

ANNUAL REPORT

2020



Evangelical Lutheran Church in America

God's work. Our hands.



A MESSAGE FROM ELCA PRESIDING BISHOP ELIZABETH EATON

Dear friends in Christ,

This year has been a challenging one! The COVID-19 pandemic has changed the church and society. We have had to shift the ways we engage in ministry from a focus on in-person worship and meetings to livestream worship, virtual meetings and gatherings in the parking lot. We have had to shift to teaching children at home and working from home. We have not been able to travel to see friends or relatives or to celebrate life events. This has also been a time to address economic and social justice issues, to shift our thinking and our way of life.

In times such as this, our baptism in Christ makes a difference and makes us different. Like Christians before us, we recall that God is faithful to God's promises and God's people. We see that God enables us to connect with one another even when we are separated. Shifts in the world invite us to be innovative in how we do God's work and reach out to all ages in making disciples. We see that God is at work not only in our buildings but beyond them as well. We have found new ways to serve our neighbors and reach those in need.

As we experience this time of uncertainty, we sense something new emerging. In many places there are new strategies and renewed energy for ministry, often generated by emerging leaders. We have developed a framework to build on, and now is the time to engage in hard work together. As you do in your congregation, we want our collaborative efforts to be both faithfully thoughtful and sustainable. We want to build up the body of Christ today and for the future.

Looking across the church, I am grateful for your generous giving of time, talents and resources. Yes, God does continue to bless us! God will provide both relief from life's struggles and hope for a stronger church, God's church. We do not need to know how the future will unfold. As members in the body of Christ, we need only trust that God is with us and will provide.

Building up the body of Christ together,

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

"The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. We must no longer be children, tossed to and fro and blown about by every wind of doctrine, by people's trickery, by their craftiness in deceitful scheming. But speaking the truth in love, we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knit together by every ligament with which it is equipped, as each part is working properly, promotes the body's growth in building itself up in love." —Ephesians 4:11-16

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Oregon Synod
Evangelical Lutheran Church in America
God's Work. Our Hands

December 20, 2020

Dear Friends and Members of the Oregon Synod,

I am thankful that through all the challenges of 2020, and as we begin to turn toward all the unknown challenges ahead, we dwell in a God of grace and generosity. It has been pure gift for me personally in this last year to be inhabiting with you exactly what the root of the word “synod” means - walking together into courageous love. Thank you for the ways you have prayed faithfully, shared generously, adapted creatively and visioned courageously with us. I am inspired by the many ways you inhabit the good news of the gospel of Christ in your unique place and time, even in a pandemic.

Please know that my prayers are with you as you gather for your congregational meeting. The life and vitality of your faith community are important. The work we do together as the Oregon Synod is important. And, our unity as the Evangelical Lutheran Church in America is important.

As of now, our Synod Assembly is scheduled for April 30-May 2nd at Sunriver. Please mark those dates in your calendar. Due to the vaccine roll-out schedule, however, it appears we may be having the assembly online again this year. We will make the final decision with your synod council by February 1st.

So, there are a couple of things to consider as you prepare for Synod Assembly 2021:

- 1) **voting members.** Your elected voting members must be people comfortable with (or willing to learn how to join) an online meeting (and the access to resources to so),
- 2) **additional voting members.** If we do go online again, the financial impact on congregations will be much less than when we meet in person, so it would be a perfect year to make sure you have voted for your additional voting members (up to 2 people who identify LGBTQIA+, up to 2 people for whom English is not their first language AND, up to 2 Youth/Young Adult voting members).

What a time to be God’s church! Yet, as the gospel of Matthew tells us, though, “with God all things are possible.” We have learned, grown and changed thanks to the Coronavirus, and it’s not over yet.

With your prayers, financial support and deepening relationships, we are capable of doing more than we dare dream or imagine. Please consider inviting Juan Carlos La Puente, Pr. Melissa Reed or myself to your congregation during the year. Many of our creative and phenomenal deacons, mission developers, and ecumenical and interfaith partners would love the opportunity to be with you as well.

I look forward to sharing this work with you throughout the new year. Let us dare to love one another!

Yours in Christ,

Laurie L Caesar

Bishop Laurie

Directory 2020

Congregational Council Executive Committee

Bob Keith, *President*
Rebekah Hadlock, *Vice President*
Nancy Hemming, *Secretary*
Hal Brauner, *Treasurer*
Mary Stephens, *Financial Secretary*
Netsie Griffith, *Pastor*
Wendell Hendershott, *Pastor*
Dorothy Nielsen, *Interim Pastor*
Donna King, *Deaconess*

Congregation Council Members

Hal Brauner
Meredith Junge
Jim Leklem

Rebekah Hadlock
Bob Keith
Dave Lundahl
Kendra Wollert

Nancy Hemming
Jaya Lapham
Sandie Williams

Shelley Chamberlin (*resigned mid year*)

Grace Staff

Netsie Griffith and Wendell Hendershott (*Jan.–Aug*), *Pastors*
Dorothy Nielsen (*Oct-Dec*), *Interim Pastor*
Deaconess Donna King, *Director of Discipling Ministries*
Hayden Talley (*Feb-Dec*) and Bryson Skaar (*Dec*), *Director of Music Ministries*
Sunghee Kim, *Organist*
Kelsey Bleck (*Oct-Dec*), *Percussion*
Robin Comforto, *Bookkeeper*
Mackenzie and Rachel Burnett, Christine Lundahl, Katie Olsen
and Melissa Smith, *Child Care Providers*
Sam McKay (*Jan.-June*), *Custodian*
Andrea Barnhurst, *Office Administrator*
Jody Parker, *Office Assistant*

Luther House Staff

Pastor Mike Ostrom
Ann Blegen, *Office & Hospitality Coordinator*

Membership Statistics

Membership end of 2019	440
Members received during 2019	
By Baptism / children	+
By Baptism / adult	+
By affirmation of faith	+
By transfer	+2
Members removed from voting membership	
By Death	-4
By Transfer	-
Statistical adj.	-
Membership, end of 2019	438

Pastoral Acts 2019

Confirmations

Isaac Hadlock
Eli Geist

Funeral/Memorial Services

Robert Schoning

New Member/transfers

Michael Franklin
Elaine Franklin

Other Rites & Passages

Deaths – Members

Robert Schoning
Hal Lindsley
Joan Sandeno
Larry Boersma



Picture Wall Update—March 2020

Grace Lutheran Church

Annual Congregational Meeting February 2, 2020

Opening

Grace Council President, Bob Keith, called the meeting to order at 12:38 pm. The assembled 46 members satisfied the quorum requirement of 44 members. Bob requested that all cell phones be muted.

Opening Litany and Opening Hymn

The opening litany from 2 Corinthians 5:17, which was provided by the ELCA Church-wide for 2020 congregational meetings, was read by Rebekah Hadlock. The opening hymn was ELW #400, "God of Tempest, God of Whirlwind" vv 1-2.

Introduction of Parliamentarian

Bob Keith introduced Michael Beachley who served as parliamentarian for the Annual Congregational Meeting.

Acceptance of 2019 Congregational Annual Meeting Minutes

The first order of business was acceptance of the minutes of the 2019 Annual Congregational Meeting and the May 2019 Special Congregational Meeting. It was called to the chair's attention that Michael Beachley's name was spelled incorrectly on the first page of the 2019 Annual meeting minutes. A motion was made and seconded to accept the 2019 Annual meeting minutes as corrected. The motion carried unanimously.

A correction was also made to the May 2019 Special Congregational meeting minutes, i.e. on page 1 of the minutes, the pastor's new time commitments and salaries are being changed from 1.5 FTE to *1 FTE*. This should be changed to "1 FTE." A motion was made to accept the minutes as corrected; the motion was seconded and passed unanimously.

Jim Leklem called the attendees' attention to corrections in the 2019 Annual Report. On page 4, the date in the title needs to be changed from "December 2017" to "December 2019." In addition, the names of Council Members Jim Leklem and Nancy Hemming need to be added to the list of Congregational Council Members.

2020 Council Elections

Rebekah Hadlock presented the list of candidates to fill spaces in the Congregational Council. Those who will be new members or who were appointed this past year to fill out the terms of persons who have resigned from the Council are: Sandie Williams, Bob Keith, Dave Lundahl, Anne Schroeder, Meredith Junge, and Rebekah Hadlock. Michael Beachley moved that these persons be voted on by acclamation. The motion was seconded. Bob Keith read the names of the candidates. He clarified that Anne Schroeder would be serving for 1 year because she is filling Sue Musil's vacated seat.

There was no discussion and the motion to adopt the slate by acclamation. carried unanimously. A second motion was made to vote on the slate of candidates. The motion was seconded and the slate was adopted unanimously.

Bob presented Bruce and Mary Stephens as the nominees to be voting members from our congregation to the 2020 Oregon Synod Assembly. The assembly will occur June 5 to 7, 2020, in Portland. A motion was made and seconded to accept these nominees. There was no discussion and the motion carried unanimously.

Process for Electing Camp Lutherwood Annual Meeting Representatives

The final election item involved the process for election of representatives to the Camp Lutherwood Annual Meeting. This year, because the Lutherwood meeting occurred the day before the congregation's annual meeting, the representatives elected last year represented our church again in 2020. It was suggested that, if the Camp Lutherwood meeting precedes the Congregational Annual Meeting of the same year, that the representatives from our congregation can be chosen by the Church Council. Pastor Netsie clarified that the Council will choose the representatives only in this circumstance; if the Camp Lutherwood meeting occurs after the congregation's annual meeting, the representatives will be elected as usual at the annual meeting. Michael Beachley stated that the Council has wide responsibility and authority and can fill vacancies in various functions if needed. A motion was made and seconded to adopt this change. The motion was passed unanimously without discussion.

Camp Lutherwood Report

Donna King presented the report on Camp Lutherwood. She, Wendy Geist, and Shelly Lundahl attended the meeting on February 1, 2020. Donna said that the camp had started a capital campaign last year to fix or replace structures and equipment at the camp. On April 12, 2020, the main lodge burned down and was completely destroyed. This necessitated a re-direction of the capital campaign. A tent was erected for the summer, but was not adequate when the rains started in the fall. Some outdoor camp sessions had to be cancelled.

Donna said that there was a \$50,000 deficit in the budget presented at the meeting. However, about \$228,000 has been donated which will cover the deficit. The camp also has to replace the lodge and the bridge. A campaign was started and has received \$3.2 million in gifts and pledges. Work has started on the lodge which must be completed by March. It will be dedicated on June 6, 2020. Another campaign to raise \$4.3 million to cover replacement and/or refurbishment of other buildings and bathroom facilities.

Pastors' Reports

1. Pastor Wendell Hendershott said that, as his written report appeared in the Annual Report document, he would focus on the search for a new Director of Music Ministries. He said that the search had been going on for several months and had been advertised widely. Responses were received from five individuals, 2 of which are being considered for the position. A decision is expected soon. Pastor Wendell said that the congregation must understand that with new people come changes for them and for the congregation and that we must keep that in mind as we move forward. He invited anyone who had questions or concerns to talk to him.

2. Pastor Netsie Griffith thanked Andrea Barnhart for preparing the Annual Report which is her first. Pastor Netsie said she was grateful for Andrea's resourcefulness and for Bali, Andrea's guide dog who is a welcome addition to the front office. She also thanked Hal Dick who provided the cover stock as well as Adelle Neukomm who helped fold and assemble the report.

Pastor Netsie reported that she and Pastor Wendell had gone to the Byberg workshop the previous week which is a preaching workshop funded by a large endowment from Mr. Jonas Byberg who was from Oregon. The workshop brings together pastors from other areas of the United States. The main speaker, the Rev. Dr. Karoline Lewis, concentrated on a preaching commentary based on the Gospel of John. It was a very wonderful conference and very inspiring. She and Pastor Wendell were able to reconnect with former colleagues and experience faith beyond the walls of Grace Lutheran Church.

On December 14, she, Pastor Wendell and Martha Anderson attended the installation of the Oregon Synod's new bishop, Laurie Larson Caesar. All are invited to attend a Cluster gathering with the new bishop on Saturday, February 15 in Albany. Geographically, Corvallis is in the Vineyard Cluster of the synod. This cluster also includes congregations in Willamina, Salem, Lebanon, Sweet Home, and Albany.

Pastor Netsie said that the annual regional Reconciling in Christ event and potluck will be held in Beaverton from 4:00 to 6:00 pm on February 9, 2020. She said that she had just found out that the Camp Lutherwood dedication will be held in June.

3

Pastor Netsie encouraged the congregation to meet and work with other Christian and non-Christian communities and she thanked the congregation for its work here and beyond Corvallis. She acknowledged those leaving the council: Kathy Vohland, Hal Brauner, and Lew Nelson. Both Hal and Lew have completed two 3-year terms and cannot run again for the time being. Pastor Netsie said that though Hal Brauner was leaving the council, he would remain as Treasurer of the congregation.

3. Gordon Matzke asked the pastors if the switch to one service rather than two has resulted in a drop in attendance. Pastor Netsie said that there has been a small drop in church attendance, but an increase in attendance at Christian Education. Pastor Wendell estimated that the drop in attendance at church was in the range of 4.5% to 5.0%.

Jaya Lapham said that the council has discussed at length the possibility of having a service on some other day/evening of the week as an outreach. Pastor Wendell added that there has been some discussion of having that service be led by laypersons in light of the pastors' reduced hours.

Church Council Report

Bob Keith presented his report which is included in the 2019 Annual Report. Some highlights mentioned were the 75th anniversary of the congregation in 2017; the 10th anniversary of Wendell Hendershott and Netsie Griffith serving the congregation as pastors; the change from two services to one for the entire year instead of the summer-time only; the Great Move-out for Oregon State University students in June; God's Work, Our Hands effort in September; handing out popcorn packets in downtown Corvallis on Halloween; and sending Rebekah and her children to Gondar, Ethiopia in November.

Giving It Forward Report

Dave Lundahl gave the report for the Stewardship Committee on the Giving It Forward project to retire the church mortgage. He said that going to one service resulted in slightly less giving, but there were fewer expenses so that it balanced out. His main concern was that the congregation is aging. Dave acknowledged that the congregation has been very generous and has often included the church in estate planning. However, there are relatively few members under the age of 60. He encouraged the congregation to reach out to younger families and institute programs to attract and keep younger people so that we can have a sustainable congregation.

The Giving It Forward program has been quite successful. It was started 4 years ago and, today, the remaining mortgage is about \$7,000. Dave mentioned that a Fine Art Auction will be held at Grace in March to continue to raise money for GIF.

Jim Wernz congratulated the Stewardship Committee's work and asked how we could get others to participate in that program as well as the life of the church. He mentioned that a quorum is only 10% of the congregation and wondered how to get the other 90% involved. Dave responded that we must be inviting and welcoming and that outreach is an important issue which must continue to be addressed.

Treasurer's Report

Hal Brauner presented the Financial, Budget, and Treasurer's Report which is included in the 2019 Annual Report. He noted a couple of corrections on the printed report: 1) on page 41, the footnote states the "our income was 93.4% below what was budgeted." It should read "93.4% of." 2) a page of his report is missing, but the figures are contained on page 43 in the report, so no data is missing.

He said that the church should be able to pay off the mortgage easily. This year's budget is little changed from last year's because there were no big changes that needed to be accommodated.

There was a question on line 127 which shows \$2,000 budgeted for Pastoral Counseling Center. These monies were budgeted at the same level in 2018, but nothing was budgeted in 2019, yet they appear in the 2020 budget. Hal replied that the funds were not used, but are place holders in case the need arises.

The chair entertained a motion to approve the 2020 budget. The motion was seconded. There was no discussion and the motion was approved unanimously.

Other Items

Bob Keith asked the attendees if there was anything else that should be considered for the good of the order. There were no issues raised.

Closing Hymn

Verses 3 and 4 of ELW #400, "God of Tempest, Good of Whirlwind" were sung.

Adjournment

Bob Keith adjourned the meeting at 2:00 pm.

Submitted by

Nancy Bond Hemming
Acting Secretary



2021 Church Council Report to the Congregation For the 2020 Church year January 31, 2021

Members of the 2020 Church Council: Bob Keith-President, Rebekah Hadlock-Vice-President, Nancy Hemming- Secretary, Hal Brauner- Treasure, Jaya Lapham, Kendra Wollert, Meredith Junge, Sandie Williams, Dave Lundahl, Jim Leklem, Pastor's Netsie Griffith and Wendell Hendershott, Interim Pastor, Dorthy Nielsen (September 2020) and Deaconess, Donna King.

The dedication of these individuals to serving this ministry cannot be over stated. They not only attend meetings but are actively participating in the decisions listed below. In addition, they also serve as liaison to one of the many committees that keep the church functioning spiritually, physically, and socially.

These are highlights from the past year. Items were chosen that are not likely to appear in a committee report.

January

- We started January 2020 with a little more than a \$9, 000 surplus.
- In 2015 the Stewardship Committee began working on a plan to pay off the church mortgage, which at that time was about \$384,000. In December of that year, the Giving It Forward initiative was launched and by the end of 2016 over \$100,000 was raised. The Grace Lutheran Foundation agreed to match up to \$130,000 and a generous anonymous donor added a challenge match of \$30,000. As of mid-December 2019 we have received a total of \$344,600 and the mortgage balance is currently \$37,790! There is approximately \$20,000 in outstanding pledges and match monies still to be received. We have less than \$9,000 of additional pledges to reach our goal! Donations are still being sought.
- The annual Congregational Meeting was held January 26, 2020. We elected new Congregation Council and Synod Assembly members. In addition, we will consider and adopt a budget for 2020. Church Council will be finalizing the proposed budget to be forwarded to the congregation at their January 11, 2021 meeting.
- In December of 2019, Br Christopher Buckley, Director of Music resigned. In January, we took time to wish him Godspeed and Farewell and send him on to other Christian communities with God's blessing and our gratitude.
- The Oregon Bottle Drop program was added to Grace Lutheran Church as a fund raiser for the AIDA fund.

February

- The Council Retreat at Camp McGruder was held. February 28-March 1. The council focused its attention on the results of a family and youth survey from February. Council has been figuring out ways to address the needs of our families and youth.
- Grace Lutheran Church again took its turn on helping with the Men's Cold Weather Shelter.
- The Oregon Synod welcomed Bishop Laurie Larson Caesar as our new Bishop.

March

- We welcomed Hayden Halley as our new Director of Music Ministries.
- The annual meeting of the Camp Lutherwood Association proved that the spirit and energy are strong at Camp Lutherwood. After an electrical fire destroyed the main lodge in April, the 60-yearold camp is moving out of the ashes toward a new year, and new plans that will allow for even more visitors to experience Lutherwood and become closer to God. The loss of the main lodge, which housed the kitchen, dining hall and camp supplies, disrupted the 2019 season of Outdoor School group reservations. With the Capital Campaign just beginning to rev up, the camp is also still moving forward with its plan for three new buildings
- Congratulations, members of Grace! For the first time, since the counting has been done, Grace Lutheran won the award for having the most members in attendance at Lutherfest, the annual fundraiser for Lutheran Campus Ministry at OSU. Our Savior Lutheran in Lebanon has won this award every previous year of its history. Lutherfest is held in February at Boulder Falls Inn in Lebanon.
- COVID-19 a pandemic virus shows up in mid-March and forces changes in attending service at GLC.
- In March, Church Council had its very first Zoom meeting, so individual council members could stay sequestered in their homes but still be in conversation either via computer or phone. Many of us are just learning how to use this technology, and it went better than we thought it might. Most likely, we will need to meet again by Zoom for our April meeting which is scheduled for April 20.

April

- All services and meetings by attending using Grace Lutheran have been suspended due to the COVID-19 pandemic. Worship service by video and YouTube only.

May

- Even though Grace Center's doors are required to be closed these days, by order of the Department of Human Services (DHS), our staff has developed many ways to reach our participants and caregivers in their homes. That may require the help of Technology, but the Center's loving people bring the human touch with them. Twice a week our nurse makes calls to them, and in an ongoing log keeps their progress notes. Phone calls with individual participants provide counseling services and Grace Center's caregiver support groups meet twice a month using Zoom.
- Pastor Netsie Griffith and Pastor Wendell Hendershott send a letter to the congregation announcing their plans to retire and departure from their calls at Grace Lutheran.

June

- *When do we return to Grace Lutheran Church of live worship:* We have not set a target date to begin in-person worship at this time. At the same time, we have set up a task force that is looking into the way we will ease into opening for worship and opening the church building for Grace activities. The task force consists of President Bob Keith, Nancy Hemming, Rebekah Hadlock, Ron Larsen and the pastors.

July

- Had we been worshipping together in our sanctuary the latter Sundays of March, we would have publically recognized our outgoing/departing church council members and presented them with Certificates of Appreciation. Given that was not possible, the Church Council Executive Committee made home deliveries on behalf of the congregation to express our thanks to Hal Brauner, (remains as treasure), Shelley Chamberlin, Sue Musil, Lew Nelson, and Kathy Vohland for their years of service as leaders on our Church Council
- With a donation from a member, the church mortgage was completely paid off.

August

- For at least 15 years Grace Lutheran has supported needy students at Garfield Elementary School by providing backpacks and school supplies and the past 7 years we have extra supplies to share with Linus Pauling MS and Corvallis HS. Again, Grace Lutheran Church raised over 50 pack-packs for students.
- Pastor Netsie and Pastor Wendell gave their last sermon on August 30, 2020
- Most recently, Bishop Laurie Larson Caesar from the Oregon Synod has requested that Grace Lutheran church council supply her with a salary range and benefit package for the interim pastor. This was completed this last week and now Phase II continues with the Office of the Bishop in search of an intentional interim pastor.
- Grace Council is looking to meet the needs of our families and Youth. As a result of a family and youth survey from February and subsequent Grace Council Retreat in March, church council has been figuring out ways to address the needs of our families and youth. A new position(s) of "Director of Youth and Families" is being considered.

September

- By working very closely with the Oregon Synod and Bishop Laurie, the Rev. Dorthy Nielsen has been selected to become our interim pastor. Pastor Dorthy comes to us from Silverton, Oregon where she resides with her husband John Dallum and dog Millie. Pastor Dorthy has an extensive background in being an interim pastor and also several years as a pastor in the ELCA. She also served as a youth director at two different churches. Born in Esbjerg, Denmark, Pastor Dorthy graduated from Concordia in Moorhead, MN with a BA in Religion and also from Pacific Lutheran Theological Seminary, Berkeley, CA with Master in Divinity.
- We had a fantastic turnout for the God's Work, Our Hands. The clean-up, by the Grace Lutheran youth was held at Nye Beach. The project was organized by Rebekah Hadlock. What an amazingly beautiful day it was with our Grace family! Thank you to all who participated.

October

- Pastor Dorthy Nielsen will be joining us on October 1, 2020 as a full time interim pastor, her fourth experience as an interim pastor. Residing in Silverton, Oregon, Pastor Dorthy comes to us with very positive remarks and praise from our Bishop Laurie Larson Caesar. Her time at Grace Lutheran will be anywhere from nine months to 18 months. While Pastor Dorthy will be leading us in worship, music and communion she will also lead the transition team (to be selected) and self-study process and into Phase III of the Call Process.

November

- Throughout the Covid-19 pandemic, it seems as if our lives have stopped as we wait for upcoming Government executive orders or further information from our local counties. We wait for that day when we hear that in-person worship services can take place once again in the sanctuary at Grace Lutheran Church. Although it may feel like time has stopped, Grace is full of activities, meetings and preparing the church for that time when we are able to meet again. From the Worship and Music Committee's weekly meetings to the Re-opening Grace Steering Committee meetings, Grace Committee members are working hard on the details of how and when Grace will open its doors again. The health and safety of all visitors, members, and video production team members is top on everybody's list.

December

- 2020 everything is different including the Nativity program. Instead of a youth nativity pageant during a Worship service, the Christian Education team will work with youth and families to create an outside drive-by Nativity experience with the story proclaimed in music, signs, lights, and a living crèche scene with youth playing the character parts and a few real animals.
- The Worship and Music Committee has received a letter of resignation from Hayden Talley, our Director of Music Ministries. Hayden's spouse, Anne, has been accepted into a Master's degree program in Berlin, Germany to study in her career field. Bryson Skaar has been hired to become the new Director of Music Ministries. His start date is to be negotiated.
- Finance situation...Expenses were about \$27,000 less than budgeted and income was about \$8,000 less than budgeted leaving \$17,316 as a beginning balance for 2021. Contributions for the year were 91% of budgeted. (See Treasure Report for details). Very good with COVID and no passing of the offering plate!



Council Retreat 2020—March 8, 2020

Teams & Committees

Property Committee - Ron Larson, 541.752.0754

Communications Committee

Mary Ann Brenan, 541.230.1696

Sunday Hospitality

Dayle Christensen, 541.602.2818

Events Hospitality

Molly Hallgrimson, 541.753.8581

Christian Education Team

Deaconess Donna King, 541.757.6636

Altar Guild - Linda Samuels, 541.929.4222

Worship & Music Committee

Michael Beachley, 541.754.5501

Finance Committee - Hal Brauner, 541.753.0023

Personnel Committee - Nancy Strohlein,
541.926.5747

Hospital Visitation Team - Dale Weber,
541.757.3043

Healing Prayer Team - Sue Davis, 541.924.2922

Mission Groups - Bob Saathoff, 541.929.3045

Stewardship Committee

Dave Lundahl, 541.757.135

Respectably submitted by:
Bob Keith
Council President
January, 2021

ANNUAL REPORT 2020

Pastor Dorthy Nielsen

On arriving at Grace, Corvallis on October 1st, after the retirement and departure of your two pastors, I discovered a faith community that is vibrant, stable, and welcoming. And two words came to my mind: Transition and Adaptable.

To say 2020 has been a year of transitions and adaptations would be an understatement. It has been a year of monumental shifts and change. While the wheels of change usually turn slowly, especially in certain institutions like churches, education, and government, what has been evident is the pivoting and adaptive changes in response to the pandemic impact on our ability to meet in person.

What I see in you, dear people of Grace, is the ability to embrace change; to adapt to a new norm, as challenging as it might be for some of you; an openness to do ministry by whatever means. Martin Luther would be so proud! He too took advantage of the technology of his day, the moveable type printing press, to get the message of God's grace out to the world. Once we have overcome the pandemic restrictions, we must not lose that openness to change. God is with us. We are living in a new missional era, wherein the Holy Spirit is blowing among us and through us, if we are open.

I know you all miss seeing each other in person. We still do not know when we will be able to worship in person again. The Worship and Music Team is doing a fantastic job providing us with worship opportunities online, and Donna King organizing and sharing spiritual and educational opportunities for Grace, along with Bible Study leaders, Library, reading groups, Christian Education, and other ministry teams.

There are changes in staffing that are turning Grace's focus and ministry. Let me outline some of those. You brought on Hayden Talley back in February 2020 as Director of Music Ministry, and he helped coalesce the music from the very beginning of the pandemic closures, leading the musicians in creating sacred space for worship. Grace is blessed with wonderful musicians. With Hayden's departure in mid-December, we were able to bring in Bryson Skaar as the Interim Director of Music Ministry. He too has stepped into the role continuing the fine worship leading of our musicians.

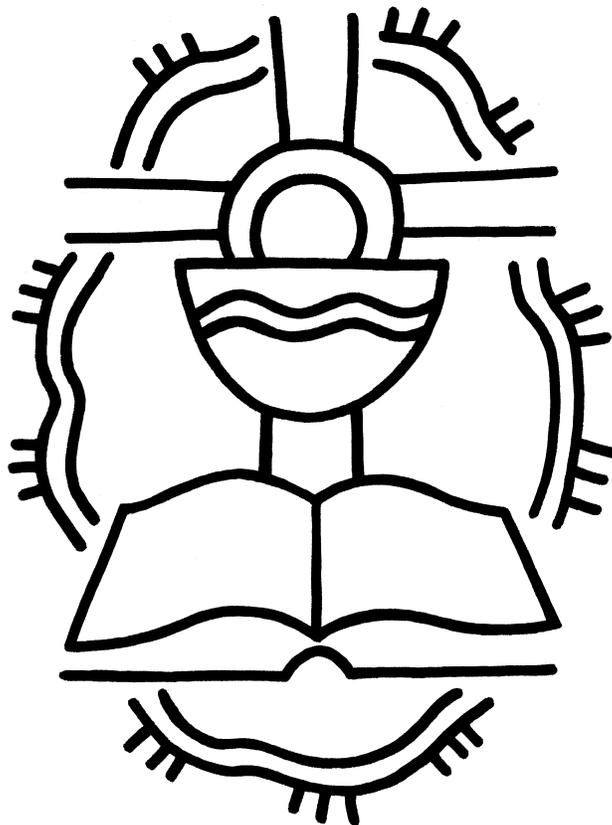
As for the Director of Discipling Ministries, Donna King, things have been changing with regard to her area of responsibility. In October and November a new job description was put together for the Director of Discipling Ministries, which reduce her hours and focus her time on adult spiritual formation and education, while shifting the areas of children, youth, and families to a developing area of ministry. The Growing Young cohort at Grace has been working on bringing in Children/Youth/Families ministers, as has been discussed earlier in 2020. Those positions, Children and Families minister and Youth and Families minister are Interim positions, with the potential for permanency when Grace brings on a called pastor (after the Transition work is completed). It is important for your next pastor to have a say in building the ministry team at Grace.

Being able to live into a new reality is not easy work. However, if we can see this time, which has been coming for quite a long while, as a new missional era, it will be necessary to develop new models for what it means to be Church. We will need to develop some new spiritual practices for the days ahead. Rather than holding on to how things were done in the past, we need leadership from all areas to help us respond to the realities of this new era in the Church. That means we will grieve, celebrate, explore, plan, dream, and trust that God is with us.

All this means that we need to up our game, up our creativity, up our faith, and up our communications during this transition time. The Transition Team is forming right now. By the time of our Annual Meeting, the team will hopefully have a first meeting via Zoom.

In the Book of Esther the resettled Jews were under threat, Mordecai, said to his adopted daughter, Esther, who had become Queen of Persia, "Perhaps you have come to royal dignity for just such a time as this." (Esther 4:14) Perhaps during this pandemic, through our adoption in baptism, we too have come to such a time of opportunity, to a new missional era for the sake of the gospel of Jesus Christ. We don't know the answers to our questions, however God is with us, and calling us to be open to the new part of Grace's ministry.

I am counting on this transition and adaptive work to be fun and surprising, as the Holy Spirit moves us ahead, into Christ's vision for Grace.



DISCIPLING MINISTRIES: 2020 GRATITUDES

With thanks to all! Deaconess Donna King, Director of Discipling Ministries

- Nursery** — Child Care Providers: Mackenzie Burnett, Rachel Burnett, Katie Olsen, Christina Lundahl, Melissa Smith.
- Christian Education Committee** — Wendy Geist, Rebekah Hadlock, Dcs. Donna King, Jaya Lapham, Shelly Lundahl, Erin Radniecki, Kendra Wollert.
- Sunday School** — PreK – 6th Grade Teachers: Wendy Geist, Rachel Harrington, Erin Radniecki, Anne Schroeder, Kendra Wollert + fun activities and good bye scrapbook for Pastors (coordinated by Kendra Wollert) + online & home resources.
- Confirmation** — Led by Shelly Lundahl, Pr. Netsie Griffith, Pr. Wendell Hendershott.
- Confirmation in the Park** — 9th Grade Confirmands: Eli Geist, Isaac Hadlock.
- Grace Youth** — High School Youth + Donna King: Cross Gen Dialogues on the Refugee Crisis, Epiphany Project: Alphabet of Dreams (what are God's Dreams for the World?) Later in the Year + Shelly Lundahl, Pr. Dorothy Nielsen, Rebekah Hadlock, Parents: Get Acquainted Conversations, Drive-thru Nativity.
- Parent Appreciation Week** – delivery of flowers to honor the vocation of parenting.
- Growing Young** (International Digital Cohort of Congregations, Led by Fuller Youth Institute) — Grace Representatives: Wendy Geist, Dcs. Donna King, Shelly Lundahl, Kendra Wollert. To be joined by Pr. Mike Ostrom in 2021.
- Drive-thru Nativity Creators & Helpers** — Andrea Barnhurst, Michael & Sandra Beachley, Mackenzie Burnett, Rachel Burnett, Denise & Tom Cardinali, Anthony Cardinali, Laura & Joel Davis, Aaron Davis, Carol Erickson, Mike & Elaine Franklin, Eli Geist, Noah Geist, Jude Geist, Wendy Geist, Caitlyn Gillamout, Mark Gourley, Netsie Griffith, Grace Altar Guild, Rebekah & Michael Hadlock, Silas Hadlock, Avi Hadlock, Isaac Hadlock, Jim & Nancy Hemming, Wendell Hendershott, Dana Howe, Eila Howe, Carol Kamke, Bob Keith, Becky & Tom Kiersky, Donna King, Ardis & Jerry Koester, Wayne & Carolyn Kradjan, Debbie Kuehn, Jaya Conser Lapham, Ron Larson, Shelly & Dave Lundahl, Erika Lundahl, Jo Lundahl, Christina Lundahl, Gordon & Mary Ann Matzke, Cathy Mueller, Shane Mueller, Pr. Dorothy Nielsen, Katie Olsen, Parents, Erin Radniecki, Linda Samuels, Anne & Patrick Schroeder, Archer Schroeder, Wil Schroeder, Sylvie Schroeder, Melissa Smith, Starker Forests, Bruce & Mary Stephens, Chrissy Veach, Robyn & Jose Vega, Evelyn Vega, Martina Vega, Jim & Donna Wernz, Kendra & Edwin Wollert. This project took many helper elves – If we missed anyone, we appreciate your help and regret the omission!
- Adult Education** — Sunday Adult Bible Study: Frank & Sue Davis + Tuesday Bible Study: Pr. Netsie Griffith + Pastors' Class: Pr. Wendell Hendershott + Advent Devotional Booklets + Freedom of a Christian study: Dcs. Donna King.
- Cross-Generational Faith Formation** — Epiphany Party + Dialogues on the Refugee Crisis (begun by Mackenzie Burnett, Rachel Burnett, Avi Hadlock, Gordon Matzke, Donna King, Christina Lundahl, Evelyn Vega, Reed Vega, Linda Samuels, and crashed by COVID.) + "God's Work. Our Hands." Beach cleanup + Drive-by Blessing of Graduates + home delivered Pentecost "Ida Party" and Advent Discovery Boxes.
- Always Remember 3 Things** — Keep the Main Thing the Main Thing + Do Good Things Together + Align with the Currents of Life Itself.

With appreciation for moments of faith, beauty, and service in a challenging year!

HOSPITAL VISITATION COMMITTEE

January, 2021

Team Members:

Michael Beachley
Carol Erickson
Marshall Hall-Tanquist
Darlene Leklem
Sandra Williams
Dale W. Weber, Team Co-ordinator

Meeting Schedule:

Team members are available in one week blocks to contact Lutherans who are receiving care at the Good Samaritan Regional Medical Center Hospital, one of the local nursing homes or who are confined at home. Therefore, a team member is available nearly every day of the year.

Report:

Because of the coronavirus, it is no longer possible for our team members to make in person visits to the Hospital. However, if Grace Church is aware of members or friends of our congregation who are in the Hospital or are ill at home, team members make efforts to contact them. This can be done either by telephone, email or the U.S. mail.

Until visitor restrictions are lifted, that is about all that can be done. Therefore, it is important that members of Grace Lutheran Church keep the Church Office informed of people who might find contact from a Hospital Visitors Team member useful or appreciated.

Healing Prayer Ministry

The healing prayer ministry was suspended along with in-person worship in March of 2020. Prior to that the healing prayer ministers quietly served those individuals seeking a few moments of personal prayer in the setting of worship.

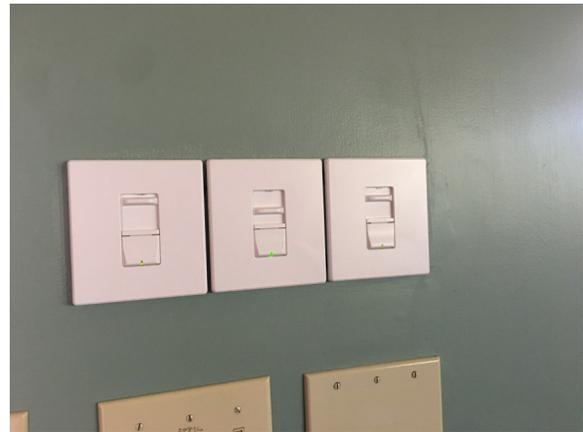
We give thanks for these dedicated prayer ministers who have faithfully served in 2020: Darlene Leklem, Hal Dick, Judy Winkler, Mary Ann Brennan, and Sue Davis.

In Peace,
Sue Davis

Prayer Chain

Prayer Chain--The e-mail prayer chain has over 90 members. When a prayer request is received it is sent out to the e-mail prayer chain list. In 2020 about 200 prayer requests were sent out. If you would like to be a part of this ministry please contact Cathy Mueller, Bruce Stephens or the church office. If you have a prayer request to send out please e-mail the request to Prayers@grace97330.org and it will be sent out.

Property Committee Projects



Ronnenkamp Hall Lighting Retrofit

Parking Lot Clean Up and Re Striping



Property Committee

Members: Ron Larson, Jude Geist, Stan Miles, Joel Davis, Mark Gourley, Frank Davis Jim Hemming, Tom Kiersky, Michael Hadlock, Jim Leklem, Dick Junge.

Meeting Schedule: Last Tuesday of each month at 6:30 PM and special meetings as needed.

The mission of the committee is to maintain the church property as an inviting place to worship in a sustained cost-effective manner to enable our church to serve its mission in the community.

1. Annual Spring Cleanup scheduled in April 2020, had to be cancelled due to the COVID-19. However, we were able to recruit dedicated volunteers to do the lawn mowing, weed and maintain the flower beds and the shrubbery.
2. Provided TLC for all the rose gardens that adorn the church grounds and bloom endlessly all summer long.
3. Completed our Scheduled & Periodic Tasks that includes cleaning the parking lot & the storm drains in parking lot, inspection and cleaning of sanitary back-flow check valves, changed batteries on smoke detection & carbon monoxide sensors, serviced all furnaces (8) and changed filters, set and programmed all the thermostats for intended weekly- use schedule, cleaned flat roof of accumulated debris and inspect all roof drains. We deferred the annual floor maintenance for shampooing the carpets and wash & waxing the vinyl floors to next year in 2021.
4. Salvaged pew kneelers from seldom used areas in the sanctuary to replace those worn out in the more heavily used area that had pew kneelers in poor condition. This saved repair & maintenance costs to refurbish all the kneelers with new upholstery and padding estimated to cost \$30,000.
5. Installed new LED lighting in the Ronnenkamp Hall to replace the aging and burnt out fluorescent tubes. The lighting fixtures were refurbished to save on cost. We are grateful to Grace Foundation to pay for the lighting upgrade.
6. Repaired the parking lane strips in some areas in the parking lot that were damaged with new white striping tape and painted the curbs.
7. Repaired vandalism damage to the church sign letters on the corner of Harrison & Kings Blvd.
8. Repaired a fractured concrete section in the parking lot due to sub-base settling problems around the storm drain catch-basin.
9. Cleaned the sanctuary due to wildfire smoke & ash contamination that came in thru windows. The floors were washed, fabric on the pew seats & kneelers were shampooed, carpets on the aisles and altar platform were shampooed, glazed brick walkway around the altar was scrubbed & washed clean, and roof structure beams were wiped clean.

Communications Committee Report-2020 Annual Meeting- January 31, 2021

Committee Members:

Andrea Barnhurst, Bob Keith, Shelley Lundahl, Linda Samuels, Ken Kingsley

Summary of Accomplishments for 2020

- Congregation Picture Wall Display- New pictures of Church members were put up in the Fireside Room
- The church website is continually being updated by Shelley Lundahl and Andrea Barnhurst
- The Downtown Trick-or-Treat activity was cancelled this year due to the COVID pandemic
- A call list was developed of church members and the communication committee and some council members made monthly calls to members for the purpose of keeping them in touch with what was going on at Grace
- Rebekah Hadlock continues to post happenings at Grace on Facebook
- A video educating the congregation was done by Rebekah Hadlock
- A new video welcoming statement (Pastor Netsie and Wendell) was completed and posted to Facebook and on the website
- The COVID pandemic halted communication meetings in April
- Communications Committee has been very much involved in the “Re-opening Grace Lutheran Church” Steering Committee. Offered input on what signage we use to direct members when we do reopen
- Shelly and Andrea assist Mary Stephens in creating slides for the Live Worship services to announce upcoming activities.

Personnel Committee Report 2020

The Personnel Committee is responsible to the Congregational Council enabling the Council to fulfill its functions and perform its mission in regard to issues concerning staff and employees.

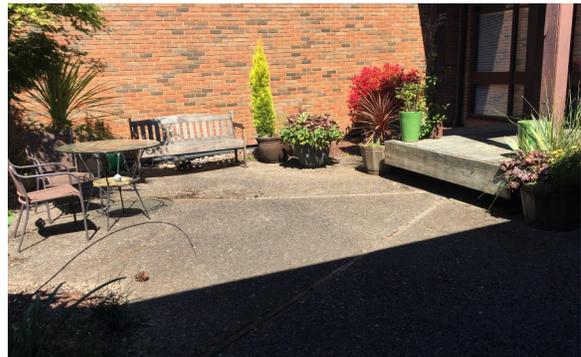
Committee Members: Lew Nelson, Sharon Rosenkoetter, Kathy Vohland, Nancy Strohle.

Meeting Time: Meetings vary according to need.

A Safety Policy for Children and Elders was adopted in 2009 and a revision to this policy was adopted in 2013. The Personnel Committee does a yearly review and evaluation of the Safety Policy, which stipulates that the Congregation is to be reminded yearly in September of the Safety Policy and be advised of its location.

The Personnel Committee ensures that ministry reviews are completed for all staff annually by the appropriate supervisors and also for Pastors of the Congregation. The Committee is to maintain supportive relationships with the pastor(s) and staff, and help them to annually evaluate the fulfillment of their calling, appointment or employment. Prior to the Covid-19 shut down, the committee had informal meetings with employees in February 2020. All the meetings were positive.

The Committee deeply appreciates the Staff members for their service and commitment to Grace Lutheran Church's Mission.



Sprint at Grace

Stewardship Ministry Report

The Stewardship Team is thankful for the many blessings we have in the congregation, especially those that continue to live a life of generosity and faithful stewardship to support the Grace Lutheran Church ministry – especially in these most difficult times. In spite of the inability to meet in worship as a community since March, we had \$307,246 in total contributions, 91% of the 2020 budget estimate. The gap in actual vs projected giving was driven by the COVID pandemic and a decline in numbers of contributors, some no longer participating due to death or relocation from our community.

The 2020 Fall Stewardship Appeal included a stewardship video highlighting how we have continued ministry throughout the COVID pandemic. We had 65 members of the Grace community participate in our appeal to offer a 2021 giving estimate (down from 78 the prior year). These estimates and giving patterns for those not participating resulted in a 2021 total giving estimate of \$322,766, a 3% decline over 2020. This decline included six fewer giver units resulting in a projected decrease of \$19,300 in giving and 9 who decreased their giving estimate. It also included 22 giving units who increased their giving estimate or were new giving units.

The Giving It Forward Initiative exceeded its goal to retire our church mortgage. At year end, the mortgage debt was paid off, having been reduced from \$359,963 when payments from GIF began in 2016. As of the end of 2020, we had a positive balance on the GIF account of \$637. We also have received an estimated \$7,000 in artwork donations to the GIF Initiative for the Art Auction Event to be rescheduled at a future time when we can safely meet as a community. Proceeds will be used to support our future ministry at and through Grace Lutheran Church.

Special thanks to all who have faithfully given support in 2020 to the Grace Lutheran Church ministry. This includes not only your treasures, but also your time, talents and trees (gifts to support God's creation). We look forward to 2021 as we continue to build a community carrying out in ministry what God has intended for us to become.

In Christ,

Your Stewardship Committee (Dave Lundahl, Chair; Mary Ann Brennan, Lew Nelson, Mary Stephens, Carol Warloe and Interim Pastor Dorthy)

Summary of Re-Opening Grace Lutheran Church Task team due to COVID-19 Pandemic Submitted to Annual Report 2021 for the 2020 Church Year

Task force members: Nancy Hemming, Bob Keith, Ron Larson, Rebekah Hadlock, Andrea Barnhurst and the Pastor(s)

The purpose of the task force is to enlist the committees of the congregation and other volunteers to help us as we get the church ready to open. Our path is set to be gradual, cautious and thorough. You should also know, that we discussed these things with the Congregational Council and the Oregon Synod Bishop's Office, as well as consulting the resources from the State of Oregon, Benton County and the City of Corvallis. Our intent is to follow their safeguards.

The following concerns were raised by each committee:

Christian Education- Donna King

- 1) I'm hoping we can keep a positive, forward-moving attitude (more than a "back to normal" attitude.) Chris Ed is hoping and working toward a revitalization of ministry with young people at Grace, so the ELCA's "always being made new" mode would be a great fit for us, I think, for reopening energy.
- 2) I keep wondering if social distancing among kids is even possible, or if it might be best to wait until we don't have to be so strident about that.
- 3) I also keep thinking about the nightmare of trying to sanitize all the stuff we use in Chris Ed. I can imagine keeping up with the adult spaces...but I can't imagine staying on top of the kid stuff (space, materials, crafts, activities) or the nursery (all those toys!)

Worship and Music- Michael Beachley

However, our greatest obstacle is not knowing what, when or how things are going to occur. Large groups of people are not recommended (or even permitted) until a vaccine or a proven treatment is in hand.

For In-Person worshiping:

1. When the church is allowed to open, have people sign up for in-person participation up to a predetermined limit. If our limit is challenged, imagine a multi-service model, or have attendees alternate Sundays. Control the environment and movement, with limited seating.
2. Eliminate anything that needs to be touched, including books, hymnals, bulletins, pens and pencils. Offer face masks to whomever has none. Seating in predesignated places using ushers.
3. Hand Sanitizer, Hand Sanitizer, Hand Sanitizer.
4. Single file processing, including any communion distribution.

Property Committee- Ron Larson

From the Property Committee viewpoint, it is primarily the janitorial tasks that are of a concern:

1. We need to get applicants to apply for the janitorial position and get them interviewed quickly.
2. The interim solution of a temporary employment until September/October means we have double the training task and double the interviewing process.
3. The frequency of cleaning (three to five times per week) demands that the janitor needs to be at the church buildings more often to do the job.
4. Operating supplies expenses for cleaning products will increase and exceed the annual budget.
5. There may be a reluctance of our membership to do the hand washing with soap & water for each of the **Sunday** worship services.

Communications Committee- Bob Keith

1. How are things going to be marked in the church (i.e. traffic flow)?
2. What are our communication vehicles available? What gets us the most coverage? Facebook?
3. What signs do we need?

Stewardship Concerns with Opening Up- Dave Lundahl

As we open up in terms of less social distancing without a COVID-19 treatment and/ vaccine in hand, it will be important that we find multiple ways to help people feel both safe and engaged with our faith community. Without a broad sense of engagement, there will likely be losses in stewardship to support our ministry at and through the Grace Lutheran Church community.

Changes that we have made:

- 1) The committee developed a list of COVID-19 protocols that included proper technique of; entering the church, restroom use, during service and after the service. For a list of these protocols, please see Appendix A.
- 2) Due in large part of fires that we encountered during the summer of 2020 and the retirement of our custodian, Sam McKay, we hired an outside cleaning service from Philomath to clean the church on a weekly basis and some areas of the church (those areas with high transfer of germs) twice weekly.
- 3) Developed a survey that we sent out to members of the congregation getting their feedback on how they felt about returning to Grace Lutheran Church.

Summary:

Our churches are now facing a set of difficult decisions: when to resume in-person ministries and how to carry out these ministries safely. The Great Commandment states, “You shall love the Lord your God ... and love your neighbor as yourself” (Matt. 22:37–39, ESV). During this pandemic, love for ourselves is expressed in the ways we protect ourselves from getting infected. In the same way, love for our neighbor is expressed in the ways we protect them from getting infected.

We will be living with the threat of COVID-19 until there is an effective treatment or vaccine for this disease. *The governor of Oregon, Kate Brown updates us regularly on different phases of reopening our places of worship. The following guidelines apply to every phase of re-opening:*

- 1) Limit all gatherings to the phase-appropriate size. This applies to all meetings of the church: worship services, bible studies, staff meetings, board meetings, etc. (Refer to next section for phase-specific requirements)
- 2) Encourage personal hygiene and effective hand washing.
- 3) **FACE COVERINGS ARE REQUIRED** for both Oregon and Washington, including speakers. In Oregon those 5 years of age and older, must wear face coverings (cloth, face shield, paper). Washington does not give a minimum age; however, we do not recommend face coverings on children under the age of 2. Washington does have medical accommodation for the speaker.
- 4) No physical contact should take place while on church property.
- 5) Develop habits of effective sanitation for all high-touch surfaces and all A/V equipment (no shared microphones. 1 person/1 program/1 microphone)
- 6) Maintain adequate physical distancing a tall times. (at least 6 ft. except in household units)
- 7) Do not pass offering plate. Establish alternate forms of returning tithes/offerings.
- 8) Encourage “high-risk” members and guests to remain home. (Age 65+ and those with underlying health conditions)

Submitted by:

Bob Keith

Steering Committee/Reopening Chair

January, 2021

Appendix A

Protocols for In-person Worship

Things You Should Know Before You Come to Church

*****Important:*** *If you have a fever or are coughing or sneezing whether it is from a cold, allergies, the flu or COVID, please DO NOT COME TO CHURCH!***

*Also, if you have traveled by airplane recently, we request that you not attend church for 1 to 2 weeks following your return.** Thank you!*

- Masks will be required.
- Because we are limited in how many people can be in the sanctuary at any one time, you must call the church to let the office know that you are planning to be in church on Sunday.
 - Please call the office before Friday noon.
 - Your call to the church will be your registration for COVID-tracking. Please let the office know how many people will be coming with you.
 - Visitors will need to fill out the COVID tracking forms
 - There will be no day care during the services.

Entering the Church

- Attendees will enter through the right set of doors on the east side of the building.
 - The doors will either be open or will be opened for you by an usher. There will be no need to touch any part of the door.
- Once in the building, an usher will direct you to the hand-washing station in the kitchen off the Fireside Room. Please follow the posted signs and arrows. All attendees will be required to wash their hands before entering the sanctuary.
 - Wash your hands with soap and water for 20 seconds and dry them with a paper towel. Dispose of the towel in the waste container in the lobby on your way to the narthex.
 - Exit the kitchen by the door closest to the entry way and proceed to the narthex.

- Families with small children will use the accessible restroom off the Fireside Room. Please clean any surfaces that have been touched before exiting the restroom.
- An usher will direct where to sit in the sanctuary.

Restroom Use

- The accessible restroom off the Fireside Room will be available for use during the service.
- Persons in a restroom line must be socially distanced.
- Everyone must clean the restroom surfaces they have contacted before they leave the restroom. Supplies will be made available in the restroom.

The Service

- Social distancing will be maintained at all times.
- There will be no physical greeting of other attendees or the pastor.
- There will be no bulletins or hymnals available; all segments of the service will appear on the overhead screen.
- Please bring your own tissues, cough drops, pencils/pens, and offering envelopes as none of these items will be available in the pews.
- Please bring your own items to entertain your children as none will be available at the church.
- The congregation will not join in singing; we will leave it up to the musicians who are sufficiently socially distanced from the congregation.
- There will be no physical passing of the peace except with those in your own household.
- There will be no votive candles at the candle stations.
- The offering plate will not be passed. Instead, there will be a basket in the narthex and next to the east exit door where you may place your offering. You may also mail it to the church or make an online offering. Please see the church website for this information.
- Follow the ushers' instructions for communion.

After the Service

- Ushers will direct the attendees to the exits.
 - Attendees must exit by rows as directed by the ushers in order to maintain social distancing.
- The pastor will not greet attendees on their way out.
- There will be no social gathering in the Fireside Room.
 - After attendees have left, a cleaning team will disinfect contact surfaces if the sanctuary will be used again within 2 days.

Disaster Preparedness Committee Announcement

Dear Grace Lutheran Church family,

The people of Grace are not immune to natural disasters. From the flooding of the river in April 2019 to the more recent Wild Fires in Oregon and as we continue through the current Covid-19 pandemic, we only see a glimpse of what is out there. . Natural disasters happen everywhere and all the time and more are to come.

With the help of The Oregon ELCA Disaster Preparedness Team, Grace Lutheran Church is working on creating a Disaster Preparedness committee. This committee will consist of 4-5 individuals and work on collecting and implementing ideas in how Grace can spread information about disaster preparedness to our Grace family. This committee will also be working on a list of ways Grace can help our community if a disaster were to occur locally.

If you have knowledge on disaster preparedness, have an interest in disaster preparedness or natural disasters, or are just interested in joining this committee please contact Andrea Barnhurst in the office. All meetings will be held in a safe manner with the health and safety of all members in the front of our mind. We hope to gather for the first time or have an interest meeting some time in February 2021.

Andrea Barnhurst
Office Administrator
Grace Lutheran Church
541-757-1600
office@grace97330.org

Backpacks for Garfield Elementary

No Report included

Quilting Group

No Report Included

Prayer Shawl Ministry

No Report Included



Luther Fest 2020
"Fill to the Brim" Award Winner

South Corvallis Food Bank

Participants: Many thanks to the members of Grace who assisted at the South Corvallis food bank in 2020 by stocking shelves and, in some cases, helping distribute food to those in need. Despite the complexities of required facial coverings and social distancing to reduce spread of the COVID virus, coupled with an increase in Food Bank deliveries from every two weeks to every week during 2020, our members “Gracefully” provided a full crew of volunteers every week. While some long-term volunteers had to take a pause this year for safety precautions, we also gained several new volunteers. Those assisting this year were:

Frank and Sue Davis, Pastor Netsie, Marshall Hill-Tanquist, Carol Kamke, Becky Kiersky, Jim and Darlene Leklem, Gordon and Marianne Matzke, Linda Noland, Wanda Parrott, Pastor Jim Philipson (also serves on the Food Bank Board), Linda Samuels (also serves on the Food Bank Board), Bill and Nancy Strohlein. My apologies to anyone who assisted and was inadvertently left off the list.

Schedule: Grace Church is scheduled to provide three to four volunteers every Wednesday from 9:00 am to approximately 10:30 am throughout the year to inventory items as they arrive at the food bank and to move the food to its proper storage location in the warehouse. An email list serve is used to communicate to the group and to coordinate scheduling. New participants are always welcome!

What we do: The South Corvallis Food Pantry is located about ½ mile south of downtown Corvallis at 1800 SW Third Street and is part of the larger Benton County Food Share and Oregon Food Bank System. Every week, several large pallets of canned food, dry goods, fresh produce and frozen meats and vegetables are delivered by Linn Benton Food Share to the warehouse and then moved by Grace members and other volunteers to display shelves, back stock shelves, refrigerators and freezers. It is fun to share in good conversation with other Grace members and to meet some really nice people from outside of Grace.

While some of the items require lifting and moving of heavy boxes (up to 50 pounds) onto rolling carts, other activities such as putting eggs and margarine into the refrigerator are less strenuous. There are always people to assist if something is too heavy for one person.

A few Grace members are also been trained to assist clients on the “shopping days.” On four days each week (Mon and Wed 1-3, Thurs 5-7, and Sat 10-12), local residents come to pick up food (“shop”) for their family, free of charge. Participants must meet low income requirements and include the elderly, infirmed, homeless, single parents and the working poor; 40% of them are children. In 2019 over 355 households (1,200 people) were served each month. We do not have the 2020 statistics yet.

We are thankful for our many blessings and for this opportunity to serve in the name of Christ.

Wayne Kradjan

Grace Evangelical Lutheran Church Outreach (GELCO)

The mission of GELCO is to reach out to our visitors, acknowledging them and making them feel welcomed within our midst. The clipboards that are passed around the congregation during the beginning of each service are an important start to our work each week. The names of our visitors are recorded for our reference the next time they visit. For those who also leave us contact information, greetings from Grace are sent out via a handwritten note or an email. Local visitors receive a welcome bag delivered to their doorstep filled with information about Grace and even a bag of microwave popcorn labeled 'Thanks for Popping into Grace!' OSU student visitors are also greeted with a welcome email, including information about Luther House. Pr. Netsie and Pr. Wendell were also instrumental in this ministry. They both did an outstanding job of greeting visitors after each service and they often did a follow-up phone call or email.

Members of this ministry:

- Shelley Chamberlin sews the cloth Welcome Bags.
- Nancy Strohlein writes notes and sends emails when contact information is given.
- Christine Wong was our OSU liaison, sending emails to OSU students, greeting them and inviting them to Luther House.
- Bag deliverers for 2020 were: Carole Boersma, Marna Renshaw, Gloria Chaves, Frank Davis, Sharon Rosenkoetter, Kathy Vohland, Shelly Lundahl and Carol Warloe.
- Monday Office Assistant, Jody Parker, collects the names of Sunday visitors and forwards them to the GELCO Coordinator and the pastors.
- Anne Schroeder serves in the role of Coordinator forwarding information out to the rest of the team and keeping an annual record of visitors and their contact information.

Note: GELCO was suspended when in-person church services were stopped due to COVID.

Welcoming visitors to our worship services is not just something done by a ministry team. Each one of us here at Grace can make it a personal goal to intentionally reach out and welcome our first-time visitors. Visitors and new members often comment to the pastors that they feel very welcomed at Grace and experience us as an especially friendly congregation. So, thank you for your role in this important ministry of welcome.

How can you help?

1. Wear your name tag
2. Introduce yourself to a visitor
3. Make a mental note of the visitors' names (or write them down)
4. Invite them to coffee time or just let them know we are happy to have them worship with us and we hope to see them again
5. Look for them the following Sunday, greet them by name and introduce them to someone else.

Small gestures such as these can make a lasting impression on visitors, sending the message that hospitality is alive and well at Grace Lutheran Church.

2020 Guatemala Medical Missions Report

Many members of Grace have taken part in mission trips to Guatemala through the Faith In Practice organization based in Houston, Texas. Faith In Practice has provided medical care to the poor of Guatemala since 1992. They aim to improve physical, spiritual, and economic conditions through short-term surgical, medical, and dental mission trips and health-related educational programs.

Faith In Practice's life-changing medical mission is to minister to the poor, while providing a spiritually enriching experience for the volunteers. Those of us who have gone on these trips can testify to the truth in this statement.

FIP village clinics are conducted in the areas of the greatest need in the farthest reaches of Guatemala. In addition to providing for a patient's basic medical care needs, the medical teams identify surgical candidates to be referred to the FIP-aided hospitals in Antigua and Retalhuleu. In March of 2020, Jenny Olsen and Linda Samuels served with the Corvallis village team. Due to the imminent closing of the Guatemala border because of the COVID-19 situation, this village clinic was cut a day short and the team left the country early. It was truly sad to think of the patients not seen and the local volunteers not officially thanked at the end of the village time.

Faith In Practice has been challenged in 2020 to continue to provide support for patients, staff and volunteers. One program that was started in the summer and continues is telemedicine clinics with primary care physicians. Grace's own Dr. Jenny Olsen has been providing care to patients through this program.

In the fall, there is normally a Pharmacy team that goes to prepare medications for the spring village trips. This year that trip was canceled and the local FIP staff was left to manage the medications on their own. It has always been an FIP goal to have volunteers not required but we really missed the great experience of working alongside the Guatemalan staff and volunteers (many of whom have been youth from one of the areas that the village teams visit).

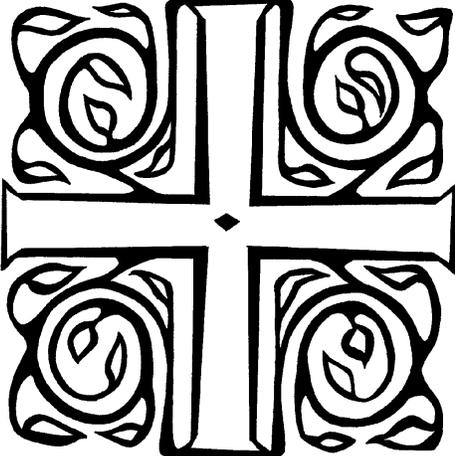
A return to Guatemala is planned for 2021 with smaller teams to ensure the health and safety of volunteers, staff and patients. More information and updates can be found on the website www.faithinpractice.org

All who have been involved with this program thank the members of Grace for their prayers and support of these trips and the mission of Faith In Practice. Continued prayers for FIP and the people of Guatemala are truly appreciated.

SACK LUNCH OUTREACH 2020 ANNUAL REPORT

No meetings were held during 2020. Members: Sue and Mark Speulda, Norm...

Sack Lunches continue to be handed out by office staff throughout the Covid-19 Pan-
demic.



Ida Irgens-Moller Fund

Thank you to all those who contributed to the Ida Fund over the past year. Ida Irgens-Moller was a member of Grace Lutheran who had a heart for people who were in need. To honor her giving spirit, the congregation named a fund in her honor to help with little financial emergencies. We supply gasoline to people who find themselves in a situation when their tank is low. We may purchase a pup tent, a bicycle tire, a prescription, the fee for an ID card, or any other small need.

2020 brought many changes for the Ida fund and the community members it assists. At the start of 2020, the process in giving out gas vouchers to those in need required changes. We had to adapt from giving out paper gas vouchers to a local gas station and making a payment on the gas vouchers monthly, to prepaying for gift cards. Adapting to a new way of assisting with gas vouchers and keeping track of these gift cards was discussed and implemented in early January 2020. We continued to hand out gas vouchers throughout the Covid 19 pandemic on Thursdays while the office was open, but found the need for these gas vouchers from community members or community members asking for this assistance smaller than in years past. We continue to assist community members with other emergency assistance as needed and as funds are available.

In December 2019 an Oregon Bottle drop Fundraiser account was set up with the goal to fundraise for the Ida fund through the donations of cans and bottles with a deposit. Grace continues to hand out blue bottle drop bags to church members and Grace members continue to return the bags to the Oregon Bottle Drop locations. Throughout the first quarter of 2020 (prior to major Covid restriction) we raised over \$165.00. As we moved into early Covid days we raised an additional \$300. Throughout the third quarter of 2020 Grace members stepped up again and raised an additional \$360. As 2020 comes to a close and we find ourselves in another heavy Covid 19 restriction time, Grace members still continue to turn in the blue bottle drop bags and we find ourselves raising an additional \$250. Through the generous donations of Church member's cans and bottles, Grace was able to fundraise in addition to other donations, over \$1,000 towards the Ida fund to assist community members in emergency assistance.

In Addition to the bottle drop fundraising, Grace members continue to donate towards the Ida Fun in their general offerings throughout the year.

Donations to the Ida Fund can be made through your general contributions, through additional donations, and bottle drop bags continue to be available in the church office during normal business hours.

2020 Assistance report:

Gas Vouchers:	15
Gift Cards:	2
Emergency Assistance:	26 (for utilities, prescriptions, DMV, insurance, pre paid phone cards)

Donations were also made to We Care and Jackson Street Youth Services for local assistance at the start of a new year.

Volunteer Interfaith Caregivers (VIC)

Members: Juan Guzman, Ardis Koester, Jerry Koester, Norma Moody, Cathy Mueller,
Donna Wernz and Jim Wernz

Our purpose is to assist older adults and persons with disabilities so that they may remain in their own homes living as independently as possible. We believe that the people of God are called to be a caring community and this is a means of demonstrating God's love for all.

Our volunteers, together with seven other churches, make up VIC:

Provide friendly visits

Provide relief for family caregivers

Help with shopping

Provide transportation

Perform minor home repairs

Do light yardwork

Help with light housekeeping

Perform home safety inspections

Install wheelchair ramps, handrails, and chair platforms

Our congregation makes an annual contribution of \$200 to VIC in addition to the services of our volunteers. The services are provided free of charge but we do ask for help with the cost of materials for some projects.

Norma Moody

Grace Lutheran Coordinator

541-754-2555

Worship and Music Committee

Members: *Michael Beachley, Nancy Hemming, SungHee Kim, Dave and Shelly Lundahl, Cathy Mueller, Pr. Dorthy Nielsen, Bryson Skaar, Linda Samuels, Bruce and Mary Stephens*

Report: The Worship and Music Committee is charged with the plans for all services, the care and security of the worship elements and altar, music programs and ministries, participation in supporting speakers, lectors, ushers, audio, tech and video support, and consulting and coordination with the lead pastor of all parts of our music and worship services. We meet regularly to deal with all of this various tasks and responsibilities, and we cordially invite anyone who wishes to participate in our efforts.

But this was not a normal year for such gracious and meaningful activities. Indeed beginning the second week of Lent, the Committee began to meet via Zoom on a weekly basis to reimagine and refigure how *to* conduct our worship experience. It should be noted to the congregation that the above listed persons have extended Herculean efforts in the interest of these ends. Their efforts are impressive.

The W&M Team has produced on-line services in a growing level of sophisticated quality. Grace Lutheran Church was the beneficiary of about a \$2500 award toward the purchase of a new high-quality camera and supporting computer in September. This award was an unsolicited gift from the Corvallis-OSU Piano International as a recognition of outreach by the Church in recording excellent performances on the Grace Steinway. Those recordings may be seen on the group's webpage at CorvallisPiano.org at your convenience under the heading Sidelights/Live and Local, and we may be proud of the exposure of our most excellent Steinway piano. But the addition of that camera has also made our worship experience as close to in-person as possible, and we are grateful to COPI for such a gift.

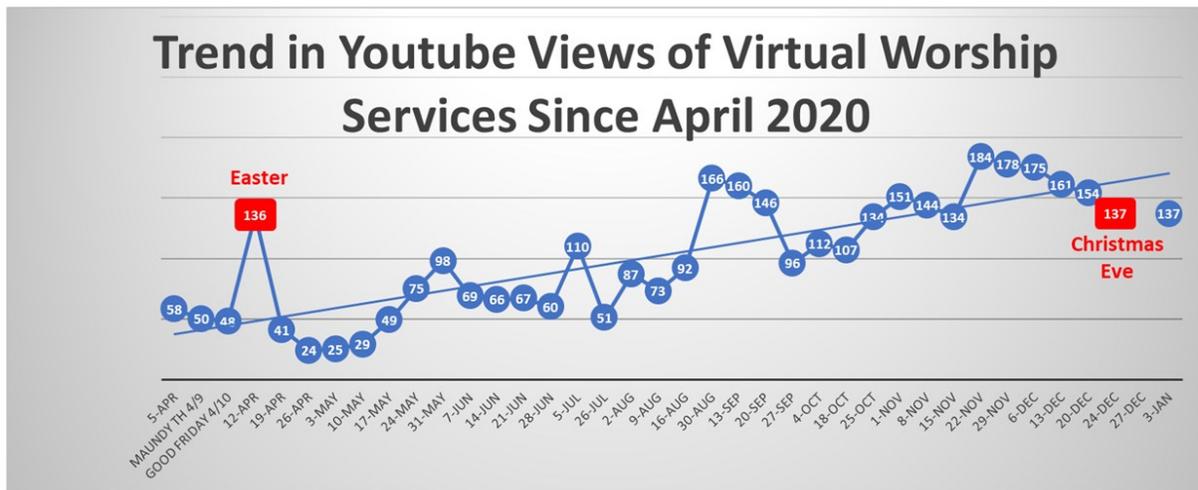
We have begun focusing on how we are to conduct service in an open sanctuary. That event is not imminent, but it will happen probably sometime in the summer of 2021. When we do so it will be incrementally presented. We will probably continue on-line and streaming services beyond opening for some time to come.

The year 2020 has become a moniker for substantial changes. We hired Hayden Talley as our new Director of Music Ministries in January. In December Hayden left for Berlin, Germany, and did so with our blessings. In November we conducted a most successful search for Hayden's replacement, and we found Bryson Skaar as an exceptionally bright and worthy new Director. We are pleased, and we look forward to a warm, exciting and productive tenure with Bryson.

We have also begun to emphasize the participation of our young members in weekly services as readers and as musical performers. This is proving to be an impressive display of the many talents these members bring to the congregation. We will continue this support of the Council's focus on Youth and Family.

We are grateful for the opportunities and blessings of participation in bringing our services to the congregation. We are open and welcoming of comments and suggestions at any time. Thank you for the opportunity to serve.

Michael Beachley, chair



There has been a linear growth in virtual worship attendance in 2020. This excludes those that join Zoom communion without viewing and those that view the TV rebroadcast a week late on channel 29. Using the trend line projection, we have grown to about 140 Youtube views per week. This translates to about 210 worshippers per week (estimate assumes a conservative 1.5 people per Youtube view and does not include TV and Zoom Communion only participation). For comparison, we worshiped an average of 101 per Sunday over in the fall of 2019.

January 2021 Annual Report Grace Lutheran Church Foundation

It has been a very strange year for all of us, the Foundation included. Because we were not holding Church in person, we have funded things that were started before the lockdown, things to facilitate online services, a drive-by Nativity, and support for our partners in mission. The Foundation also funded the third and last payment of \$10,000 for the Giving it Forward Initiative which was awarded in 2017.

The Foundation administers multiple funds, some of which are endowed and many that have specific designated purposes. The Foundation is dedicated to preserving the endowed funds while using their earnings to support projects that will enhance the mission of Grace. Since 2008, the funds of the Foundation have been managed by the Endowment Fund of the Evangelical Lutheran Church in America.

During our existence as a Foundation, we have awarded \$687,499 to a variety of projects that support Grace's mission. The Foundation's market value as of December 15, 2020, was \$632,291.06. The Foundation currently has \$88,758 available for awards, most of which is in funds that are designated for very specific purposes. For more information about grants we have awarded, pending grants, and how to apply for a grant from the Foundation, please visit our website grace97330.org/Foundation/home.html or contact a member of the Foundation Board.

During 2020 we awarded the following grants:

H. Werth memorial sculpture	\$	500.00
Light replacement Ronnenkamp	\$	680.00
Video equipment for church service online	\$	1,809.99
Computer for streaming worship	\$	1,559.99
Benton Furniture Share	\$	2,500.00
Nativity Scene	\$	1,000.00
Luther House	\$	3,000.00*
Grace Center	\$	3,000.00*
Total projects awarded in 2020	\$	14,049.98

*Some or all of these funds are still pending.

Sincerely, Carolyn Warloe – President

Foundation Board 2020: Hal Dick (secretary), Kris Saathoff, Shelly Lundahl (treasurer), Bill Strohle, Carolyn Warloe (president), Kathy Vohland, and Michael Beachley. Jeff Beck and Pastor Dorthy Nielsen are ex-officio members of the Board. Pastor Dorthy succeeds Pastor Wendell Hendershott who retired at the end of August. Joy Linn is administrative assistant.

William E. King Memorial Library Report 2020

Members: Linda Samuels, Jody Parker, Wendy Geist. On hiatus: Jan Barton
Email member: Betty McCauley. Prs Wendell and Netsie have retired.

Meeting Schedule: First and Third Wednesday, 12pm-2pm. Mid-Willamette Chapter of the Pacific Northwest Assoc. of Church Libraries occur quarterly. Also emailing.

The Library Committee met regularly through March 4, then when the Church was open again to small groups June 10, we again met twice monthly as usual. Our Quarterly PNAACL meetings were suspended until we met Virtually in the Summer and the Fall.

In spite of the dismal operations this year, the Library experienced fortunate circumstances which enhanced its functioning. In order of occurrence, the first was, we were given a \$100 anonymous donation to purchase children's books. The donation was initiated in response to an article in *Living Lutheran* on children's books. Our donor enabled us to happily purchase the new books mentioned. The second item, is that Linda Samuels wisely switched over our software from ResourceMate to LibraryThing. With this software, we are able to catalog our books for free and for a nominal fee provides us with an online catalog which links to the Grace Church website through Tiny Cat. This catapults us into easy access for Internet users. The simplicity in becoming a Library patron and to easily find information about our books is a real coup d'état. Linda has been patiently entering and shifting the collection over, which is a far smoother process. Our third item springs from our very creative Wendy Geist. Asked to come up with a bulletin board idea for the Fireside Room, she crafted a cheerful children's picture, directing them to the Library. So clever was this, when asked to create a "Library" sign, she came up with a delightful design for our door, to entice the children in, young and old alike. These two portrayals await the Grace Church Congregation upon their return to business as usual.

As our Library work continued, in addition to processing hundreds of books by computer, we were able to get 100 books shelved. On the other hand, we did not have our Annual PNAACL Conference, which would have taken place in June and have been in Seattle. The PNAACL Board of Directors is busy working out some sort of format for an exciting Virtual Conference Spring or Summer of 2021. We assume that our 2022 Conference will happen as usual, to be in Seattle as previously expected.

The Grace Church Library Committee has planned a special project for 2021. That will be to "Weed" the entire collection. We will judiciously take out the older, out-of-date, marred or otherwise unsuitable books. Not only will this give us more shelf room for newer books, this should make our valuable collection more relevant and ship shape in time for the new Pastor of Grace Lutheran Church.

Grace Gallery

No Report Enclosed



Gods Work Our Hands
Beach Clean Up



Drive Through Nativity

Luther House Campus Ministry Annual Report 2020

Pandemic was the dominant reality for Luther House in 2020. It has been a trying year for us beginning with the initial shut down during the Spring Quarter. Covid-19 all but eliminated our capacity to offer students our regular programming like Building Bridges, Bible study, Evening Prayer, and meals. A few attempts were made at offering new and safe “social distanced” programs like Wednesday Night Campfire in partnership with WestM Campus Ministry. We generated a modest response from students initially, but participation quickly faded. Zoom offerings fell completely flat as we discovered students had quickly become “all Zoomed out” from their classes, over 90% of which are conducted remotely. We offered free bags of groceries to students when we learned that many would become food insecure with the loss of employment opportunities. But here again the response was disappointingly anemic.

Covid also forced us to postpone *Lutherfest 2021*. We hope to host our popular signature craft beer and artisan cheese pairing event this June, perhaps under a big-top tent in a park in Corvallis. But it’s hard to know what will be possible in coming months.

Finally, this year we received the sobering news from ELCA Churchwide and the Oregon Synod that there will be substantial reductions in our annual grants beginning in 2021. We stand to lose as much as \$25,000 in the coming year or over 18% of our operating dollars. That’s a huge hit for us. It will be a tall challenge to adjust to this new normal.

I hate to submit such a downer report, but it’s been a tough year. There’s just no way to sugar-coat it. I am hopeful though for what opportunities will come our way once vaccines are widely administered. Perhaps, by the Spring Quarter we will firing on all cylinders again.

In the meantime, for the Winter Quarter we are going to try to do something new. We are taking Luther House onto campus. We are loading up our wagon with snacks and treats to “*Do Random Acts of Kindness During Covid.*” Hospitality Coordinator Ann Blegen, Student Leader Paris DeMers and I will be wandering about campus with our wagon encouraging students, faculty and staff we meet to “take a treat, plus another to share.” With this initiative we hope to safely engage with people and generate a more cheerful and generous spirit on campus. At least, we hope it gives us a much-needed shot in the arm.

Thanks, friends, for your steadfast support of Luther House in 2020. We simply couldn’t be in ministry at Oregon State University without you. I thank God for our partnership in the gospel.

Respectfully submitted,

Michael Ostrom
Pastor

Treasurer's Report

Congregational Council Meeting

TREASURER'S REPORT For Church Council

Tuesday, January 5, 2021

General Operating Fund	December		2020 Year To Date		
	Budget	Actual	Budget	Actual	YTD % of Budget
Income					
Contributions	45,100	33,488	336,000	307,246	91.4%
Other Income	<u>1,844</u>	<u>4</u>	<u>20,050</u>	<u>40,751</u>	203.2%
Total Income	46,944	33,492	356,050	347,997	97.7%
Expenses					
Operating Expenses	26,965	27,204	323,763	298,654	92.2%
Gifts to the World	<u>2,800</u>	<u>3,668</u>	<u>33,600</u>	<u>31,783</u>	94.6%
Total Expenses	29,765	30,872	357,363	330,437	92.5%
Net Income (Deficit)		2,620		17,560	
Beginning Balance	<i>December 1</i>	14,695	<i>January 1</i>	(244)	
Ending Balance	<i>December 31</i>	17,316		17,316	

December Highlights

Ending the year in the black is good; we did not meet our budgeted Contributions mark in YTD (but did meet 91.4% of it). Operating Expenses YTD are 92.2% of budgeted.

DECEMBER 2020 RESTRICTED FUND BALANCES

General Fund Balance	17,315.63
Fair Trade Coffee	2,171.55
Garfield School Fund	128.13
World Relief Kit Fund	854.42
Sack Lunches Balance	767.86
Quilters Fund	162.30
Prayer Shawl Fund	213.70
Altar Flowers	2,060.53
Altar Guild Fund	229.60
Grace Alive!	166.37
Music Fund	639.41
Book Sale Fund	5.00
Library Fund	196.95
Communications Committee	403.16
Camp Lutherwood Scholarship Fund	351.25
Health Ministry	2,633.81
Hospitality	41.32
Men's Ministry	1,186.64
Partners in Faith	334.56
Small Group Books Fund	8.01
Sunday School Fund	564.31
Sunday School-Pizza	155.17
VBS/Day Camp	1,309.02
Women's Ministry Fund	330.00
Youth Group	6,906.93
Church Wide Youth Gathering Fund	9,969.75
Youth Transportation Fund	2,133.46
Major Maintenance Projects	1,354.00
PA System	671.66
Property Fund	142.52
GIF Initiative Fund	637.17
Rentals Fund	7,385.00
Memorials-Nondesignated	3,005.04
WITO	4,385.96
Thrivent Discretionary Fund	304.82
Thrivent Choice	556.38
Church Security Fund	300.00
Continuing Ed-DDM	1,472.67
Continuing Ed - Netsie	48.69
Staff Computer Fund	679.03
Office Salary Support Balance	13,632.65
Grace Found. Employee Fund	568.20
Emergency Assistance Fund	50.00
The Lutheran	120.00
Misc Undesignated Funds	1,466.18
Misc pass-thru	0.00
Total General & Restricted Funds	<u>\$ 88,018.81</u>

Notes re: 2021 Recommended Budget

Pastoral and Caring Ministry:

- Interim Pastor compensation continued per current contract
- A new item of \$5000 for potential call expenses (may not be needed until 2022)
- Other items as budgeted in 2020 (with virus continuing may be underspent)

Worship & Music Ministry:

- Director compensation as agreed to with new hire
- Organist budgeted for full year rather than off for the summer months, plus a 2% COL increase
- Percussionist position continued
- Other items as budgeted in 2020 (with virus continuing may be underspent)

Discipling Ministry:

- Director position phased out as July 1. Hours reduced to 10 per week from Jan. 1 thru June 30. Continue full benefits thru June
- \$30,000 added for Interim staffing for Children, Youth and Family ministry
- Other items as budgeted in 2020

Operations – Facilities:

- Continue Custodian contract
- Budget as recommended by Property Committee Chair

Operations:

- Office staff continued with 2% COL increase
- Office salary support transfer to restricted fund not continued
- Other items budgeted based on previous years' experience

Income:

- Contributions based on Stewardship Committee projection plus \$4000 (Assumes added contributions resulting from support for new Children, Youth & Family ministry emphasis)
- Facility use income down because of virus
- Rental property income assumes both are rented (may be down if not)
- Actual beginning Balance

**Grace Lutheran Church
General Fund Budget 2021**

	A	B	C	K	L	N
1				2020	2020	2021
2	Account			Adopted		Recommended
3	No.	Name		Budget	Actual	Budget
4						
5	SUMMARY:					
6		Beginning Balance		(244)	(244)	17,316
7		Revenues		356,050	347,997	341,350
8		Expenses		355,462	330,437	358,157
9		Ending Balance		344	17,316	509
10						
11						
12	EXPENSE:					
13	Pastoral and Caring Ministry					
14		Ministry Staffing				
15	51.150	Pastors-Salaries		38,409	43,143	56,054
16	51.151	Pastors-Housing		30,000	27,000	18,000
17	51.152	Pastors-SS Allowance		5,500	5,175	5,665
18	51.155	Pastors-Pension/Benefits		23,850	25,387	30,508
19	51.156	Pastors-Continuing Ed.		1,000	718	750
20	51.157	Pastors-Prof. Expenses		2,000	811	1,000
22	Staffing Subtotal			100,759	102,234	111,977
23		Ministry Support				
24		Call Expenses				5,000
25	51.111	Caring Ministry Expenses		350	0	350
27	51.170	Pulpit Supply		1,200	850	1,200
28	Support Subtotal			1,550	850	6,550
29	Pastoral and Caring Ministry Total			102,309	103,084	118,527
30						
31	Worship & Music Ministry					
32		Ministry Staffing				
35	51.240	Dir. of Music		19,484	17,741	23,633
36	51.242	Dir. Of Music-Continuing Educ.		175	135	150
37	51.250	Organist-Salary		9,447	12,624	12,876
39	Staffing Subtotal			29,106	30,500	36,659
40		Ministry Support				
41	51.210	Altar Guild/Worsip Supplies		1,800	1,801	1,800
43	51.230	Music Expenses		500	380	500
44	51.231	Organ/Piano Maintenance		1,500	300	1,500
46	51.255	Special Musicians		1,300	2,598	7,950
47	51.235	Reprint Licenses		1,500	1,177	1,500
48	Support Subtotal			6,600	6,256	13,250
49	Worship & Music Ministry Total			35,706	36,756	49,909

**Grace Lutheran Church
General Fund Budget 2021**

	A	B	C	K	L	N
1				2020	2020	2021
2	Account			Adopted		Recommended
3	No.	Name		Budget	Actual	Budget
50						
51	Discipling Ministry					
52		Ministry Staffing				
53	51.360	Dir. of Disc. Min.-Salary		33,774	33,716	9,650
54	51.361	DDM-Pension/Benefits		19,197	17,682	9,125
56		Children, Youth & Fam. Ministry Staff				30,000
57	51.363	Continuing Ed.		375	182	375
58	51.364	Prof. Conferences		750	749	750
59	51.130	Child Care Provider-Pay		2,159	1,025	1,100
62	Staffing Subtotal			56,255	53,354	51,000
63		Ministry Support				
64	51.362	DDM-Expense		500	311	250
66	51.310	CE Curriculum		1,500	1,328	1,500
67	15.320	CE Confirmation		1,350	40	1,350
68	51.330	CE High School Curriculum		300	259	300
69	51.340	CE Adult Education		500	406	500
70	51.350	CE Supplies & Bibles		100	0	100
71	51.355	CE Devotional Booklets		500	560	500
77		Library Support		650	25	200
78	Support Subtotal			5,400	2,929	4,700
79	Discipling Ministry Total			61,655	56,283	55,700
80						
81						
82	Operations Ministry - Facilities					
83		Ministry Staffing		5,973	5,343	5,400
84	51.450	Custodian-Pay		5,973	5,343	5,400
85	Staffing Subtotal					
86		Ministry Support				
87	51.400	Mortgage		4,500	405	0
88	51.410	Telephone & Cable		1,700	1,777	1,700
89	51.411	Natural Gas		3,900	3,174	3,000
90	51.412	Electric Power		4,550	3,289	3,300
91	51.413	Trash Disposal		2,900	2,929	2,900
92	51.414	Water		5,600	5,847	5,900
93	51.420	Operating Supplies		3,300	1,359	1,800
94	51.430	Maintenance & Repair		8,000	8,141	8,000
95	51.440	Copier Maintenance & Lease		2,500	2,601	2,500
96	51.460	Insurance		5,800	5,245	5,400
97	Support Subtotal			42,750	34,767	34,500
98	Operations Ministry - Facilities Total			48,723	40,110	39,900

**Grace Lutheran Church
General Fund Budget 2021**

	A	B	C	K	L	N
1				2020	2020	2021
2	Account			Adopted		Recommended
3	No.	Name		Budget	Actual	Budget
99						
100	Operations Ministry					
101	Ministry Staffing					
102	51.620	Admin. Assts.-Salaries		30,020	27,636	30,620
103	51.621	Admin. Asst.-Pension/Benefits		0	0	0
104	51.623	Admin. Asst.-Office Salary Support		10,800	10,800	0
105	51.622	Admin.Asst.-Continuing Educ.		100	0	100
106	51.625	Church Bookkeeper		9,700	7,636	9,000
107	51.630	Employer Payroll Taxes & SAIF		11,600	9,690	10,500
108				62,220	55,762	50,220
109	Staffing S Ministry Support					
111	51.655	Conferences/Staff Dev.		1,850	0	1,800
112	51.610	Office Expense		3,000	1,945	3,000
113	51.611	Postage		900	1,698	2,000
115	51.385	Advertising		3,200	889	2,000
116	51.660	Communications Comm		600	571	600
117	51.670	Stewardship		600	403	600
118	51.671	Council Expense		0	0	0
120	51.380	The Lutheran		900	1,003	1,000
121	51.699	Misc. & Contingency		200	150	200
122	Support Subtotal			11,250	6,659	11,200
123	Operations Ministry Total			73,470	62,421	61,420
124						
125		Total Expenses w/o Gifts		321,862	298,654	325,457
126						
127	51.910	ELCA/Synod Benevolence		22,384	22,567	23,484
129	51.930	Pastoral Counseling Center		2,000	0	0
130	51.940	Lutheran Campus Ministry		7,044	7,044	7,044
131	51.950	Camp Lutherwood		1,190	1,188	1,188
132	51.960	Interfaith Caregivers		200	200	200
133	51.962	Lutheran Peace Fellowship		100	100	100
134	51.961	Bread for the World		682	684	684
135		Total Gifts to the World		33,600	31,783	32,700
136						
137		TOTAL EXPENSES		355,462	330,437	358,157

**Grace Lutheran Church
General Fund Budget 2021**

	A	B	C	K	L	N
1				2020	2020	2021
2	Account			Adopted		Recommended
3	No.	Name		Budget	Actual	Budget
138		INCOME:				
139	41.00x	Contributions		336,000	307,246	327,000
142	41.02x	Facilities Use		9,000	3,275	3,300
143	41.040	Checking Account Interest		50	57	50
144		PPP Grant			31,000	0
145	41.032	Rental Property Income		11,000	6,419	11,000
146						
147		TOTAL INCOME		356,050	347,997	341,350
148						
149		NET INCOME (DEFICIT)		588	17,560	(16,807)
150						
151		Beginning Balance		(244)	(244)	17,316
152		Ending Balance		344	17,316	509
153						
154						
155						
156	Total Staffing Costs			254,312	247,193	255,257
157	Total Support Other than Facilities			24,800	16,694	35,700
158	Total Facilities Support			42,750	34,767	34,500
159	Total Outreach			33,600	31,783	32,700
160	Total			355,462	330,437	358,157
161						

ANNUAL CONGREGATIONAL MEETING OPENING LITURGY

LITANY

L. O God of all power and love ...

C. ... we give thanks for your unfailing presence.

L. O God of all power and love, we give thanks ...

C. ... for the hope you provide in times of uncertainty and loss.

L. O God of all power and love ...

C. ... we ask you to send your Holy Spirit to enkindle in us your holy fire.

L. O God of all power and love, we ask you ...

C. ... to revive us to live as Christ's body in the world.

L. O God of all power and love, we ask to be ...

C. ... a people who pray, worship, learn, break bread, share life, heal neighbors, bear good news, seek justice, rest and grow in the Spirit.

L. O God of all power and love, we ask you to be with us ...

C. ... wherever and however we gather. Unite us in common prayer and send us in common mission, that we and the whole creation might be restored and renewed, through Jesus Christ, our Lord. Amen.

Build Us Up, Lord

1 Build us up, Lord, build us up; set in
2 Build us up, Lord, build us up; let our

us a strong foun - da - tion. Lead us to do your
lives re - flect your glo - ry. Cast a - way all our

ho - ly will; form and shape your new cre - a - tion.
doubts and fears; help us tell the world your sto - ry.

Build us up, Lord, build us up; as we
Build us up, Lord, build us up; help us

guide and teach each oth - er, help us to share your love with the
bear good fruit for you, Lord, give us vi - sion and keep us

world: ev - 'ry sis - ter, ev - 'ry broth - er.
sure. Grant us faith that's stead - fast and true.

Refrain

Grow - ing in Christ, we plant seeds for the king - dom; we fol - low in

faith what's be - gun! Lord, set in our hearts the pow'r of your

word to spread the news of your Son!

Text: Mark Glaeser, b. 1956, and Donna Hanna, b. 1952
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In the early verses of Ephesians 4, the apostle Paul writes to the Christians in Ephesus, a city on the Aegean Sea at the mouth of a river and at the intersection of three trading routes. The letter was written about ten years after the church had started. During the early years of this congregation, Jews and Gentiles from several ethnicities and nationalities had come together to form "one body." Paul was aware that they had done well and commended them for their faith and love.

The word "one" appears more than seven times in the first four verses. This reflects the importance Paul gave to being called into the "unity of Christ." He wanted to note that, although many of the church members came from far off, there is "one Lord, one faith, one baptism." This oneness reflects God's gift of reconciliation in Christ.

A second emphasis from Paul was that, as believers, they were to "bear with one another in love." This would require humility, gentleness and patience as each of them practiced their faith. It would require tolerance to "maintain unity of the Spirit in the bond of peace."

A third emphasis was that each person had been given gifts by God and that these gifts were given to increase the whole. Because the Ephesian church was a young congregation and its members were just beginning in their faith journey, their understandings were often tossed to and fro. But as they grew in faith, each person contributed to building up the body of Christ.

The fourth and final emphasis was that by "speaking the truth in love," each person must grow into Christ. This means taking time to learn about one another and their gifts. Knowing these gifts, we can do God's work both within and beyond the faith community. When there are decisions to make or relationships to reconcile, we know to begin with prayer and reflection, always desiring to speak the truth in love — not for our own benefit but for God's glory, that we might become more complete.

As our members and friends gather today, whether face-to-face or online, we are reminded of our calling into "unity in Christ." We come from many places and work in many contexts, and yet we recognize "one Lord, one faith, one baptism."

Whether new to a worshiping community or further along the journey, we realize that humility, gentleness and patience are required both in the good times and especially in times of uncertainty and struggle. God wants us to be more complete through our work. Christ provides the way. The Holy Spirit is with us for guidance and courage. Each of us has been given the gifts to be complete, and through our faithfulness we will grow stronger and work together as one body.

LET US PRAY: LORD, LET THE WORDS OF THE APOSTLE PAUL DWELL IN US DEEPLY. MAY WE EMBRACE THE RECONCILING POWER OF ONENESS WITH CHRIST. MAY THIS ONENESS GUIDE OUR CONGREGATION AS WE LIVE INTO THE NEW REALITIES OF THESE TIMES. AS WE MEET NEW PARTNERS IN MINISTRY, MAY WE TAKE TIME TO GET TO KNOW THEM WITH PATIENCE, HUMILITY AND LOVE. HELP US TO SEE HOW SHARING OUR GIFTS WILL MAKE YOUR WORK EASIER AND MORE FULFILLING WHILE BRINGING ALL OF US CLOSER TO CHRIST. MAY THE BLESSINGS YOU GIVE EACH DAY STRENGTHEN US TO A LIVING, DARING CONFIDENCE IN YOUR GRACE. AMEN.