

2023 ANNUAL REPORT



GRACE LUTHERAN CHURCH

DES MOINES, WA

Our Vision

A radically inclusive, multi-cultural community who serve and lead together with the love of Jesus.



Ways of Life

- Limitless Grace
- All Means All
- Servant Hearts
- Unbounded Generosity
- Mosaic Life
- Lasting Accompaniment
- Ongoing Discernment



Our Mission
God's Heart. Our Hands. grace in ACTION.

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Annual meeting will be held in-person & online on Sunday, January 28 at 12:15 pm

Here is the Zoom link:

<https://us02web.zoom.us/j/82721626010?pwd=eWRaMlVjc1BDV0czMUK2MDFENSt0UT09>

Meeting ID: 827 2162 6010 Passcode: 000554

Grace Staff (as of December 31, 2023)

Jason Astrup _____ Children's Choir Director
 Amy Boers _____ Co-Minister of Grace Choir
 Geoffrey Boers _____ Co-Minister of Grace Choir
 Yuni Cardenas _____ Grace Children's Center Co-Director
 Salvador Cossio _____ Pastor
 Leticia Gomez _____ Grace Children's Center Co-Director
 Heather Halbakken _____ Office Manager
 Ruth Hulsey _____ Administrative Assistant
 Chad Johnson _____ Pastor
 Dean Krippaehne _____ Gospel Band Director
 Michele Larabee _____ Nursery Director
 Diane Nelson _____ Budget Manager
 Rachel Swenson _____ Pastor
 Brian Tervo _____ Handbell Choirs Director
 Colin Togher _____ Lead Media & Sound Technician
 Lyubov Veselova _____ Janitor
 Miranda Winter _____ Communications & GLC Preschool Director

2023 Grace Ministry Leadership Team

Anne Dunham _____ Children's Center/School
 Jim Eichholtz _____ Property/Buildings
 Shelley Hartman _____ Short-Term Missions
 Kirstin Herven _____ Adulting with Grace
 Janna Robbins _____ Worship, Music & Children's Performing Arts
 Paul Marth _____ Finance
 Stephanie Nichols _____ Youth
 Laird Vernon _____ Grounds
 Sarah Wix _____ Children's Education
 Laura Woods _____ World Hunger

**2024 Annual Meeting Agenda
Grace Lutheran Church
January 28, 2024 12:15 pm**

Call to Order and Opening Prayer

President's Report

Outgoing Board Recognition & Introduction of New Board Nominees

Financial Report

Constitutionally Mandated Actions

Approval of Annual Meeting Minutes - January 29, 2023

Approval of Special Congregational Meeting Minutes -
September 10, 2023

Approval of 2023 Annual Report & 2024 Spend Plan

Approval of Congregational Board members

Approval of Grace Representatives to Northwest
Washington Synod Assembly on May 18, 2024

New Business

Motion to Adjourn

Closing Prayer

2023 GRACE CONGREGATIONAL BOARD

Jason Hervin, President (first term ends 2023)
Vivian Kauth, Vice President (first term ends 2025)
Tessa Krippaehne, Secretary (second term ends 2024)
Brian Maloney, Treasurer (selected by board)
Amy Baker, Member (first term ends 2024)

Liz Vernon, Member (first term ends 2025)
Hans Pann, Member (second term ends 2023)
Salvador Cossio, Pastor
Chad Johnson, Pastor
Rachel Swenson, Pastor

2023 GRACE CONGREGATIONAL BOARD NOMINATION

2023 Nominating Ministry Team

Kristine Robson, Sandi Denoff, Pat Togher, Jeff Barstow, Lindsey Astrup, Laird Vernon and Pastor Chad Johnson



Pat Togher, Board Member

I was born in Chicago Illinois, to Irish immigrant parents. I was very fortunate to attend excellent public schools in Chicago, and went on to earn an undergraduate degree in Geography and Computer Science, and a graduate degree in Environmental studies. I met my wife Anita

while I was in college, and we were married in Chicago. We moved to the Pacific Northwest in 1996, and I have been working since then as an environmental consultant, primarily for engineering firms working on public projects. In my spare time I enjoy reading, travel, and anything related to outdoors.

I was raised in the Roman Catholic faith. I attended services weekly as a child, served as an acolyte for several years, attended confirmation classes, and was confirmed. Other than the confirmation classes, my church had no formal youth program. I left the church as a teenager, after the death of my sister. We first came to Grace about 15 years ago, looking for a place where we could raise our children (Brendan and Colin) and I could join my wife at worship. We were drawn to Grace by the thriving youth program, the awesome praise band, and the wonderful community. I have had the pleasure of volunteering with the Grace community at Grace in Action events, youth programs and retreats, and several mission trips.

SYNOD ASSEMBLY - GRACE REPRESENTATIVES

The following servant leaders have agreed to serve as representatives of our congregation at this year's Synod Assembly and now need your affirmation to be considered official representatives of our community. Grace will be hosting the Assembly here on our campus on Saturday, May 18. We look forward to a day spent sharing what God is up to within the Northwest Washington Synod!



Shelby Chatterton



Ginger Coplen



Karen Keiser



Brian Maloney



Drew Nelson



Sandy Sandoval



CONGREGATIONAL BOARD PRESIDENT JASON HERVIN'S REPORT

"Be open to seeing, experiencing, and letting God work in new ways." This is paraphrased from Pastor Salvador Cosio's New Year's Eve sermon and resonated with me as I reflect on this past year of Board activities and looking ahead at this next year for Grace. During my time serving on the Board, each year has had a key theme. My first year coming onto the Board mid-pandemic it was staying financially healthy and retaining staff. The second year it was re-emerging with in-person worship and revisiting core values. This past year our core focus was on returning Grace to a solid financial footing and positioning Grace for a place of growth through the Rooted & Rising Discipleship Generosity Initiative.

Much of 2023 was spent listening to our congregation, discerning what we have heard, and planning for the launch of the initiative in the fall. September was an energizing month as we led seven Vision events to share Rooted & Rising with the congregation, connect with one another, and hear from you, reaching 252 participants through these events. As we launched in October, we were encouraged by the response heard from the congregation both in our connections and in the response of commitments we have received. While we have not yet hit our goal of \$3.9 million, we have a solid start at \$3.195 million over the next two years. Our first fruits for Rooted & Rising began in January and the initiative lasts through 2024 and 2025. We need your help with your continued commitments and engagement through this journey to help bring Grace back to solid financial footing and ensuring we can thrive in this next year.

This initiative has required significant time and energy and I'd like to thank our Pastoral team, Finance Ministry Team, Board, and Staff for going above and beyond. **Thank you to Tessa Krippaehne for helping orchestrate so many high-quality events, thank you to Pastor Chad Johnson for helping lead this initiative** and so many person-

al visits made throughout this past year, **thank you to Liz Vernon** for helping drive effective communications, **Paul Marth and Diane Nelson for leading our Finance team, our musical leaders Amy & Geoffrey Boers, and Dean Krippaehne for writing new songs to accompany and drive more energy for Rooted & Rising, Jakob Twedt for helping with the media and technology set-up at each event, Colin Togher for creating in-house videos,** and so many other staff and volunteers who contributed. **Thank you to the congregation for your response both in conveying the impact Grace has had in your lives and in your commitment to helping Grace thrive** as we move forward.

Another financial aspect of the Rooted & Rising initiative is moving toward a One Fund / Unified Spend Plan (budget) that will improve financial transparency and streamline our financial management. This involves:

- ◇ Moving away from managing dozens of restricted funds to now ensuring the 2024 spend plan (budget) includes funding for all ministry programs and planned activities to thrive.
- ◇ Outreach generosity to our local, regional and global partners, that has historically been managed via restricted funds will now be encompassed within our 2024 budget.
- ◇ Increasing transparency around all generosity, ensuring all programs have funding needed to achieve their impact.

In 2024, 15% of each dollar given will go toward our outreach partners.

Our 2024 local outreach partners include; Des Moines Food Bank, grace in ACTION, Family Emergency Fund, Refugee Resettlement, Synod, Lutheran Counseling Network, and a bucket for Local Outreach to have flexibility to address emerging local needs. Our regional and global outreach partners include: El Salvador Mission, Guatemala Mission, Haiti Mission, SMT orphanage, Uganda Mission, Disaster Response, Lutheran World Relief, and World Hunger. With our unified 2024 spend plan, with every dollar of generosity 15% will now go to-

wards the impact of our outreach ministry partners.

A key learning of this past year was how impactful the high engagement and connection was through Rooted & Rising. Here is what we heard:

- ◇ Children and youth programming were key priorities voiced by the congregation.
- ◇ Understand the needs of our children, youth, and families to ensure we deliver the right programs to deliver a highly impactful experience.

To achieve this, **our pastoral team and ministry leaders are spearheading a stakeholder engagement to survey parents and stakeholders whose feedback will help drive the planned activities, and events, for children and youth in 2024.** This will be:

- ◇ A model piloted within children & youth programs that will be extended to other core areas of our ministry operations; and
- ◇ Allow for continuing high engagement events and programs that are addressing needs voiced by our congregation and community.

Thank you Hans Pann, Grace Properties Team, and Word of Truth Bible Church, for going above and beyond with multiple building projects and maintenance. Hans has faithfully served on the Board for two full terms and will be departing the Board when his term ends at the end of this month.

As Pastor Salvador emphasized in his New Year's Eve sermon as we think about 2024 let us be open to listening, experiencing, and seeing God work in new ways. This extends to Grace—as we pursue God's vision we need to continue to listen, discern, and adapt to changing needs for experiencing God both for our congregation and community, providing a welcoming and inclusive church home for newcomers seeking a rich, deep, meaningful experience to develop and build their faith. I'm looking forward to continuing this journey together with you and I'm thankful for your commitment and generosity.

RECENT TRENDS AT GRACE LUTHERAN CHURCH

	Baptized Membership <u>1</u>	Confirmed Membership <u>2</u>	Number of Households <u>3</u>	No. communing per year (confirmed) <u>4</u>	Average Attendance Per Week <u>5</u>	Average Sunday School Attendance (not adults) <u>6</u>	Total Congregational Giving To Budget and Non-Budgeted Benevolences <u>7</u>	Average Gift Per Baptized Member To Budget and Non- Budgeted Benevolences <u>8</u>	% of Congregational Giving to Benevolences <u>9</u>	Transfers: Other Lutheran Congregations <u>10</u>	New Members: Baptisms and Affirmations <u>11</u>	Deletions: Inactive and Moved-No-Transfer <u>12</u>
2021	1011	922	466	533	986	20	1,299,756**	1,285.61	21.44%	1	14	65
2022	1009	898	457	522	585	24	1,218,145**	1,207.08	18.89%	3	15	15
2023	782	712	382	514	479	27	1,294,371**	1,655.21	15.49%	5	26	227

In 2021 during COVID-19 pandemic, in-person services returned on 6/6/21 and continued our online services. An additional \$28,004.94 was given to the building fund for a total of \$1,327,761.70 or \$1,313 per baptized member. **In 2022 an additional \$39,059.96 was given to the building fund for a total of \$1,257,205.26 or \$1,245.99 per baptized member. **In 2023, does not include Other income (non-donation) of \$442,372.12 (ERTC). An additional \$45,394.56 was given to the building fund for a total of \$1,339,765.95 or \$1,713.26 per baptized member.

WORSHIP REPORT

Psalm 150 is a Psalm of Praise for God's Surpassing Greatness. Even when challenged with laments, the people always sought to see God's faithfulness in the midst of it all. The perfect response, worship and praise! The light of Christ does indeed shine always!

Here is the summary of worship by number for 2023:

- ◇ **Jan Online = 944 (189 week)**
In-person = 1,018 (204 per week) Total = 393 pw
- ◇ **Feb Online = 908 (227 week)**
In-person = 1,174 (294 per week) Total = 521 pw
- ◇ **Mar Online = 703 (176 week)**
In-person = 1,850 (463 per week) Total = 639 pw
- ◇ **Apr Online = 2,151 (430 week)**
In-person = 2,255 (451 per week) Total = 881 pw
- ◇ **May Online = 632 (158 per week)**
In-person = 1,125 (282 per week) Total = 440 pw
- ◇ **Jun Online = 670 (168 per week)**
In-person = 962 (241 per week) Total = 409 pw
- ◇ **July Online = 723 (145 per week)**
In-person = 1,032 (207 per week) Total = 352 pw
- ◇ **Aug Online = 728 (182 per week)**
In-person = 875 (219 per week) Total = 401 pw

- ◇ **Sept Online = 458 (115 per week)**
In-person = 929 (232 per week) Total = 347 pw
- ◇ **Oct Online = 744 (149 per week)**
In-person = 1,363 (273 per week) Total = 422 pw
- ◇ **Nov Online = 469 (117 per week)**
In-person = 1,070 (268 per week) Total = 385 pw
- ◇ **Dec Online = 910 (182 per week)**
In-person = 1,826 (365 per week) Total = 547 pw

Total online worshippers = 10,040 (187 per week)

Total in-person worshippers = 15,480 (292 per week)

All 2023 worshippers = 25,520 Overall Average per week = 479

Thank you to the cadre of servant leaders who pour out their lives to make spirit filled worship possible. Every weekend, over 65 folks serve in this way.

As we move into 2024, how is God calling you to lead? Usher, greeter, hospitality, reader, altar guild and communion, media, music, faith formation, worship prep, etc. Truly, of all things we do, worship is the work of the people.

Bring yourself and bring others! Come and see, come and grow, come and serve!

Pastor Chad

CHURCH MEMBERSHIP STATISTICS

	<u>Baptized</u>	<u>Confirmed</u>
1. Membership as of December 31, 2022	1009	898
2. Members received during 2023		
a. By baptism: children (15 years and younger)	10	-
b. By baptism: adults (16 years and older)	-	-
c. By affirmation of faith	9	7
d. By transfer	7	6
e. Total members received in 2023	26	13
3. Baptized members confirmed during 2023	-	4
4. TOTAL	1035	915
5. Members removed during 2023		
a. By death	17	17
b. By transfer	9	8
c. To responsibility list (inactive and moved-no-transfer)	227	178
d. Total members removed in 2023	253	203
6. Membership as of December 31, 2023	782	712

PASTORAL ACTS

Baptisms (children 10)	10	Communing confirmed members	299
Weddings	3	Worship attendance average by week	479
Funerals/Memorials	18	Number of households in total membership	382
Confirmations (youth members)	4		
Affirmation of Faith	9		

PASTORAL ACTS

BAPTIZED *children

01/08/23 Reanne Sellars*
 02/19/23 Aiden Bennet-LePlante*
 03/26/23 Leopold Galen Hunt*
 04/23/23 Kentlee Brynn Lombardo*
 05/28/23 Brecken Zander Halverson*
 05/28/23 Gwyneth Leigh Halverson*
 05/28/23 Forrest Hayes Halverson*
 06/25/23 Ford Hauge*
 08/06/23 Remi Jo Walker*
 08/06/23 Quinn Bird Barbara Walker*

WEDDINGS

Austin Winter & Chrissy Paulsen
 Anthony Busse & Irina Mironyuk
 Craig West & Linda Sue Wiley

DEATHS

Lorraine Beardemphl	Darlene Malmo
Harlan Bollinger	Judy Maresh
Carol Brandt	Dr. Kenneth Pearson
Sheryl Clark	Bruce Richardson
Brian Dahl	Lois Simundson
David Haney	Luther Simundson
Don Johnson	Orlie Sorenson
Anne Kinsley	Joel Woodward
Ron Klemetson	

CONFIRMED

05/21/23
 Gale Miller
 Haley Mellinger
 Reanne Sellars
 Ella Brown



AFFIRMATION OF FAITH

According to the actions of the ELCA with respect to Confirmation and First Communion, it is no longer appropriate to use the term "adult confirmation." (Children whose parents are confirmed become members by affirmation of faith and this is reflected in the statistical report; however, children's names are not listed below.)

Kyle and Laurie Hauge
Daniel James & Susan Kimotho
Colby and Hayley Goodner
Louise Luberts
Craig and Linda Sue West

ADDITIONS BY TRANSFERS

Listed by family names. Children's names are not included but are counted and this is reflected in the statistics.

Sean Anderson and Kayleigh Hickok
Julie Johnson
Michelle Johnson
Ronald Klipping
Lonny and Mady Murrey

FINANCE MINISTRY

Your Financial Ministry Team (FMT) worked through another tumultuous year in 2023. Our efforts were focused on supporting the disbursement of our received ERTC funds, maximizing interest earnings, and converting our financial budget into a One-Fund Spend Plan.

Your FMT continues to be resourceful. After diligent work to secure the ERTC, we were blessed to receive this tax credit over the summer. The congregation voted on how to distribute these funds at our Special Meeting in September.

The ERTC refunds were dispersed as follows: \$522,372.12 total with \$442,372.12, \$50,000, and \$30,000 distributed respectively to Grace Lutheran Church (GLC), Grace Children's Center (GCC), and GLC PreSchool (GLS). The GLC monies were used to repay our Line of Credit/HVAC project balance of \$284,006.58, award staff bonuses of \$63,231.65 and left \$95,133.89 in our Operating Reserves.

Your FMT also worked with our bank to secure a higher interest savings account, to maximize our interest income. That work resulted in **\$13,074.10 in interest income**. We will continue to look for ways to maximize our interest income while minimizing our risks in 2024.

In February, we began work to support our Rooted and Rising Discipleship Initiative. There were many hours of discussion

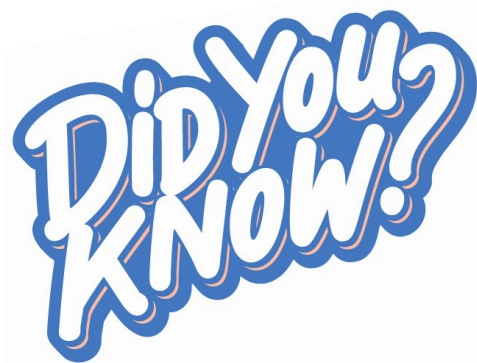
about the need and impact of converting to a new One-Fund approach. We believe this change will simplify our focus towards our three priorities: Worship + Connect + Serve.

As part of our migration towards a One-Fund approach, we worked with stakeholders to map each of our many accounts into their proper buckets. This approach provides the opportunity to support our outreach at a higher level than our previous restricted funds with its many passions, to do it together.

We are blessed for the continuing service of Sandi Denoff, Shawna Stonum, Jeff Barstow, Brian Maloney our Treasurer, Diane Nelson our Budget Manager, as well as Pastor Chad and Jason Hervin for their insights and guidance. Bill Hunter has recently joined our FMT and will be helping additionally as a counter too. Thanks also to Steve Dunham for continuing as our Financial Secretary as well as Don Dietz, and Marilyn Bunger for their weekly support as counters. Sadly, after many years of faithful service Ron Klemetson was called home to God after an illness earlier last year. We want to thank both he and Mary for all their years of service to Grace.

While we spent many months in a deficit position during 2023, our increased giving earlier in the year helped keep our performance ahead of years past. Thank you. Our 2024 Spend Plan is based on our committed giving.

As this was written we had received **164 giving commitments**. This gives us the opportunity to create a spend plan that reflects those commitments. In doing so, we can work to execute our vision and mission, helping to move confidently forward in the work of God in our community, in the ways we Worship + Connect + Serve.



Congregational giving
to outreach beyond
our doors

\$273,683.42

15.49% of GLC's
Total Benevolence



The GLC Preschool is in its 41st year as a ministry of Grace – and we feel blessed! We currently are running three classes, and we are serving 29 kids and families this year. Besides English, there are six other languages spoken at home by our families (Spanish, Portuguese, Vietnamese, Ukrainian, Tigrigna, and Tagalog) which reflects the rich diversity God designed Des Moines, Washington with. Our small but mighty school has grown by nine students this year! Our 2-year-old, 3-year-old and 4-year-old classes are completely full. We have six wonderful staff members on our team, including four lead teachers, and two teaching aides. We also have a handful of volunteers that work with us, cutting projects, leading chapel, and supporting us behind the scenes.



2023-24 GLC Preschool Staff
Back Row: Susan Johnson, Angela Madison, Miranda Winter
Front Row: Michelle Winter, Shelby Chatterton, Kelby Blosser

We hope to continue to see growth at our school so that we can have the greatest positive impact on our community possible. The GLC Preschool is a special place, and we want to share it with as many people as we can. As Desmond Tutu said, “Do your little bit of good where you are; it’s those little bits of good put together that overwhelm the world.”

Thank you to our fantastic team of teachers, leaders, board members, and volunteers who pour love into this preschool program. Our updated playground that was finished in Summer 2023 has been a joy to play on – the kids absolutely love it!

We hope for another year full of joy and learning! Thank you to everyone who has supported the school, our families, and our staff this year.

Miranda Winter
Director



This year has been one filled with blessings from our Heavenly Father.

We thrived through many challenges, gained so much strength, and welcomed new faces to our team who are passionate about the development of our little ones. We feel blessed by this and will work together to grow our Center for our community and continue putting God's grace into action!

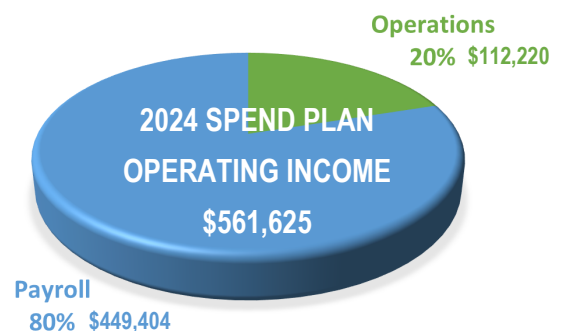
We are excited to welcome more families to our Center, making our program rich with diversity. We have families and staff with different cultural backgrounds and languages, and we are working diligently to represent them all in our classrooms. We currently serve 32 children in our classrooms, and our team comprises of ten staff.

We are working towards accomplishing our goals in 2024 regarding changes in our licensing and better compensation for our teachers who work hard every day, ensuring that our children meet all their developmental milestones while providing a safe and nurturing place and working closely with our families.

A heartfelt thank you to all the volunteers who helped keep Grace Children's Center safe for our kids to continue learning and exploring year-round. Our success is only possible with your valuable help.

We begin the new year with a prayer to continue seeing the Center grow and thrive to keep blessing the Des Moines community through this incredible ministry of Grace Lutheran Church.

Leticia Gomez and Yuni Cardenas
Co-Directors



GRACE CHILDREN'S CENTER

Fund	Jan 1, 2023					12/31/2023	
	Beginning Balance	Income	Expenses	Net Income (Expense)	Transfer	Net Increase (Decrease)	Ending Balance
GCC Unrestricted Funds							
GCC Operating Fund	1,487.92	613,878.73	556,994.82	56,883.91	0.00	56,883.91	58,371.83
Total GCC Unrestricted Funds	1,487.92	613,878.73	556,994.82	56,883.91	0.00	56,883.91	58,371.83
GCC Restricted Funds							
GCC Operating Reserves	92,204.74	50,000.00	5,382.50	44,617.50	0.00	44,617.50	136,822.24
General Donations	923.67	228.76	978.34	(749.58)	0.00	(749.58)	174.09
Playground	20,000.00	(3,824.00)	0.00	(3,824.00)	0.00	(3,824.00)	16,176.00
Thrivent	0.00	403.00	403.00	0.00	0.00	0.00	0.00
Toys	1,802.12	0.00	31.99	(31.99)	0.00	(31.99)	1,770.13
Tuition Assistance	13.00	0.00	0.00	0.00	0.00	0.00	13.00
Fund Raiser	7,616.24	2,034.11	1,769.32	264.79	0.00	264.79	7,881.03
Memorial	3,611.43	(50.00)	3,561.43	(3,611.43)	0.00	(3,611.43)	0.00
Dept. of Early Learning (Grant)	7,316.35	5,000.00	6,616.06	(1,616.06)	0.00	(1,616.06)	5,700.29
DSHS (Grant 2)	3,368.79	0.00	0.00	0.00	0.00	0.00	3,368.79
All in WA (Grant)	2,810.47	(565.00)	0.00	(565.00)	0.00	(565.00)	2,245.47
Total GCC Restricted Funds	139,666.81	53,226.87	18,742.64	34,484.23	0.00	34,484.23	174,151.04
TOTAL CHILDREN'S CENTER	141,154.73	667,105.60	575,737.46	91,368.14	0.00	91,368.14	232,522.87

GLC PRESCHOOL

Fund	Jan 1, 2023					12/31/2023	
	Beginning Balance	Income	Expenses	Net Income (Expense)	Transfer	Net Increase (Decrease)	Ending Balance
GLS Unrestricted Funds							
GLS Operating Fund	14,394.03	105,969.05	66,131.60	39,837.45	0.00	39,837.45	54,231.48
Total GLS Unrestricted Funds	14,394.03	105,969.05	66,131.60	39,837.45	0.00	39,837.45	54,231.48
GLS Restricted Funds							
Grace School General Donations	8,482.50	0.00	8,482.50	(8,482.50)	0.00	(8,482.50)	0.00
Total GLS Restricted Funds	8,482.50	0.00	8,482.50	(8,482.50)	0.00	(8,482.50)	0.00
TOTAL GLC PRESCHOOL	22,876.53	105,969.05	74,614.10	31,354.95	0.00	31,354.95	54,231.48

GRACE LUTHERAN CHURCH FUND ACTIVITY 2023

Fund	Jan 1, 2023 Beginning Balance	Income	Expenses	Net Income (Expense)	Transfer Between Funds	Net Increase (Decrease)	12/31/2023 Ending Balance
Unrestricted Funds							
Operating Fund	39,269.49	1,088,047.23	1,091,269.26	(3,222.03)	1,623.00	(1,599.03)	37,670.46
Total Unrestricted Funds	39,269.49	1,088,047.23	1,091,269.26	(3,222.03)	1,623.00	(1,599.03)	37,670.46
Grace Plus Funds							
Grace Plus Fund Income	1,036.48	0.00	6,000.00	(6,000.00)	5,000.00	(1,000.00)	36.48
Total Grace Plus Funds	1,036.48	0.00	6,000.00	(6,000.00)	5,000.00	(1,000.00)	36.48
Special Offering Funds							
Christmas Fund	0.00	60.00	0.00	60.00	(60.00)	0.00	0.00
Thanksgiving Food Basket	0.00	1,440.00	921.17	518.83	0.00	518.83	518.83
Passover Meal Fund	51.70	(51.70)	0.00	(51.70)	0.00	(51.70)	0.00
Rooted & Rising 2024 Pledge	0.00	924.25	0.00	924.25	0.00	924.25	924.25
Total Special Offering Funds	51.70	2,372.55	921.17	1,451.38	(60.00)	1,391.38	1,443.08
Service to Community Funds							
Dental Van	6,177.19	100.00	6,277.19	(6,177.19)	0.00	(6,177.19)	0.00
Des Moines Food Bank	0.00	18,762.36	18,762.36	0.00	0.00	0.00	0.00
Community Dinner	0.00	169.28	129.28	40.00	(40.00)	0.00	0.00
Grace in Action	14,353.96	1,090.00	11,413.56	(10,323.56)	0.00	(10,323.56)	4,030.40
Grace Shelter	7,045.09	(57.58)	0.00	(57.58)	0.00	(57.58)	6,987.51
Total Service to Community Funds	27,576.24	20,064.06	36,582.39	(16,518.33)	(40.00)	(16,558.33)	11,017.91
Disaster Relief Funds							
Disaster Relief	0.00	5,694.32	5,694.32	0.00	0.00	0.00	0.00
Haiti Earthquake	2.00	(2.00)	0.00	(2.00)	0.00	(2.00)	0.00
Grace Afghan Support	18,320.36	9,454.84	6,643.94	2,810.90	30.00	2,840.90	21,161.26
Total Disaster Relief Funds	18,322.36	15,147.16	12,338.26	2,808.90	30.00	2,838.90	21,161.26
Youth Funds							
Camperships	306.88	1,866.41	3.22	1,863.19	0.00	1,863.19	2,170.07
Summer Mission Team	23,242.74	36,708.35	44,366.10	(7,657.75)	0.00	(7,657.75)	15,584.99
SMT - Orphanage	28,312.31	5,000.00	5,114.01	(114.01)	30.00	(84.01)	28,228.30
Youth Events	659.50	(659.50)	0.00	(659.50)	0.00	(659.50)	0.00
Total Youth Funds	52,521.43	42,915.26	49,483.33	(6,568.07)	30.00	(6,538.07)	45,983.36
Men & Women of Grace Funds							
Mother's Ministry	2,813.06	0.00	0.00	0.00	(2,813.06)	(2,813.06)	0.00
Nest Builders	120.16	0.00	0.00	0.00	(120.16)	(120.16)	0.00
Women's Retreat	2,728.49	12,234.13	13,147.68	(913.55)	0.00	(913.55)	1,814.94
Women - Candlelight Dinner	2,199.47	2,062.76	3,910.26	(1,847.50)	0.00	(1,847.50)	351.97
Young Adults	1,979.42	0.00	267.69	(267.69)	(1,711.73)	(1,979.42)	0.00
Total Men & Women of Grace Funds	9,840.60	14,296.89	17,325.63	(3,028.74)	(4,644.95)	(7,673.69)	2,166.91

Fund	01/01/2023 Beginning	Income	Expenses	Net Income (Expense)	Transfer Between	Net Increase (Decrease)	12/31/23 Ending
GLC Events/Program Funds							
Alpha	156.30	0.00	156.30	(156.30)	0.00	(156.30)	0.00
Altar Guild	150.00	(150.00)	0.00	(150.00)	0.00	(150.00)	0.00
Bells	17,557.97	7,540.71	4,934.22	2,606.49	2,289.69	4,896.18	22,454.15
Bells Plant Sale	2,289.69	0.00	0.00	0.00	(2,289.69)	(2,289.69)	0.00
Bridge Events	157.75	0.00	0.00	0.00	0.00	0.00	157.75
Children's Choir	50.00	0.00	0.00	0.00	(50.00)	(50.00)	0.00
Club 56	46.24	(46.24)	0.00	(46.24)	0.00	(46.24)	0.00
Communication	871.31	0.00	846.31	(846.31)	(25.00)	(871.31)	0.00
Confirmation	188.13	333.37	521.50	(188.13)	0.00	(188.13)	0.00
Contemporary Choir	616.82	0.00	0.00	0.00	0.00	0.00	616.82
Family Emergency	6,588.64	510.20	7,098.84	(6,588.64)	0.00	(6,588.64)	0.00
Grace Choir	2,383.74	0.00	61.38	(61.38)	0.00	(61.38)	2,322.36
Special Music Events	700.51	100.00	3.30	96.70	0.00	96.70	797.21
Graceful Seniors	247.50	0.00	97.98	(97.98)	0.00	(97.98)	149.52
Kid Reach	3,592.79	146.24	1,009.29	(863.05)	(2,729.74)	(3,592.79)	0.00
Media System Upgrade	0.00	20.68	20.68	0.00	0.00	0.00	0.00
Memorial Fund	935.00	3,843.09	583.46	3,259.63	0.00	3,259.63	4,194.63
Music Dept. Memorial	1,407.83	0.00	0.00	0.00	0.00	0.00	1,407.83
Organ Replacement	0.00	86,198.34	82,002.12	4,196.22	0.00	4,196.22	4,196.22
Nursery	782.30	0.00	0.00	0.00	(782.30)	(782.30)	0.00
Office Machines	2,210.16	0.00	2,210.16	(2,210.16)	0.00	(2,210.16)	0.00
Parish Nurse	250.00	0.00	0.00	0.00	(250.00)	(250.00)	0.00
Quilting	200.00	100.00	300.00	(200.00)	0.00	(200.00)	0.00
Racial Equality Education	1,000.00	(1,000.00)	0.00	(1,000.00)	0.00	(1,000.00)	0.00
San Juan Cycle	522.54	1,960.00	1,866.76	93.24	0.00	93.24	615.78
Sancta Lucia	569.27	658.00	467.16	190.84	0.00	190.84	760.11
Small Groups	460.86	0.00	457.63	(457.63)	(3.23)	(460.86)	0.00
Church-Wide Studies	2,879.59	1,030.00	1,819.17	(789.17)	(2,090.42)	(2,879.59)	0.00
Staff Development	2,987.04	0.00	2,916.19	(2,916.19)	(70.85)	(2,987.04)	0.00
Sunday School	1,469.91	(215.52)	1,254.39	(1,469.91)	0.00	(1,469.91)	0.00
Grace Grant (ELCA Synod)	0.00	2,000.00	1,992.59	7.41	(7.41)	0.00	0.00
VBS	0.00	503.12	503.12	0.00	0.00	0.00	0.00
Total GLC Events/Program Funds	51,271.89	103,531.99	111,122.55	(7,590.56)	(6,008.95)	(13,599.51)	37,672.38
Mission Funds							
Short Term Mission	4,678.45	(4,678.45)	0.00	(4,678.45)	0.00	(4,678.45)	0.00
Belize Mission	750.00	0.00	0.00	0.00	(750.00)	(750.00)	0.00
Guatemala	2,176.72	3,750.00	5,926.72	(2,176.72)	0.00	(2,176.72)	0.00
Guatemala Jewelry	331.51	513.09	844.60	(331.51)	0.00	(331.51)	0.00
Guatemala Healing House	305.04	575.00	880.04	(305.04)	0.00	(305.04)	0.00
El Salvador Mission	1,860.18	0.00	1,500.00	(1,500.00)	0.00	(1,500.00)	360.18
El Salvador School Sponsorship	2,739.00	1,800.00	1,415.99	384.01	0.00	384.01	3,123.01
Haiti Mission	1,046.08	452.00	1,311.15	(859.15)	0.00	(859.15)	186.93
Haiti Student Sponsors	1,565.49	22,163.44	22,358.34	(194.90)	0.00	(194.90)	1,370.59
India Mission	4,927.00	2,457.00	7,178.20	(4,721.20)	750.00	(3,971.20)	955.80
Seminary Scholarship Fund	4,121.60	5,746.25	7,934.54	(2,188.29)	50.00	(2,138.29)	1,983.31
Uganda Mission	1,076.04	1,135.00	2,211.04	(1,076.04)	0.00	(1,076.04)	0.00
LWR	0.00	5,617.88	5,617.88	0.00	0.00	0.00	0.00
World Hunger	0.00	45,812.67	45,812.67	0.00	0.00	0.00	0.00
NW WA Synod	0.00	106.00	106.00	0.00	0.00	0.00	0.00
Total Mission Funds	25,577.11	85,449.88	103,097.17	(17,647.29)	50.00	(17,597.29)	7,979.82
Miscellaneous Funds							
Building Fund	70,862.83	46,652.28	24,491.59	22,160.69	(500.60)	21,660.09	92,522.92
MIF Loc Fund	(54,139.02)	0.00	0.00	0.00	54,139.02	54,139.02	0.00
Technology	4,909.03	1,240.80	4,938.87	(3,698.07)	0.00	(3,698.07)	1,210.96
In & Out: Benevolences	0.00	817.96	817.96	0.00	0.00	0.00	0.00
Operations Fund Reserve	221,671.52	558,076.71	380,290.07	177,786.64	(174,300.00)	3,486.64	225,158.16
Pastor Relocation Fund	50.00	0.00	0.00	0.00	(50.00)	(50.00)	0.00
Total Miscellaneous Funds	243,354.36	606,787.75	410,538.49	196,249.26	(120,711.58)	75,537.68	318,892.04
TOTAL GRACE LUTHERAN CHURCH	443,244.55	1,893,162.89	1,735,581.08	157,581.81	(124,782.48)	32,799.33	476,043.88

2024 - 2025 Benevolence Partners



Des Moines Food Bank	Rand and Barb Barnard
El Salvador Mission	Valerie Constantino
Family Emergency	Pastor Rachel Swenson & Pastor Chad Johnson
Local Outreach	Staff and Other Key Areas of Service
grace in ACTION	Al Vraspir and Amy Baker
Guatemala Mission	Anita Chiarenza and Debbie O'Neal
Haitian Timoun Foundation	Brian Ervin
Hope Rising For India	Pastor Chad Johnson
Lutheran Counseling Network	Brian Ervin
Refugee Resettlement	Tessa Krippaehne
SMT Orphanage	Pastor Salvador Cossio
Reaching Out With Hope Uganda	Shelley Hartman
Northwest Washington Synod	Pastor Rachel Swenson
ELCA Disaster Response	Laura Woods
Lutheran World Relief	Laura Woods
Lutheran World Hunger	Laura Woods
Lutheran Box Car Fund	Janet Labes

Let your roots grow down into Jesus, and let your lives be built on Jesus. Then your faith will grow strong in the Truth you were taught, and you will overflow with thankfulness. ~ Colossians 2:7

Worship + Connect + Serve

Grace Lutheran Church
BUDGET & FINANCIALS 2021 - 2024

% CHANGE OVERLY

% DIFFERENCE

ACTUAL

BUDGET

	2021	2022	2023	2024
Total Income	\$ 936,378	\$ 998,592	\$ 1,088,047	\$ 1,548,900
	-16.9%	-11.3%	-2.7%	38.5%
	How much can we inspire?			

	2021	2022	2023	2024
Total Expenses	\$ 957,820	\$ 1,060,850	\$ 1,091,269	\$ 1,548,900
	-15.0%	-5.7%	-2.4%	38.5%
	We share what God has given us!			

	2021	2022	2023	2024
Total Net Income	\$ -21,442	\$ -62,258	\$ -3,222	
	We can responsibly reach our goals!			

	2021	2022	2023	2024
Evangelism/ Fellowship	\$ 7,411	\$ 5,425	\$ 11,934	\$ 43,566
	-30.7%	-60.6%	1.3%	269.8%
	How much can we spread God's grace?			

	2021	2022	2023	2024
Outreach	\$ 22,950	\$ 22,900	\$ 22,900	\$ 222,360
	0%	0%	0%	871.0%
	How can we impact our community?			

Grace Lutheran Church
BUDGET & FINANCIALS 2021 - 2024

% CHANGE
OVERLY

%

DIFFERENCE

ACTUAL

BUDGET

	2021	2022	2023	2024
Worship / Music	\$ 13,860	\$ 17,131	\$ 18,097	\$ 28,200
	46.5%	-28.4%	-24.4%	
	9,462	23,925	23,925	17.9%
In 2023, Grace worshipped 12 months in-person along with online service available. In 2022, Grace worshipped 12 months online and 11 months in-person due to COVID-19 (January online only)				

General Church	\$ 84,401	\$ 73,400		
	15.0%			
	\$ 47,607	\$ 59,175	-19.4%	
	\$ 56,966	\$ 59,130	-0.1%	
Keeping the lights on!				
	\$	\$	\$	\$
	9,678	62,450	-84.5%	
	\$	\$	\$	\$
	46,064	62,250	-23.5%	-3.5%
	\$	\$	\$	\$
	62,185	53,750	15.7%	-10.8%
	\$	\$	\$	\$
	67,000	67,000		24.7%

Education / Youth	\$ 117,228	\$ 107,000	9.6%	
	\$	\$	\$	\$
	105,166	114,950	-8.5%	7.4%
	\$	\$	\$	\$
	111,452	113,167	-1.5%	-1.6%
We must be good stewards of God's house.				

Property	\$ 702,291	\$ 824,618	-14.8%	
	\$	\$	\$	\$
	816,556	830,277	-1.7%	0.7%
	\$	\$	\$	\$
	807,735	833,697	-3.1%	0.4%
We pledge to be good stewards!				
	\$	\$	\$	\$
	918,021	918,021		10.1%

Salaries & Benefits	\$ 918,021	\$ 918,021		
	10.1%			
	\$ 833,697	\$ 830,277	0.4%	
	\$ 816,556	\$ 830,277	-1.7%	0.7%
	\$	\$	\$	\$
	702,291	824,618	-14.8%	
	\$	\$	\$	\$
	117,228	107,000	9.6%	
	\$	\$	\$	\$
	105,166	114,950	-8.5%	7.4%
	\$	\$	\$	\$
	111,452	113,167	-1.5%	-1.6%
We must be good stewards of God's house.				

"So go and make followers of all people in the world. Baptize them in the name of the Father and the Son and the Holy Spirit. ²⁰ Teach them to obey everything that I have told you to do. You can be sure that I will be with you always. I will continue with you until the end of time." - Matthew 28:19-20

Grace Lutheran Church Annual Meeting January 29, 2023

Call to order: Meeting was called to order at 12:24 pm by Congregational Board President, Jason Hervin.

Opening prayer: Pastor Rachel Swenson led us in prayer.

Sign-In: 75 voting members shall constitute a quorum. 28 attendees by Zoom chat sign-in and 125 in-person attendees.

Additions to the Agenda: There were no additions to the agenda.

Approval of the GLC Annual Reports: It was moved by Jeff Barstow and seconded by Lindsey Astrup to approve the Annual meeting minutes from 2022 and the 2022 Annual Report. **Motion carried.**

Presentation of 2022 Financial Reports by Paul Marth

Financials:

	Actual	Budget
Total Income	\$ 998,592	\$1,125,257
Total Expenses	<u>\$1,060,850</u>	\$1,125,257
Net Operating Loss	\$ (62,258)	

	Actual	Budget
Evangelism	\$ 5,425	\$ 13,780
Outreach	22,900	22,900
Worship/music	17,131	23,925
General Church	47,607	59,175
Education/Youth	46,064	62,250
Property	105,166	114,950
Salaries/benefits	<u>816,556</u>	<u>830,277</u>
	\$1,060,850	\$1,125,257

- Reduced overall budget three years in a row.
- Increased in cash resources year over year for three years.
- GCC has turned around financially.
- Grace was out of debt with media loan being paid off. Hope is that those giving resources can continue into Grace.
- ERTC credit may be eligible for 460k it will be mid year before we know for sure.
- We have continued to try and sell the property across the road.

Financial Strength:

	2020	2021	2022
Cash Balance	\$ 661,792	\$ 689,007	\$ 670,852
Grace Plus Fund	\$ 142,285	\$ 147,505	\$ 124,171
Debt	\$ (54,105)	\$ (14,640)	\$ (54,139)
GCC Grants	\$ 13,868	\$ 154,260	\$ 13,496

Total Giving

General Fund (Budget) – \$987,800.44 (Support for Budget and mission of GLC)

Other Restricted Funds – \$256,849.28 (36 Restricted Accounts)

Benevolence – \$171,792.42 (24 missions/agencies)

GLC Financial Reports: It was moved by Al Vraspir and seconded by Janet Labes to accept the 2022 GLC Financial Reports as presented. **Motion carried.**

2022 Nominating Ministry Team

Kristine Robson	Sandi Denoff
Pat Togher	Jeff Barstow
Lindsey Astrup	Laird Vernon
Pastor Chad	

Grace Lutheran Church Annual Meeting January 29, 2023, continued

2023 Nominating Ministry Team

Kristine Robson Sandi Denoff
Pat Togher Jeff Barstow
Lindsey Astrup Laird Vernon
Pastor Chad

It was moved by Jeff Barstow and seconded by Diane Nelson to approve carrying forward the nominating team members from 2022 as our 2023 Nominating Ministry Team. **Motion carried.**

Thank you to the outgoing 2022 Congregational Board Members:

Sandi Denoff
Jeff Barstow, Vice President

2022 Nominating Ministry Team recommendations for the Congregational Board:

Liz Vernon – First three year term
Vivian Kauth – First three year term as Vice President

It was moved by Jeff Barstow and seconded by Sandi Denoff to approve 2023 Congregational Board Members. **Motion carried.**

Jason presented the 2023 Grace Lutheran Church Board

Amy Baker
Liz Vernon
Hans Pann
Brian Maloney, Treasurer
Tessa Krippaehne, Secretary
Vivian Kauth, Vice President
Jason Hervin, President
Pastor Chad Johnson
Pastor Rachel Swenson
Pastor Salvador Cossio

Grace “Ways of Life” Core Values

LIMITLESS GRACE – We invite all generations to follow Jesus on the adventures of limitless grace. God’s limitless grace is given to us. There is nothing we do to earn it. This is all God’s work on our behalf. Because all of us have been unconditionally loved and accepted already by God, we strive to adventure that same way on our faith journeys. With limitless grace as our gift, we go out to all the places that God calls us to be....grace in ACTION.

ALL MEANS ALL – Reflecting Jesus’ calling, we live the message that the gifts of God are for all... All abilities and disabilities, All believers and unbelievers, All races and ethnicities, All religions and creeds, All gender identities, All countries of origin, All sexual orientations, All immigrants and refugees, All economic levels, All spoken and signed languages, All...no exceptions!

SERVANT HEARTS – Everyone, and we mean everyone at GLC, joyfully serves! We do so with servant hearts that build up and bless forward. Through serving in a myriad of ways with varied gifts and talents, relationships are formed, stories are shared, and a people are grown in faith. God rejoices when we do this!

UNBOUNDED GENEROSITY – Generous hearts shape the church and transform the world. We desire to be the most loving and generous church on the planet. Jesus shows us how! We respond by doing what we can with what we have. For all the ways that Jesus has spoken into our lives, our hearts express, “Thank You Lord!”

MOSAIC LIFE – The rich cultural diversity of our local context, larger city, and world, is a tremendous gift that God is creating among us. We are called to build relationships and bridges of connection so that all can thrive together as God’s church on earth. We desire to be a multi-ethnic church community here in Des Moines that draws all people together. With all the pieces of our mosaic community in place, we are complete.

LASTING ACCOMPANIMENT – With partners both locally and globally, we commit to walking alongside each other until that day when full life and full love win. We are better together and through fully developed relationships that continually encourage and support, the body of Christ is strengthened and the world is transformed.

Grace Lutheran Church Annual Meeting

January 29, 2023, continued

ONGOING DISCERNMENT – We communally discern the work of the Holy Spirit in our community on a daily, weekly, monthly basis, and join into the Spirit's activity as we go along. We are nimble and open to the advocacy of the Holy Spirit to participate in the hard and necessary conversations and work that lead to purposeful ministry actions for the healing and wholeness of all.

It was moved by Shawna Stonum and seconded by Janet Labes to approve adoption of Limitless Grace, All Means All, Servant Heart, Unbounded Generosity, Mosaic Life, Lasting Accompaniment, and Ongoing Discernment as Grace Lutheran Church's "Ways of Life" Core Values. **Motion carried.**

Growth Strategy

- The Board has researched models from other churches in response to similar situations and found common experiences, staffing model, and budgets
- To achieve lasting growth, Grace needs to have a holistic approach towards Growth with deep engagement, outreach, service, and generosity, that is in tune with the pulse of the needs, hopes, dreams of the future for Grace.
- Leverage best practices that have been successful from churches with similar congregations and community demographics
- Collaboration, relational growth, collective ownership, service and leading together

How is Grace positioning and preparing for growth?

- Drive synergy across mission, vision, ways of life, and investments to make these a reality.
- Collective Ownership, Engagement, Outreach
- TEAM Process & Pastor Salvador, which will build new connections in our community
- Bring back and launch new programs that touch the heartbeat of our congregation and community
- Launch a similar effort as Trinity Lutheran with support of Generis Consulting for Generosity

Generis Consulting

- Understand Faith-Based Organizations
- Team approach with deep engagement, listening, partnering, that Generis factors into best practice and innovation recommendations
- Focus on sustainability and lasting impact
- Wealth of experience with churches, schools, and faith based non-profit organizations.

Referrals from Clients

- Grace Lutheran Church (Andover, MN)
- Trinity Lutheran Church (Lynwood, WA) – Mark spoke on the experience Trinity had with using Generis Consulting.
- Our Redeemer's Lutheran Church (Seattle, WA)
- Grace Lutheran Church (Apple Valley, MN)

Why a "Feasibility" and Definition Phase?

- New for Grace, culture shift, need for collaboration and ownership
- Need to identify aspirational but viable targets that can inform budgeting

Scope

- Engagement interviews with representative cross-section of Grace, in-person focus group, questionnaire on all things Grace Lutheran Church

Outcomes

- Detailed qualitative and quantitative report with recommendations on executing a successful campaign, viable targets, timing, and process

Why have a Growth Initiative?

- Large building projects underway and in near future due to aging building
- Enhance culture of "Unbounded Generosity"
- Address cultural areas around finances (restricted funds, budgeted benevolence, that may take time)

Grace Lutheran Church Annual Meeting January 29, 2023, continued

Scope and Outcomes

- Initial target (to be finalized in “Feasibility” phase) is to have full engagement, with commitment to supporting three year’s of Grace core mission budget, current HVAC project and additional known building needs in the near future.
- Deeper sense of connection, belonging, relationship, and commitment

Cost:

- Feasibility and Definition: \$26,000
- Growth Strategy (over 3 years): \$48,750

How will this be paid?

- Initially this will be paid from our Operating Reserves
- Once the Growth Campaign has been launched, the campaign from above and beyond giving, will pay for Generis

It was moved by Rosemary O’Dell and seconded by Al Vraspir to approve hiring Generis for a growth campaign including a “Feasibility” phase and three year support for the “Growth Campaign.” **Motion carried.**

Presentation of 2023 Budget by Paul Marth:

Approach:

- Focus on Grace’s mission with continued investment
- No salary increases or staff cuts
- Grace must grow to achieve our 2023 Budget and continue to thrive
- Develop and Implement Growth Plan

Rationale – Staff cuts would prohibit Grace from full engagement in our ministry programming and community collaboration needed for us to grow and thrive

Evangelism	\$ 11,780
Outreach	22,900
Worship/music	23,925
General Church	59,130
Education/youth	53,750
Property	113,167
Salaries and Benefits	<u>833,697</u>
Total 2023 Budget	\$1,118,349

Comments/Concerns about no salary increases for staff. We will need to make this up and close the gap in upcoming years.

2023 budget for approval \$1,118,349

It was moved by Al Vraspir and seconded by Don Denoff to accept the 2023 GLC Budget as presented. **Motion carried.**

We’re recording the meeting – it will be available to watch for people who missed it.

Adjournment: The meeting was adjourned at 2:34 pm with prayer led by Pastor Chad Johnson

Respectfully submitted by Tessa Krippaehne
Grace Lutheran Church Congregational Board Secretary

Grace Lutheran Church Special Congregational Meeting

September 10, 2023

Call to order: Meeting was called to order at 9:47 am by Board President Jason Hervin.

Opening prayer: Pastor Chad Johnson led us in prayer.

Sign-In: 75 voting members shall constitute a quorum. Seven attendees by Zoom chat sign-in and 138 in-person attendees.

New Organ: Our current organ is broken beyond repair. **Cost: \$81,279** with half of the cost \$40,639.50 at the signing of the contract, and remaining due at completion of the installation. \$76,753.51 has been raised to nearly cover the full cost.

It was moved by Craig Woods and seconded by Dick Lehman to approve signing a contract with Rose City Organ Builders for the purchase and installation of the new organ at a total cost of \$81,279... **the motion carried.**

Additional HVAC Unit: The current scope of the approved HVAC project for the rooftop units only covers ~half of the HVAC units. We have one additional HVAC unit that provides heating and cooling for the offices that has failed. As this is a new unit beyond scope of current projects we need an additional contract. **Cost: \$19,382**

It was moved by Denny Steussy and seconded by Jeff Barstow to approve signing a contract with Air Systems Engineering Inc. to replace the Second Floor Office Split System HVAC Unit Replacement for a cost of approximately \$19,382... **the motion carried.**

Employee Retention Tax Credits (ERTC): The Employee Retention Credit, (ERC) – sometimes called the Employee Retention Tax Credit or ERTC – is a refundable tax credit for businesses and tax-exempt organizations that had employees and were affected during the COVID-19 pandemic. At the Annual Meeting, we discussed moving forward in the process of accessing ERTC funds based on eligibility. Grace has now received \$522,372.12 from the ERTC. This figure was determined based on staff levels for GLC, GCC, and Grace Pre-School.

ERTC Funds	\$ 522,372.12
Staff Bonus for 2023	\$ 63,231.65
Grace Preschool Operational Reserves	\$ 30,000.00
Grace Childrens Center Operational Reserves	\$ 50,000.00
HVAC Roof Project – Paying off remaining MIF Loan	\$ 264,624.58
HVAC Additional Unit	\$ 19,382.00
Grace Lutheran Church Operational Reserves	\$ 95,133.89

How we determined these numbers:

- ERTC funds received are based on staffing across GLC, GCC, and the Grace Preschool
- GCC needs additional operating reserves to help with strategy around staff retention, sustainability, and ensuring we are operating at full potential
- Grace Preschool also needs additional reserves
- In 2023, due to financial constraints we did not raise staff salaries. This bonus is for a 10% bonus for all salaried staff based on their 2023 salary.

It was moved by Jeff Barstow and seconded by Shawna Stonum to approve the allocation of \$63,231 for Staff bonuses for 2023, \$30,000 for Grace Preschool Operational Reserves, \$50,000 for Grace Childrens Center Operational Reserves, \$264,624.58 for HVAC Roof Project MIF Loan Repayment, \$19,382.00 for the Additional HVAC unit, and \$95,133.89 for Grace Operational Reserves... **the motion carried.**

Property Sale: As a reminder, in 2022 Special Congregational Meeting there was approval to list the Kent Des Moines property for sale. We received an offer of \$525,000 and countered with \$550,000 that was accepted. We are currently in a 60 day “Feasibility Period” once completes and the buyer is able to do their intended plans for development then the sale closes and the property will be sold.

We’re recording the meeting – it will be available to watch for people who missed it.

Adjournment: The meeting was adjourned at 10:21 am with prayer led by Pastor Chad Johnson

Respectfully submitted by Tessa Krippaehne
Grace Lutheran Church Congregational Board Secretary

Did You Know?

Community Egg Hunt:
300 participants along
with **60** servant leaders

Operation
Restoration VBS:
53 kids

KidReach Tutoring is
back with **four** students.
Program will be expanding
in January 2024 - more
servant tutors needed

300 tamales were
enjoyed by all for
Festivity of the
"La Candelaria"

Pieces of bulk
mail sent:
2,095

Thanksgiving
meals donated:
30

YA
Friendsgiving:
7 young adults

On Stamp Out Hunger
Day boxed **7,000** lbs.
of food at Des Moines
Food Bank

Altar Guild
provided Holy
Communion
for **107** services

Homebound
visits and calls:
235

grace in ACTION
completed **13** projects in 2023,
11 homes with access issues need-
ing wheelchair ramps, decks, stairs,
railing & repairs. Also painted GCC
and completed a major
yard clean up.

Facebook total reach this
year was **19,031** in the US,
India, Kenya, Mozambique,
Haiti, Philippines, Uganda,
Canada, Indonesia and
South Africa

Quarterly
Newsletters
mailed:
1,682

Grace LWR Quilters
met **40** times, had
approximately **1,425**
servant hours
completing
207 quilts

Grace hosted **172** (non
Grace) meetings and
events plus **153** Word of
Truth worship services &
events this year

197 LWR School
Kits were packed
and sent out in
2023

There are **14** working
non-theatrical light fixtures
behind the stained glass
in the Sanctuary

Kids in
Confirmation:
23

Constant Contacts
942 subscribers -
over **66,000**
emails sent

Meals served...
Community meals
averaged **65** per month
for a total of **780**

Mexico
Mission Team:
25

Song of Mark
participants:
70

Podcasts
Total listens/clicks
via website: **7,030**

Haiti children
sponsored:
50

Women's Ministries
Monthly Bible Study: 20
Ignite Life Retreat: 30
Candlelight Dinner: 125

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 Facebook @ [www.facebook.com Grace-Lutheran-Church](http://www.facebook.com/Grace-Lutheran-Church)

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