who provide a safe, loving place for them while their parents worship.

- Part-time staff
- Supplies
- Diapers

Baptism is offered to any infant, child, or adult attending Grace who desire it.

- Part-time staff
- Candles
- Curriculum

Grace also offers fun opportunities for children who attend here as well as children from the community:

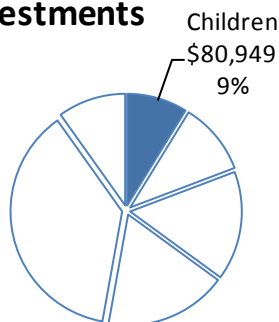
Vacation Bible School is an exciting week for the kids and adults who choose to attend. Through great curriculum and hundreds of volunteers we manage to reach out, build up, and educate the children from Grace and the community about the power of God, love of Jesus, and the work of the Holy Spirit in their lives.

- Part-time staff
- Curriculum
- Decorations
- Music

Rockin' Kids Bible Club (*Wednesday night*) is a fun, energetic club for children to learn about God through Bible stories, doing crafts, playing games, and worship the Lord through songs.

- Part-time staff
- Curriculum & music
- Supplies

Children Investments



Education & Spiritual Growth continued

Spiritual Growth of Youth

The student ministries budget is centered on Catechism (grades 6th-8th), Own Your Faith (9th grade) and Senior High (grades 9th-12th). Within that, the resources have been allocated in a way that allows us to achieve the following:

Faith Development: It is our goal that every student that comes through our doors, at every grade level and point in their spiritual journey, is able to grow in their faith in a significant way.

Fellowship & Relationship: We strive to create an atmosphere and opportunities that encourage students to grow closer to one another. We believe that faith is meant to be lived with a “family” of believers and we are better together than alone.

Heart for the World: We recognize that the Gospels are about reaching out, so we attempt to use our resources to not only make a tangible difference in the world, but to begin to develop the lifetime habits of service and evangelism in our young people.

One of the key areas we will be looking at this year includes the potential for a Director of Children, Youth, and Family with a specific emphasis on Senior High.

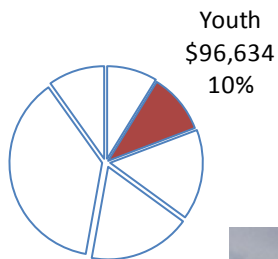
Spiritual Growth of Adults

The adult ministries budget is centered on Spiritual Formation, Men's, and Women's ministries. These events include Sunday Evenings @ Grace (several courses), Spiritual Formation week-end, Family Focus, and Connection opportunities.

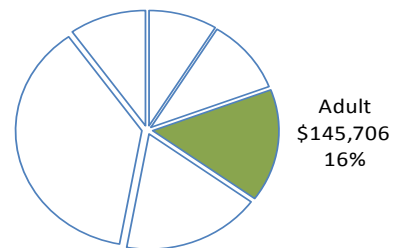
We will continue to offer both men and women's fellowship functions such as: WOW, Ruth Circle, Men's Fraternity , small groups and SHAPE.



Youth Investments



Adult Investments



Worship & Music

We are thankful God continues to bless our worship life. We believe that it is essential to plan inspiring, creative, and meaningful liturgical services in several different expressions in order to meet the needs of our large and diverse congregation. We are blessed with committed and talented staff as well as dedicated volunteers who tirelessly give of their time, talents, and abilities. God is good to us!

Another important step for growing our worship will be equipping leaders and ministry teams to grow their “leadership.” Special effort will be made in the Contemporary Worship services to grow “worship leaders.”

Finally, the Liturgical Arts Team and Altar Guild will continue to grow the beautiful decorations and thematic elements of the service which “set” the mood and create a deeper sensory experience of worship.

Our goals for this year are simple:

Traditional Liturgical Services:

- Continue to explore and learn the Evangelical Lutheran Worship hymnals.
- Grow the number of participants in the Adult Choir.
- Expand the musical leadership of the Adult Choir by singing psalms, hymn descants, and special liturgical parts of the service.
- Grow a Liturgy Worship Band (keyboards, drums, guitar, and instruments) to lead in the more contemporary settings of the liturgy.

Contemporary Services:

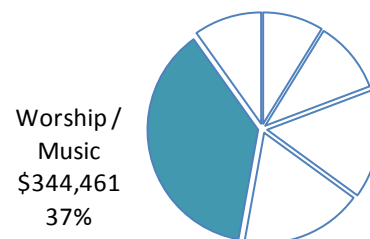
- Grow the Worship Band larger enough to create two bands.
- Enlist more singers.
- Fully utilize our sound system and provide adequate training for sound technicians.

The bulk of the budget is directed toward:

- Special Christmas and Easter music
- Praise band music
- Instrument maintenance



Worship Investments



Outreach/Serve

This area of the budget is how we reach out to the community and beyond.

An incredible amount of time and talent from Grace Volunteers, as well as financial resources from our church, are poured into a variety of outreach ministries. Some examples include:

- Faith & Community Partnership with Sand Creek Elementary School
- Family Promise of Anoka County
- Family Table Meal
- Feed My Starving Children
- Grace Prayer Shawl Ministry
- Grace Quilters
- May All Be Fed Food Shelf
- Operation Christmas Child shoe boxes
- Our Savior's Homeless Shelter
- Prayer Shawl Ministry

Noisy Offerings

Noisy Offerings are collected each week and all funds are sent directly out of our building, into the hands and lives of those in need. This year we will again give Noisy Offerings to a variety of needs, including:

- ACBC MN Food Shelf
- ELCA World Disaster Fund
- ELCA World Hunger
- Families in need in our community
- Habitat for Humanity
- Luther Seminarians
- Wells for impoverished communities

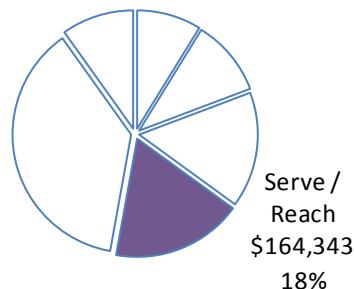
Designated Benevolence:

Every year we pledge a portion of our contributions to do work in our community and around the world through the following:

- ELCA Synod
- Lutheran Social Services



Serve Investments



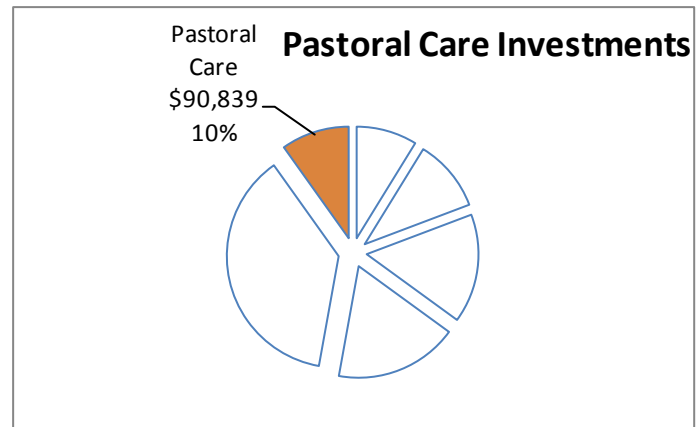
Pastoral Care

One of the important aspects to a church is how well people are nurtured and cared for, especially during times of crisis and hurt. A church like Grace can be the visible Body of Christ as people are visited in the hospital, counseled through divorce, supported in grief, and listened to during moments of stress. We strive to be a ministry of Grace in Andover not only in our community, but especially to those who call Grace home.

We are especially blessed by Gene Heglund and Carol Moler who both serve as Visitation Pastors. Carol, Gene and their Pastoral Care Team carry the bulk of pastoral care to those who are hospitalized or recovering at home. In addition, Pastor Mark meets with parishioners who are experiencing short-term needs.

Most of the Pastoral Care budget supports the pastoral staff who provide:

- Hospital and shut-in visits.
- Support for teams to take communion to those who can't attend Worship.
- Encourage the Prayer Shawl Ministry for those who are sick and/or hospitalized.



Administration & Maintenance

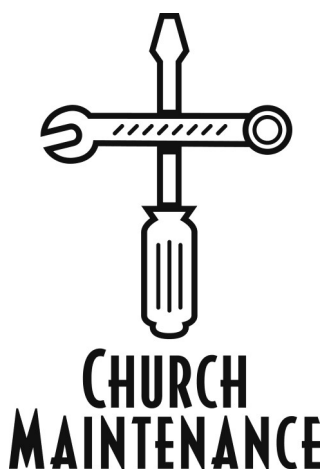
The costs of Administration and Maintenance are vital aspects of the ministry areas: Education & Spiritual Growth, Worship & Music, Outreach & Service, and Pastoral Care. As such, the overall costs are included as a portion of the ministry areas based on dollars budgeted for the coming year. We are grateful for all the volunteers that help alleviate a portion of the costs to both areas.

Administration

The administration area of the budget provides support to all of our ministry areas. These ministries are provided with the following:

- Administrative Leadership
- Secretarial and support staff
- Mailings to the community
- Worship bulletins
- General mailings from each ministry area
- Grace Notes, e-news, Web site, etc.
- Copier and duplicator costs
- Computers and network systems

This area is heavily supported by volunteers who help keep our costs to a minimum. These volunteers help us copy, collate, prepare mailings, enter data, and answer phones.



Maintenance

Our facilities provide the space for all of our ministries including Golden Rule Daycare and Grace Music Academy. We also offer our facilities to the community by providing a place for St. Paul Farmers Market, Boy Scouts, Girl Scouts, and other groups that benefit the community. This area of the budget allows us to provide a maintained, comfortable, and clean environment for our ministries. We use this budget for some of the following things:

- Custodial support
- Utilities and garbage removal
- Snowplowing and lawn maintenance
- Toilet paper, paper towels, and cleaning supplies
- Property insurance

This part of the budget is heavily supported by volunteers who help keep the costs down by maintaining the building, gardens, lawn and other areas.

2013 Ministry Budget

Golden Rule Childcare



Throughout 2012 Golden Rule Child Care has maintained our enrollment and we continue to operate at capacity. Our Toddler and Preschool Programs both have waiting lists with families that are eager to join our Golden Rule family. We currently have 48 children enrolled both part time and full time with approximately 39 of these children with us full time. Due to the growth of our School Age Program during the summer months, we hired a full time teacher for the 12 children that were enrolled with us at that time.

In 2012 we began work as a center to become a Star Rated Parent Aware Program. This is a nationwide initiative that recognizes programs that are committed to kindergarten readiness and learning that goes far beyond the requirements of child care licensing. Our staff has volunteered to participate in extra, in-depth training that will help us go above and beyond to prepare children for school and life. Our other goals for 2013 include completing the renovation of our playground to a nature based play and learning environment as well as updating the interior of our space with new carpeting and a child friendly Christian mural.

Blessings,
Tami Mielke

Grace Music Academy

Grace Music Academy instructs students of all ages on piano, winds, percussion and upper strings, the last of which is a new addition. We were excited when sought out by our string interviewees, and we look forward to the building of a string program with Beth Guck.



Our largest concentration of students remains in the area of piano, now taught by Denise L. Redman and Mitch Grussing. Having enough students to employ an additional teacher is encouraging.

In the fall of 2012, we held our first Children's Voice class, led by Jason Horner. It ran through the end of the 2012-2013 academic year. The participants were enthusiastic and the audience at the spring recital loved their performances. With enough interest shown, we will hold this class again.

At the end of the summer session, we were sorry to see Jason Vanselow, our guitar instructor, leave the Academy due to high obligations in other aspects of his career. He was well-loved by his students, and he will be missed. We are working on filling his shoes – a hard task.

The student numbers in the areas of percussion and winds remain steady even though some of the students have changed. It has been discovered lately that since working here, Dan Horvath, our percussion instructor has self-composed all the music and exercises for his students! And for the first time, Dave Trapp tried using Smart Music to accompany his brass students at the Winter Recital in December.

We have many opportunities available for those interested. Our summer offerings are amazing! Please call, email or see Denise if you have any questions on how to support and spread the word about Grace Music Academy!

Denise Redman





Our Mission

God has created us as a ministry of grace in the heart of Andover. He...**welcomes** us into a personal relationship with Jesus Christ, **encourages** us to grow in our discipleship, **equips** us to share this **ministry of grace**, and love by serving others, and **sends** us into the world to do His will.

