

2020 ANNUAL REPORT



74th Annual Meeting | January 24, 2021 | Albert Lea, Minnesota



Grace Lutheran Church

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RESURRECTION

COMMANDMENT

TEMPLE

LEPER

WORSHIP

GIFTS

FAITH

LOVE

HOPE

FAITH

REFORMATION

ADVENT

FAMILY

CONFIRMATION

CROSS

MATTHEW

LUKE

JOHN

MARK

EZRA

Agenda

1. Call to Order
2. Opening Prayer
3. Explanation of Annual Meeting changes due to COVID-19
4. Approval of Today's Agenda (Page i)
5. Approval of 2020 Annual Meeting Minutes (Page 1-2)
6. Capital Campaign Update
7. Elections—Mid-Year Annual Meeting
8. New Business
 - Proposed 2021 Budget
9. Mid-Year Annual Meeting Information
10. Motion to Adjourn
11. Closing Prayer
12. Sending Litany

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Minutes of the Seventy-Third Annual Meeting

January 26, 2020

1. Call to Order

Church Council President Corrine Tims called the meeting to order at 12:20 PM.

2. Opening Devotion

Pastor Shane led those in attendance in the devotion and the Litany.

3. Opening Hymn

Deacon Tewes accompanied those in attendance with the hymn "To Be in Your Presence".

4. Approval of the Agenda for the Meeting

MSA (Moved-Seconded-Approve) by Jerry Dahl and Bill Barber to approve the agenda for today.

5. Approval of the 2020 Annual Meeting Minutes

MSA by Ona Meyer and Sandy Fredrickson to approve the minutes of the January 2019 Annual Meeting.

6. Reports

- **Pastor Shane**

Pastor thanked the Grace congregation for the opportunity to serve and to be part of the Grace community for the past three years. He shared his appreciation for the staff and the excitement he shares with the congregation about the Grace ministry.

- **Pastor Jennifer**

Pastor noted that she has been at Grace for two years. She also noted that she enjoys working with the staff and pointed out the revamping of the Confirmation curriculum.

- **Deacon Bob**

Deacon Bob noted that he has been at Grace for twenty years. He commented on the variety of activities that he has working at Grace. They include the Synod Assembly and the Synod election and installation of a new bishop. He also expressed his appreciation for being included in the preaching rotation. He anticipates that in 2020 that he will expand his role to include posting Grace services on the church's website, working to get more youth involved in worship, and installing new technology (screens) in the narthex and kitchen.

- **Church Council** - They made reference to their report in the Annual Report. President Tims noted the strategic planning sheets on the tables seeking input from the attendees.

- **Finance Team** - They made reference to their report in the Annual Report.

- **Grace Foundation** - They made reference to their report in the Annual Report.

- **LEAD** - They made reference to their report in the Annual Report. Joel Erickson and Pembie Erickson made reference to the Backpack Program, which includes eight churches and five schools.

- **Life, Growth, and Social Concerns** – Becky Hanson reported on the work of the committee. She reported on their involvement in the food program and their Bible study.

- **BEG** – Darin LaFrance reported on the churches heating bills with the new boilers and the start of the bathroom remodeling efforts.

- **Ushers** – Jim Munyer made a request for new ushers, especially young people and youth. He also reported that the second service was well received by members of the congregation.

- **Altar Guild** – Jane Madson made a request for more participants in the Guild. There is need to help prepare communion, hang banners, and to polish the brass.

Minutes of the Annual Meeting Continued

- **Missions** - They made reference to their report in the Annual Report. Becky Tennis-Hanson noted that one-half of one percent of the undesignated offering goes to Missions.
- **Children, Youth, and Families** - They made reference to their report in the Annual Report. They noted that the designated area in the sanctuary is being used frequently during worship.
- **Grace Foundation** - They made reference to their report in the Annual Report. Matt Kermis made a request for a treasurer to serve on the foundation. Nominees included Steve Schultz.
- **WELCA** - They made reference to their report in the Annual Report.

7. Elections

- **Church Council** – MSA by Bill Barber and Jim Munyer to approve Laura McKibbin election to the council.
- **Delegates to St. John's Home Annual Meeting** (December 2020) – MSA by Sherry Sebersen and Bruce Olson approved the roster to serve as delegates.
- **Voting Members to the Blue Earth River Conference** (February 9, 2020 – Trinity Lutheran, Blue Earth) – Volunteers were sought to attend. They include LuVerne Godtland, Julie Groeneweg, Corrine Tims, Lori Tuchtenhagen, Jim Munyer, Sharon Pasche, and Ruth Barr. Standing members include Pastor Shane, Pastor Jennifer, and Becky Hanson. MSA by Bruce Hanson and Sandy Fredrickson to approve the roster.
- **Voting Members to the Southeastern MN Synod Assembly** (May 15 to 16, 2020 – Rochester) – MSA Bill Barber and Dave Drommerhausen to approve the slate of Becky Hanson, Lori Tuchtenhagen, and Julie Groeneweg.
- **Nominating Committee for 2020** – Membership includes Becky Hanson and Nikki Schumaker.
- **Personnel Committee Members** – MSA by Dave Drommerhausen and Becky Tennis-Hanson to elect Gary Schindler and David Larson to the committee.
- **Finance Team** – MSA by Becky Tennis-Hanson and Jim Munyer to approve the membership roster.

8. Unfinished Business – None

9. New Business

Proposed 2020 Budget

MSA by Julie Groeneweg and Joel Erickson to approve the 2020 budget as presented.

Discussion associated with the budget:

- ♦ Request to explore a shift of designated funds to undesignated funds.
- ♦ Pastor Shane praised the generosity of the congregation.
- ♦ It was noted that the Capital Campaign was winding down.

10. Closing Prayer

Pastor Shane led us in prayer.

11. Doxology

12. Adjournment

M/A by Sandy Fredrickson and Jody Schulz to adjourn the meeting at 1:34 PM.

Respectfully submitted, Gary Schindler, Secretary – Grace Lutheran Church Council

Council President Report

"Give all your worries and cares to God, for he cares about you." 1 Peter 5:7

We are so thankful we can move forward into 2021 and let go of 2020. 2020 was both an uncertain, if not interesting year. We spent our time in virtual services and meetings. Thanks go out to each and every Grace staff member for their unique, creative and hard work. Collectively, they did so much to make sure, as a church, we remained connected. We said goodbye to Pastor Jennifer, with prayers that her future journey will be an exciting one for her where, as Pastor Shane says, she will continue to plant seeds.

We continue to match our foundation gift to remodel the bathrooms and complete the capital campaign projects. With the new hope of a vaccination to fight this horrid virus, we look forward to meeting together again face-to-face to enjoy the comfort and time with our Grace family. We will continue Grace's work focused on our 2020-2023 Strategic Plan with its key planning areas of: Building, Grounds & Technology; Life and Growth; Worship and Music; Education; as well as, Programming and Opportunities for Youth and Families.

Challenges:

As stated in last year's report: How do we serve each other, open our doors, moving out into the community, but also keep our lights on, pay the bills and our staff? With God's guidance, we can do this. Hopefully, you have reviewed and mailed back the financial commitment card that was mailed with Pastor Shane's stewardship letter.

I have enjoyed serving as your church council president during this past year. Thank you for this privilege. I walk with you through each joy and challenge.

May the God of hope fill you with all joy and peace in believing, so that by the power of the Holy Spirit you may abound in hope. -Romans 15:13

Corrine Tims,
Grace Lutheran Church Council President

Lead Pastor Report

Sometime around September, I think I started getting tired of hearing myself say some version of this phrase: "What a year!" While it's not a lie, it also can get to become a crutch. For me, it was the getting stuck in the unknown rather than clinging to the hope or the known joy around me. So, sometime in September, I really started paying attention to the work of joy and hope, looking for it with my co-workers here at Grace and the volunteers that still put in hours of work even though the doors were locked. This work, along with the work I saw out in the rest of the world (babies born, people getting new jobs, others finding new passion after losing their jobs) all became points of hope for me as I longed for the joy that had disappeared from my heart over the months.

Yes, 2020 will go down in history, yes, it has been, and will continue to be, tough as we create roads into directions we have never ventured as people. YET! YET, it will be a year full of memories, of how our families discovered new things about each other, learned to navigate lots of time together, and family meals around tables. I also found hope in people willing to protect others, either through social distancing and mask wearing. The idea of protecting others, especially the most vulnerable, is a fundamental practice of Christianity, one I know you take seriously, even as I write this letter.

Lastly, I have been impressed with Grace, because while I could have become downhearted at the giving reports, I also saw more people engaging in church than ever before. Our online worship services, social media and zoom events have been points of hope for a lot of people in our congregation. And while we said goodbye to Pastor Jennifer this year, I also hold hope that the church is in need of a pastor with her gifts. I know that she is being presented to several congregations for their consideration. The church has never been in a greater need than right now for pastoral leadership. I trust God's guidance in this time.

Our congregation has survived a fire, financial woes, and other calamities, and yet, and YET, we continue to find joy and meaning in our work as faithful people, bringing people together and becoming disciples of Christ. That's our mission statement, and that we continue to do. We come together online (and in person when safe), we read the Bible, we live out our faith, we make darn sure that we stand up for those who are least and lost, and we find our own faith strengthened as we do so, just as we did at our founding in 1946.

Peace to you as you journey this year. Peace to Grace as we continue to be the church in Albert Lea. Peace upon peace as we strive to reflect God's love in the world, a changing and yet wonderful world.

PShane

Deacon's Report

Last year, as I wrote this report, I shared that this would mark my twentieth year in your midst as your Music Director. I had no idea what a tumultuous year lay ahead of us, at that time. Word of a virus, not yet on our shores, had just started to be talked about. And then, suddenly, without much warning, by the middle of March we found ourselves sheltering at home. Our dreams of livestreaming worship in the not-too-distant future needed to accelerate, and thankfully, we were ready to broadcast as soon as the quarantine orders went into place in late March.

In the summer months we were able to gather together, in person, on the front lawn for worship, in addition to our livestreamed worship. Once the cold weather arrived, we resumed worship indoors, until rising COVID-19 numbers necessitated us resuming our online worship only, again, for the late fall and Christmas season.

In spite of the move to online worship this past year, a brave new world that we had little experience with at first, I believe some of our most creative worship has taken place. I am so proud of the many unique things we have tried and experienced together.

I thank each of you who have stepped forward to participate when asked. From family participation in our Holy Week services, to several who spoke John 3:16 in different languages at Pentecost, to the youth who helped me produce a Christmas Program this fall, to the many talented musicians who have offered their talents in new ways this past year. Each of you have helped us maintain our community. Community is the thing most vulnerable to erosion when we find ourselves separated from each other during a pandemic. Each of you have helped me tell the story of Jesus and his love to a world that is in so much pain and upheaval. It is a story that must be boldly proclaimed, perhaps even more so in these times!

As I begin my twenty-first year at Grace, I pray that God will continue to bless our ministry together. I pray that you will continue to make worship a priority in your life, whether that be online or face-to-face, when threats of illness lessen. I hope you value the role of community and the sharing of talents on behalf of others.

It is indeed a privilege to serve in my role as your Director of Music and Worship. Leading the singing of faithful people brings me great joy and satisfaction.

God's richest blessings to each of you in this new year,
Deacon Robert Tewes

Youth Director Report

2020 was a long year. It was the year of adapting to a new way of living around a pandemic and doing things we never thought we would be doing a year ago. It was a year of experiencing doing everything from your home, on your computer and in your pajamas... even worship. And for many people, it has been a hard year of adapting to this new normal.

Last year was also a long year for me, but in a different capacity. I spent my time figuring out what God had planned for me next, in many conversations and discerning the call to be a pastor. God is calling me, and I am happy to announce that I am going to seminary! I have been approved for Entrance into Candidacy and will be attending Wartburg Theological Seminary starting on February 1st, 2021.

This is a very exciting next chapter in my life, but here is the best part... I get to continue my education while working at Grace Lutheran! This four-year program allows me to work at a congregation while completing coursework online. Starting on February 1st, I will be transitioning into a part-time Youth Director position and begin taking my courses online. This Collaborative Learning Program also allows for me to also do some hands-on work and pastoral ministry (including my internship) at Grace these next few years.

I want to say a big thank you to the people of Grace Lutheran Church, who have loved me, supported me, and helped me grow into this call over the last 4 ½ years. I am so thankful that I get to bring you all along my seminary journey. I am thankful for the support of Grace Lutheran and the Grace Foundation through my discernment and transition. I love and appreciate you all, and I thank God every day for bringing me to Grace Lutheran.

Ashley Kuhlman,
Youth Director

Children, Youth and Family

This team provides input and direction on programming and faith formation opportunities at Grace. The team was advised by Pastor Jennifer Gonsalves and our Youth Director, Ashley Kuhlman.

Children's Ministry:

- Flexibility was the word of the year for Sunday School. As at different times of the year Sunday School met weekly in Fellowship Hall, outdoors and on Zoom. During the fall kits were sent home with Bible stories and other activities
- We would like to thank Kate Dahl for her many years of service as our Pre-K teacher as she has stepped down from that role to serve our church in other ways.
- At-Home Vacation Bible School was a great success. The theme was "Christmas in July," and each week in July, a present containing materials for worship, Bible study, craft, an outdoor activity, and a family discussion was dropped off at homes of Pre-K – 6th Graders. Members from Grace helped with worship and crafts and we had 57 children participate.
- First Communion was rescheduled for the fall due to the stay-at-home order. Seven 6th graders and their families participated in communion instruction and celebrated their First Communion on Reformation Sunday.
- Preschoolers received a SPARK Story Bible and 3rd Graders received a Deep Blue Common English Bible as part of the Stepping Stone Ministry in the fall.
- 26 families received Advent kits to assist our families in spending time together to pray and talk about God while preparing for Christmas. Each kit contained materials to make their own Advent wreath, daily devotional cards, nativity stickers and more.
- Deacon Bob Tewes wrote, composed music and created a video for an original Christmas program titled, "A Christmas Celebration." This was done in a video format and shown during our Christmas Eve Family Service. Eighteen youth participated and did an amazing job.

Youth Ministry:

- Fifteen youth were welcomed into our Confirmation program this fall and 16 youth were confirmed in October
- Confirmation curriculum has continued to be created by staff to allow more learning styles and time for deeper discussion. This curriculum involves youth rotating through three stations based on that evening's theme (including at least one station led by a pastor or Grace staff). Due to COVID-19, adjustments have been made, including having youth remain in their small group during the duration of in-person confirmation and having confirmation over Zoom. We are thankful for the nine small group leaders and several other volunteers that have helped with our programming this year.
- 9th graders spent the fall reflecting on the baptismal promises on Sunday mornings and creating their faith projects as they prepared for their Confirmation Sunday.
- Current 8th graders were unable to attend Confirmation Camp this summer due to COVID-19. Looking for alternatives for the upcoming year.

Children, Youth and Family Continued

- Four youth and Ashley traveled to Northern Wisconsin for a week-long canoe trip through Camp Amnicon. Along with two wilderness guides, they traveled 30 miles down the Flambeau River and camped along the way. The youth got to experience sleeping in hammocks, whitewater rapids, Bible studies, cooking over a fire, no technology and spending some time on the shores of Lake Superior. High schoolers shared their experience in a video posted on the Grace Lutheran Facebook page.
- Baccalaureate was celebrated at an outdoor worship in July. Grace Lutheran had 19 youth graduate from high school this year.
- Service & Fellowship Events have included going to Mount Kato, bonfires, and playing Z-Tag. The High School Youth Group met both in person and online this year.
- Plans for summer camp, confirmation camp and a high school summer trip in 2021 are still to be determined.

Family Ministry

- Due to the impact of COVID-19, we were unable to gather for Family Ministry events this year.

The Children, Youth and Family Committee would like to express our thanks to all the volunteers and the people of Grace for supporting the work that we do by sharing God's love with all the generations at Grace.

Respectfully submitted,

The Children, Youth & Family Committee:

*Jessica Bremer, Nick Bremer, Janelle Koepke, Angela Moller,
Matt Moller, Pastor Jennifer Gonsalves, & Ashley Kuhlman*

Parish Nurse Report

Jeremiah 29:11

"For I know the plans I have for you," declares the Lord, "plans to prosper you and not to harm you, plans to give you hope and a future."

The parish nurse ministry at Grace Lutheran is a holistic ministry, reflecting the ministry of Jesus Christ, who healed the "Whole" person by caring for their physical, emotional, and spiritual needs. His ministry was a healing ministry as he led his disciples by example.

Mission Statement – The mission of the Grace Lutheran Parish Nurse is to help all experience God's grace, love, and healing by addressing their physical, emotional, and spiritual needs.

My services as parish nurse are to provide 10 hours weekly to the congregation in the way of home visits, health education, assessment and referrals for care and benefits, emotional support, and spiritual care using the "wholistic approach."

In January, the parish nurse schedules resumed with the 'grief support groups' that met monthly on the fourth Monday. There were also meetings with the Health Cabinet, who supports the parish nurse ministry, along with the visitation committee, who ensure that members receive communion on a regular basis and providing fellowship, while bringing church to our homebound. The Health Cabinet and visitation team both meet six times per year on the first Monday of the month, with an ongoing need for volunteers to support both these ministries.

In February, we started to hear of the Corona Virus, thinking it may not affect us in the Midwest. Little did we know that we would soon all be affected and that a new normal would be needed to protect us. As the weeks and months have passed, we can be so thankful for our researchers, medical teams, and front-line workers that have learned increasingly more about the virus and how to treat the symptoms, and now on the horizon, a vaccine to irradicate the ever-changing mutation of this virus.

On March 16, 2020, I was informed at both my jobs that I would be working from home. The in-home and nursing home visits were put on hold, and we soon found our positions looking very different. I struggle with technology, but quickly was introduced to Zoom and Microsoft Teams meetings. This was quite stressful and challenging for me, but it's quite amazing how we can meet for staff meetings, support, and planning. The way worship has changed has been incredibly amazing. The difficult part of my job was now supporting the many members who do not have this technology or the ability to join worship virtually and stay connected. We all know how difficult quarantine days became. We soon found that our entire world was different, from distance learning, businesses closed, shortages. Even death was looking different as we were not able to be with our loved ones; and funerals, as we have known and practiced, were not the same. Grief now looks vastly different without the support of family and friends to surround us during this challenging time.

My first burst of cards and letters went out immediately to our homebound, nursing home residents, and many members to inform them of the many changes that were evolving and the plan to keep everyone safe, and yet to assure them that staff at Grace were available to them. I made many phone calls to soothe emotions and fears, while offering services to provide them with personal needs items, food, hand sanitizers and facial masks, while educating their use for safety.

Parish Nurse Report Continued

As a Thrivent member, I have applied and received Thrivent Action Team Grants as part of community outreach that has helped to fund activities in the church, such as the purchase of supplies for the prayer shawl ministry, and most recently, been able to provide a small care package of love that consisted of some paper products, small meals and comfort food, facial masks, and hand sanitizer, along with prayer shawls to some of our members that have struggled with grief and loss, loneliness, and frustration with our world in the midst of the pandemic, along with some of our homebound members. If you are not taking advantage of Thrivent programs, you may want to contact your Thrivent agent to learn how to be a part of this community outreach program that can benefit our community and our church.

I have continued to offer support by making phone calls, sending cards of support, and adapting game plans for church members to maintain their safety. I have attempted to acknowledge holidays, Veterans Day, church events, and seasonal changes to stay connected with our members as much as possible. Thank you to a couple very generous individuals that offered greeting cards throughout these months. I have used, re-used, and recycled greeting cards to share with others and provide 'snail mail' in an ever-changing social media world.

In December, I took on the challenge to send a Christmas card to every active member, including a signed staff card, special seasonal scripture table cards, and the invitation to call on Grace staff if they needed spiritual support. I also sent cards of remembrance to those that lost loved ones over the past year, with encouragement to join the virtual 'Blue Christmas Service of Hope.' This involved 500+ cards that were sent out to Grace family members and their loved ones in a way to let them know that they are not forgotten and certainly remembered in our prayers. I encourage all of you to reach out to others with a phone call, card, or other means of social media to stay connected and offer emotional support for all.

My plans for 2021 will be to keep our members as safe as possible, and hope to resume my normal face-to-face visits, meetings, and support groups when we are given the okay for safe return of activities. If you have any questions or concerns, please call the church office and leave a message. I will return information as I have it available. Please stay safe.

Blessings, Lori Tuchtenhagen, Parish Nurse.

Scholarship

The Scholarship Committee would like to thank the people of Grace for their generous gifts that allow us to support our students in achieving their educational goals. The committee was able to meet online, and we had fun awarding the scholarships this year by surprising every recipient at their home. We were very impressed by the applicants and were honored to award the following Grace Scholarships:

Grace Foundation Scholarship – Makenzie Herr

Godtland Scholarship – Jocelyn Strom

Gertrude Hanson Memorial Scholarship – Katelyn Lee

John and Alma Mathews Memorial Scholarship – Kaedyn Kirchner

Janice M. and Henry J. Guse Scholarship – Katelyn Steven

Lindsey Loehr Diemer Memorial Scholarship – Katelyn Lee

Lu Ryan Memorial Scholarship – Anna Andersen

Donna Ball Memorial Scholarship – Jacklyn Matson

Donald Ball Memorial Scholarship – Logan Schumaker

Laurence McGill Memorial Scholarship – Maggie Moller

Delores Ost Scholarship – Culley Larson

Vern Jahnke Memorial Scholarship – Hayden Johnston

Also, following the departure of Pastor Jennifer, our Youth Director, Ashley Kuhlman has taken on the responsibility of the leading this committee.

Respectfully submitted,

Your Scholarship Committee:

Bob Ball

Julie Drommerhausen

LuVerne Godtland

Steve Lee

Jeanne Lundak

Ashley Kuhlman , advisor

Capital Campaign

The Capital Campaign continued into 2020 with the restroom project being the last initiative to be completed. Grace members generously gave throughout the year to support the effort, but then we faced a challenge. As bids were being collected for plumbing, electrical, and general contracting work, the Church Council examined the complete plans for the main floor and lower-level restrooms. A decision was made to do the entire project versus splitting it up into phases. In addition, as Grace examined the unused and underused space on each level, the Council realized that there was an opportunity to design a project that would accommodate the larger events that we regularly host as a church, such as weddings, regional conferences, and funerals.

With these strategic decisions being made, the Council realized that the funds collected through the campaign were inadequate to cover the costs. Outreach was done with the Grace Foundation and they approved a major gift towards the effort and a match of congregational gifts. Grace members again supported the full-scale project with their continued or additional gifts towards the campaign. As we move into 2021, we have enough funds to move ahead with the initiative, while we strive to meet the last of our goal to make full payment without going into debt.

Allow me to express my appreciation and the appreciation of Grace staff and Church Council members to the members of Grace Lutheran Church for their support of the Capital Campaign.

To God be the Glory,
Gary Schindler
Capital Campaign Chair

Lead Report

LEAD. Living Everyday As Disciples.

¹⁰For we are God's handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do. -Ephesians 2:10 (NIV)

LEAD's core Belief says that people of faith are called to join in God's mission

Our focus for Grace has been HEART, one of LEAD's core convictions.

"HEART: Listens for God's leading in mission, service, and doing justice in the world, neighborhood, and congregation."

Our LEAD group continues to focus on God's love through the Food For Backpack (FFB) program. We pray our journey with this program will continue to serve the needs of children with food insecurities in our community.

Our fourth year with the Food For Backpack program has been a bit unusual with the pandemic. Distributing food has been handled differently as our school social workers have worked hard to make sure the food is offered to those in need. This year's total students have fluctuated some with our most recent total of 372, down about 75 students from last year's average, but still showing a huge need in our community. For purposes of planning and grant writing, our budget was \$67,860, which was based on serving 500 students. It's not surprising that numbers have been different than expected with how the schools have had to operate during these uncertain times.

We at Grace continue to partner with Zion to serve the children of Hawthorne Elementary; presently we are serving 77 students. First Lutheran and Hayward Lutheran support the students of Halverson. Ascension continues their support of Sibley, and United Methodist supports Southwest Middle School. This year we welcome Caleb Flugum, from One Love Rising, joining Crossroads to support Lakeview Elementary. Thanks go out to ALL these congregations, their volunteers, and with the effort of each school social worker. Through their efforts we are able to provide this needed program in our community.

The LEAD group extends a deeply felt "Thank You" to everyone who has so generously supported the Food For Backpack (FFB) program through funding, words of encouragement and prayers. This special gratitude also goes to the many Grace volunteers who have offered their services to support this program, as well.

If anyone is interested in joining us in this opportunity of discipleship, please contact any of the members listed below.

Food For Backpack Team: Joel Erickson, Dave and Julie Drommerhausen, Janece Jeffrey, Pastor Shane Koepke, Corrine Tims

God of compassion, give us the courage to follow you as we lead, loving you with all of our heart, soul, mind and strength. Help us to live every day as your disciples. Amen.

WELCA

Mission Statement: To mobilize women to act boldly on their faith in Jesus Christ

On behalf of WELCA, I would like to thank all of the women (and men) who have helped to further God's work here at Grace Lutheran Church and in the local and worldwide community. Many willing hands, heads and hearts have made the work fun and rewarding.

What a year! WELCA has pretty much been shut down, like other organizations, over the past year, but have completed a few service projects:

- Served funerals over the past year
- A number of quilts are ready to be delivered as soon as able to do so
- Quilting supplies - \$259.54
- Donated to the Stewardship Program
- Christmas gifts to staff members
- \$360 to coffee fund

The Thank Offering held in November yielded \$210.00, which will be used for the ongoing missions and programs of ELCA women.

We would like to invite all women who are members of Grace to join us each month for our meetings. It is a great time to meet new members, socialize and brainstorm on the best programs to meet our WELCA goals and purpose. Our meetings are held the second Thursday of each month. Please join us, we would love to hear your suggestions and ideas. Watch Grace's website and Facebook page for notifications about our meetings and when they will begin again.

Respectfully submitted

Jane Smith

President - WELCA

Respectfully submitted, Jane Smith, President - WELCA

Life and Growth/Social Concerns Ministry Team

The year 2020 began as years before – the Life and Growth team met once monthly, typically prior to the Church Council meeting. Planning for the year began, but activities were soon curtailed with the arrival of the COVID-19 pandemic. The needs of people within the church and community continued and possibly increased, but meeting those needs became a challenge as gathering with others was extremely limited. Some of the activities only reached the planning stage, while others were completed. They include:

- Enough Food For All campaign: In February, easy-to-prepare packaged meals were collected. In April, paper products and toiletries were requested, but very little was collected as church activities went online. The campaign was picked up again with a reverse Advent calendar – a food item collected for each day of Advent.
- Voyagers Trip: A bus trip to Chanhassen was planned to see The Music Man. This, however, had to be cancelled.
- Bible Study opportunity: The 4-week Sunday morning Bible study has been well received over the last years and planning was underway for a study in September/October. The topic of homelessness was being explored. This, too, was put on hold.
- The muffin ministry (in its new form of any kind of treats/fruits) was intermittent since March. Each month, the leaders at Youth for Christ would let the team know if there was a need for any treats. For a couple of months, fruit was provided for the bag lunches The Rock made available. When young folks were starting to return, treats were provided but then another shut down occurred. The team has remained ready to provide as the need returns.
- Red Cross Blood Drive – The team agreed to host one drive during the shutdown in coordination with the Sheriff's Department as they were not able to host on their site. Grace staff members served as the volunteers for this drive. COVID-19 precautions were carried out as directed by the Red Cross.
- Two drive thru food fund donations were held in coordination with the Mission Team. Funds and food collected were divided between the Ecumenical Food Pantry and the Salvation Army Food Shelf.
- The team is looking forward to returning to more normal activities in the year ahead. New members are welcome to join in the mission at Grace of Bringing People Together and Becoming Disciples for Christ.
- "Let the peace of Christ rule in our hearts, since as members of one body you were called to peace. And be thankful." Col 3:15

Respectfully submitted,
Life and Growth Ministry Team
Sandy Fredrickson,
Becky Tennis Hanson,
Patty Tewes

Mission Ministry

The Mission Ministry team met on the first Wednesday of the month until the church building was closed due to the Covid19 pandemic. After that time, meetings and planning were accomplished through phone calls and emails. Because of the pandemic, the activities typically carried out by this team were limited. Those efforts that were accomplished are as follows:

- Fair Trade Equal Exchange coffee, tea, cocoa, candy bars and olive oil were sold the first Sunday of the months while the church building was open.
- The Ministry Team in cooperation with the Life and Growth Ministry Team hosted two drive thru food fund donation events. The food and funds collected were divided between the Ecumenical Food Pantry and the Salvation Army Food Shelf.
- Planning was initiated to set up a meal preparation team to support the local foster care program. This was put on hold as the church building closed.
- Dissemination of the funds gathered in 2020 through the undesignated giving (half of one percent of this amount) and through Ministry for a Day will be as follows:
 - ♦ \$515.40 to St. Catherine's Church in Latvia
 - ♦ \$700.00 to International Health Partners for hospital in Tanzania (this includes the donation from both 2019 and 2020)
 - ♦ \$200.00 to Loaves and Fishes
 - ♦ \$400.00 to Youth for Christ
 - ♦ \$400.00 to Ecumenical Food Pantry at First Presbyterian Church
 - ♦ \$400.00 to the Salvation Army
 - ♦ \$500.00 to the Food for Backpack Program
 - ♦ \$500.00 to the effort to support the local Foster Care Program
 - ♦ \$400.00 to the Campus Ministry at Winona State University
 - ♦ \$400.00 to the Campus Ministry at Minnesota State University, Mankato

The Mission Ministry team invites others to consider becoming a part of the team as it prepares to move into the activities of 2021.

Respectfully submitted,

Mission Ministry Team

Al & Pat Arends

Gwen & Bill Groskurth

Pastor Jennifer Gonsalves

Becky Tennis Hanson

Hazel Spiering

Altar Guild

2020 was a year of challenges and unexpected changes.

During the months of January and February, we were on track to continue familiarizing members with the changes initiated late 2019.

March 10th was the scheduled membership meeting with the focus on the rest of Lent, Easter and upcoming months coverage. However, the content of the meeting drastically changed course with the focus being how to incorporate the enhanced infection control guidelines (COVID-19) into the specifics of Altar Guild responsibilities. We discussed mask use; proper handwashing; glove use; disinfection of surfaces; social distancing guidelines (only 2 people in Sacristy at one time; communion preparation/serving (continued to use bread with wine/grape juice in individual disposable cups on communion trays); communication of illness symptoms (self, household member, other contacts). Details of how to incorporate these infection control measures needed to be outlined for the March 15th church services. By the way, these were the first and last in-house church services that we prepared for until later in the year.

Beginning with the August outdoor church services, individually packaged communion elements were made available for attending members. Initially, these were prepared in-house. Purchasing prepackaged individual communion sets became an issue with the backorders and delays. Within the next weeks, prepackaged individual communion sets arrived and made were available at future church services.

Careful planning as to how infection control measures could to be incorporated into every action was challenging at times as "normal was not normal." Highlights of the abnormal included distribution of the prepackaged communion sets in the Narthex did not seem like a friendly, welcoming gesture using mask, gloves and social distancing. Outdoor baptisms were performed, so preparation adjustments were made. With pastoral guidance, a plan was worked out for First Communion Sunday with the intent that youth could experience communion at the rail. Individual social distancing of the bread and wine/juice with communion served in family groups was done. The changes made to display and distribution of roses on All Saints Sunday was another example.

Appreciation is given to the support shown to this ministry - encouraging words; suggestion of ideas; contributions of time and donations.

Respectfully submitted,
Jane Madson, Altar Guild Lead

Ushers' Report

<u>SPECIAL SERVICES</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
Mid-Week Lenten Services (average, 6 services)	132	117	
Holy Week Attendance (Maundy Thursday, 1 service)	187	182	
Good Friday Service	64	79	
Easter 8:00am	176	182	
Easter 9:30am	367	319	
Easter 11:00am	157	106	
Thanksgiving Eve	87	64	533
Blue Christmas	84	86	378
Christmas Eve 3:00pm	250	195	
Christmas Eve 5:00pm	305	240	
Christmas Eve Total	712	595	699
Christmas Day	51	72	247

WEEKLY ATTENDANCE

Total Weekly Attendance	13,860	14,487	14,256
January-May and September-December (average)	287	279	373
9:00am Sundays, 5:30pm Wednesdays			
June-August, Sunday (average)	205	196	461
9:30am & 11:00am Sundays, 5:30pm Wednesdays			
All Weeks - 12 months (average)	267	284	385
Sundays in the Year	52	52	52
Record Sunday	700	548	1048
Record Sunday (other than Easter)	383	354	1048
All Saints	(10/28)	(10/27)	(10/25)
	Confirmation	Confirmation	Confirmation

Respectfully submitted,
James Munyer, Director of Ushers

SPECIAL NOTE: Due to COVID-19 the numbers may seem inflated, this is in part to being online and at times in person and online. The numbers recorded are divided by the 37 Sundays of worship.

Building, Equipment and Grounds

At last year's annual meeting, we discussed going forward with getting the livestreaming equipment installed. Well, we got it installed just in time for when we needed it most! This year has been very different for everyone in many ways. I've been consistently working on running video and sound equipment into a computer, something I have never done in any of my careers. I took this role as a huge priority to be able to send the people of Grace the best sound and visual streams you all deserve in light of not being able to have in-person worship. Thanks for bearing with me as I'm finding the right adjustment and equipment that is needed to do so.



(Photo of Streaming and audio equipment)



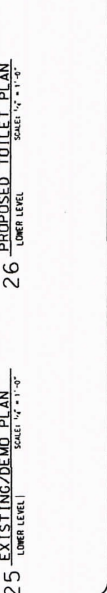
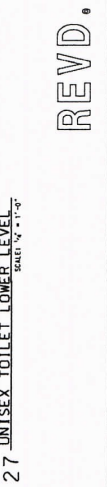
The bathroom remodel phase is well underway. There have been a few modifications for various reasons. The new floor plan can be seen on the adjacent page. The new bathrooms will allow for handicapped accommodation for both men and women to be on the main level. There will be a designated family bathroom on the main level. On the lower level it will allow for handicapped accommodation for both men and women, too.

Respectfully submitted by,
Darin LaFrance
Building Superintendent



Proj. No. 1643
SHEET
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2

PLAN HERE ILLUSTRATED WAS PREPARED
INFORMATION OBTAINED BY OTHERS AND/OR
THE ARCHITECT DOES NOT WARRANT
THAT THE INFORMATION CONTAINED
HEREIN IS COMPLETE OR FULLY REPRESENTS
THE EXISTING CONTRACTOR TO VERIFY
CONDITIONS PRIOR TO ORDERING MATERIALS.



Balance Sheet

Balance Sheet - Grace Lutheran Church 918 Garfield Avenue Albert Lea, MN as of Dec 31 2020

ASSETS

Cash Accounts	Security Checking Account	\$365,984.55		
	Security Savings Account	\$4,849.00		
	US Bank Checking Account	\$101.03		
	US Bank Savings Account	\$114,111.00		
	Mission Investment Fund Account	\$111,375.91		
	Thrivent Savings Account	\$0.00		
	Ameritrade Account	\$0.00		
	Martin Luther Fund Checking Account	\$0.00		
	Ryan Scholarship Mission Fund Acct	\$11,559.89		
	Guse Scholarship Mission Fund Acct	\$28,899.68		
	Delores Ost Scholarship Mission Fund Acct	\$31,000.00		
TOTAL ASSETS			\$667,881.06	\$667,881.06

LIABILITIES AND FUNDS

LIABILITIES	Federal Payroll Taxes Payable	\$3,228.68		
	State Payroll Taxes Payable	\$417.00		
	Retained Earnings	\$0.00		
	Member Pretax Contribution	\$0.00		
	Mission Investment Fund Loan	\$0.00		
Total Liabilities			\$3,645.68	\$3,645.68

FUND BALANCES

Undesignated Fund	General Fund	\$148,309.13		
			\$148,309.13	
Undesignated Fund Total			\$148,309.13	\$148,309.13

Designated Education	Education Ministry Fund	\$1,383.98		
	Library Fund	\$2,526.40		
	Sunday School Offering	\$58.00		
Designated Education Total			\$3,968.38	

Designated Missions	Martin Luther Fund	\$7,310.46		
	Hawthorne Fund	\$347.00		
	Hawthorne Backpack Fund	\$9,427.88		
	Food for Backpacks Grant Fund	\$19,543.01		
	World Hunger	\$98.75		
	International Health Partners	\$540.70		
	Heifer Fund	\$495.28		
	Missionary for a Day Fund	\$515.49		
	Local Food Shelves	\$2,831.95		
	Mission Giving	\$2,083.50		
Designated Missions Total			\$43,194.02	

Designated Parish Nurse	Prayer Shawl Fund	\$533.41		
	Parish Nurse Fund	\$935.44		
Designated Parish Nurse Total			\$1,468.85	

Balance Sheet Continued

Designated Property	Building Fund	\$2,443.72	
	Memorials Fund	\$9,706.27	
	Prayer Garden Fund	\$122.12	
	Thrivent Choice Fund	\$22,843.09	
	WELCA Cookbook Fund	\$82.00	
	Altar Guild Expense Fund	\$930.01	
	Sound System Fund	\$0.00	
	Capital Campaign	\$295,327.03	
	WELCA Sewing Fund	\$842.28	
	WELCA Stewardship Fund	\$130.46	
	WELCA General Fund	\$5,404.21	
	Chapel	\$0.00	
Designated Property Total			\$337,831.19
Designated Scholarships	Godtland Scholarship Fund	\$16,047.84	
	Guse Nursing Scholarship Fund	\$24,822.46	
	Hanson Scholarship Fund	\$2,067.88	
	Loehr Scholarship Fund	\$500.00	
	Mathews Scholarship Fund	\$3,415.00	
	Lu Ryan Scholarship Fund	\$11,052.72	
	Don Gross Education Scholarship Fund	\$1,434.38	
	Egland Scholarship Fund	\$0.00	
	Lisa Vogelsang Scholarship Fund	\$0.00	
	Laurence O. McGill Scholarship Fund	\$23,450.00	
	Don and Donna Scholarship Fund	\$8,610.00	
	Delores Ost Scholarship Fund	\$642.72	
	Vern Jahnke Scholarship Fund	\$12,982.49	
Designated Scholarships Total			\$105,025.49
Designated Worship	Choir Robe Fund	\$3,544.74	
	Music Fund	\$5,782.17	
	Organ Fund	\$1,424.24	
Designated Worship Total			\$10,751.15
Designated Youth	Camp Scholarship Fund	\$5,038.14	
	Foundation Camp Scholarship & VBS	\$754.33	
	Youth Fund	\$2,198.86	
	Youth Event	\$1,905.29	
	Youth Fundraiser	\$3,790.55	
Designated Youth Total			\$13,687.17
Designated Funds Total		\$515,926.25	\$515,926.25
TOTAL LIABILITIES AND FUNDS			\$667,881.06

Income and Expenditures

Income and Expenditures Composite Grace Lutheran Church 918 Garfield Avenue Albert Lea, MN

UNDESIGNATED FUNDS	OPEN BAL	INCOME	EXPENSE	CLOSE BAL
INCOME Budgeted Offering		\$624,737.38		
Endowments, Special Gifts/PPP		\$93,947.00		
Fees and Miscellaneous		\$14,745.95		
Interest Income		\$1,866.77		
Undesignated Income		\$735,297.10		

EXPENSE Mission to Others			\$46,900.22	
Pastoral Ministry			\$478,290.67	
Congregation Ministries			\$49,870.43	
Church Upkeep			\$76,262.89	
Budgeted Expense			\$651,324.21	
Fees and Miscellaneous			\$14,254.36	
Undesignated Expense			\$665,578.57	

	OPEN BAL	INCOME	EXPENSE	CLOSE BAL
UNDESIGNATED FUNDS	\$78,590.60	\$735,297.10	\$665,578.57	\$148,309.13

DESIGNATED FUNDS	OPEN BAL	INCOME	EXPENSE	CLOSE BAL
Designated Education	\$3,964.49	\$150.00	\$146.11	\$3,968.38
Designated Missions	\$33,046.82	\$63,549.90	\$53,402.70	\$43,194.02
Designated Parish Nurse	\$1,344.23	\$305.00	\$180.38	\$1,468.85
Designated Property	\$210,282.52	\$174,920.47	\$47,371.80	\$337,831.19
Designated Scholarships	\$123,767.83	\$15,757.66	\$34,500.00	\$105,025.49
Designated Worship	\$12,646.33	\$502.56	\$2,397.74	\$10,751.15
Designated Youth	\$12,764.52	\$6,699.50	\$5,776.85	\$13,687.17
DESIGNATED FUNDS	\$397,816.74	\$261,885.09	\$143,775.58	\$515,926.25

TOTAL FUNDS	OPEN BAL	INCOME	EXPENSE	CLOSE BAL
Undesignated & Designated	\$476,407.34	\$997,182.19	\$809,354.15	\$664,235.38

MEMO: Capital Campaign	OPEN BAL	INCOME	EXPENSE	CLOSE BAL
Included Designated Property	\$155,040.21	\$158,844.03	\$18,557.21	\$295,327.03

Respectfully submitted, Grace Lutheran Finance Team

Grace Foundation, Inc.

The purpose of the Grace Lutheran Foundation continues to be to receive from Grace Lutheran members or from the public, gifts, bequests or properties as may from time to time be given. Such gifts are invested with proper regard for their safety and interest according to the will of the congregation membership and designation of the donors. Interest accrued from funds and investment returns, including realized and unrealized capital gains controlled by the foundation, may be designated by the board to be used for missions, education or other specific projects of Grace Lutheran Church in its Gospel outreach.

We are grateful for the collaborative work of Perry Loge and Marsha Smith and for the in-house audit that was completed for the year ending 2020. The foundation's main source of income was, again, the farmland rental monies. We are entering the third year of a three-year contract.

Monetary support was again given in the form of scholarships to students from our congregation attending a Lutheran college. We once again supported Vacation Bible School. The board provided support for the youth trip to Camp Amnicon and other support for the youth. Capital bathroom project contribution of \$25,000.00 and another congregational matching of up to \$75,000.00

As we look ahead to 2021, we prayerfully consider the needs of Grace Lutheran Church and continue to provide appropriate financial support for the congregation, it's ministry programs and gospel outreach.

Sincerely in Christ,

The Grace Foundation Board

Matt Kermes – Chairman

Bruce Olson – Vice-Chairman

Steve Schulz – Treasurer

Steve Bracker – Secretary

Pastor Shane Koepke

Dale Buendorf

Karen Hendrickson

Mark Grossklaus

Corrine Tims – Council President

Marsha Smith

Grace Foundation, Inc. Balance Sheet

GRACE FOUNDATION, INC.
Balance Sheet
As of December 31, 2020 and 2019

ASSETS	2020	2019
Current Assets		
Security Bank Checking Account	\$ 51,805.94	\$ 91,907.93
Schwab Cash Account	4,033.98	3,957.95
Total Current Assets	<u>55,839.92</u>	<u>95,865.88</u>
Foundation Investments		
Schwab Investments	277,178.91	269,945.72
Total Foundation Investments	<u>277,178.91</u>	<u>269,945.72</u>
Godtland Investments		
Mission Investment CD	20,000.00	20,000.00
Mission Investment CD	20,000.00	20,000.00
Mission Investment CD	10,000.00	10,000.00
Security Bank CD	54,259.77	54,259.77
Security Bank CD	16,323.79	16,323.79
Total Godtland Investments	<u>120,583.56</u>	<u>120,583.56</u>
Fixed Assets		
H. Nelson Farm (Perpetuity)(At Appraised Market Value)	933,400.00	984,500.00
Total Fixed Assets	<u>933,400.00</u>	<u>984,500.00</u>
TOTAL ASSETS	\$ <u>1,387,002.39</u>	\$ <u>1,470,895.16</u>
LIABILITIES AND NET ASSETS		
Net Assets		
Permanently Restricted Net Assets		
Perpetuity Money/Godtland	\$ 566,921.17	\$ 566,921.17
Farmland Market Value Increase	640,300.00	691,400.00
Current Year Memorials	0.00	8,102.00
Total Permanently Restricted Net Assets	<u>1,207,221.17</u>	<u>1,266,423.17</u>
Temporarily Restricted Net Assets		
Seminary Donations	0.00	800.00
Scholarship Donations	1,250.00	5,000.00
Total Temporarily Restricted Net Assets	<u>1,250.00</u>	<u>5,800.00</u>
Unrestricted Net Assets		
Unrestricted Net Assets (Income)	145,479.97	151,535.55
Current Year Unrestricted Net Income (Loss)(Less Memorials)	(50,755.08)	(6,055.58)
Unrealized Security Gains (Losses)	83,806.33	53,192.02
Total Unrestricted Net Assets	<u>178,531.22</u>	<u>198,671.99</u>
TOTAL LIABILITIES AND NET ASSETS	\$ <u>1,387,002.39</u>	\$ <u>1,470,895.16</u>

Note: In 2012, we went to recording farmland value using the County Assessor's market value.
Appraised market value for farmland for 2021 is set at \$933,400.00

Grace Foundation, Inc. Income Statement

GRACE FOUNDATION, INC.

Income Statement

For the 12 months ended December 31, 2020 and 2019

Income	2020	2019
Checking Account Interest	\$ 101.19	\$ 141.07
Donations	0.00	8,102.00
Scholarship Donations	0.00	5,000.00
Mission Fund Interest - Godtland	1077.76	948.00
CD Interest - Godtland	647.42	607.55
Schwab Interest/Dividends/CG Distributions	10,544.68	10,709.79
Farm Land Rent	27,440.00	27,440.00
Farm Land CRP	3,948.00	3,948.00
Wind Farm Rent	0.00	1,000.00
Total Income	<u>43,759.05</u>	<u>57,896.41</u>
Investment Sales		
Investments Sold	42,922.91	47,099.14
Cost of Investments Sold	(37,195.20)	(47,178.58)
Gain (Loss) on Investments Sold	<u>5,727.71</u>	<u>(79.44)</u>
Expenses		
Student Grants	3,750.00	6,250.00
Farmland Property Taxes	9,126.00	8,718.00
Farm Expenses	15.00	15.00
Safe Deposit Box Rent	40.00	40.00
Investment Expenses	1,925.09	1,896.58
Grace Lutheran Youth Camp Expense	700.00	5,138.97
Grace Lutheran VBS Expense	3,000.00	3,000.00
Grace Lutheran - Capital Campaign	79,504.14	20,000.00
Treasurer Salary-2020 and 2019	1,031.73	1,037.00
Baptismal MIF 4 Kidz	200.00	0.00
Ashley's Seminary Classes	949.88	0.00
American Waterworks-Boiler Room	0.00	4,675.00
Total Expenses	<u>100,241.84</u>	<u>50,770.55</u>
Net Income (Loss)	\$ <u>(50,755.08)</u>	\$ <u>7,046.42</u>

Ministerial Report

WORSHIP SERVICES

	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
Total Sunday Worship Services	53	53	96	67
Total Weekday Worship Services	48	49	56	53
Total Services with Communion	68	89	144	67

PASTORAL ACTS

Children Baptized	15	5	6	5
Adults Baptized	0	0	0	0
Confirmation of 9 th Graders	32	19	20	16
Confirmation of Adults	0	0	0	0
Weddings	3	6	5	2
Reaffirmation of Wedding Vows	0	0	0	0
Funerals	17	22	61	18

MEMBERSHIP REPORT

Increases:

a. By Baptism (Children)	15	4	6	5
b. By Baptism (Adults)	0	1	0	0
c. By Reaffirmation of Faith	32	19	20	16
d. By Letter of Transfer	14	3	17	14
e. By Adult Instruction	0	4	4	0
f. From Other Sources	0	0	20	0
g. By Confirmation (not previously baptized members)	0	0	0	0

TOTAL

61	31	67	35
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Decreases:

a. By Death	24	22	27	18
b. Inactive Member Reduction	0	0	0	0
c. By Transfer to ELCA Congregations	7	4	4	4
d. By Transfer to Other Lutheran Congregations	1	0	0	0
e. By Release to Non-Lutheran Congregations	0	0	0	0
f. For Other Reasons (or requested removal)	0	0	2	0

TOTAL

32	26	33	22
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TOTAL BAPTIZED MEMBERSHIP

Total Baptized Membership, December 31, 2019	1,578
Total Baptized Membership, December 31, 2020	1,583
NET FOR 2020	5

TOTAL CONFIRMED MEMBERSHIP

Total Confirmed Membership, December 31, 2019	1,232
Total Confirmed Membership, December 31, 2020	1,238
NET FOR 2020	6

Ministerial Report Continued

2020 BAPTISMS: (5) Reid Hatland, Graham Flatness, Josie Leiste, Nolan Stirling, Jade Sisouvanh

2020 MARRIAGES: (2) Nikki Schumaker & Dave Rysavy, Courtney Williamson & Tyler Thumma

2020 REAFFIRMATION OF VOWS: (None)

2020 DEATHS: (18) Donald Porter, Leslie Tufte, Edna Herfendal, Lucile Oakland, Elwood Hagen, Edwin Johnson, Jeffrey Hoiseth, Clifford Engebretson, Clifford Stahl, Milburn Nelson, Robert Hershey, Christine Jahnke (Hagen), Ruth Strand, Marilee Citsay, Shannon Wadding, Maurine McGill, Robert Miller, Carolyn Schmitz.

2020 NEW MEMBERS RECEIVED INTO GRACE LUTHERAN: (14) Steve & Jody Schulz, Benjamin Schulz, Margaret Schulz, Elizabeth Schulz, Cole & Katie Pestorious, Danica Pestorious, Bridget Pestorious, Cael Pestorious, Kevin & Christine Johnson, Rev. Peter & Sandy Soli.

2020 MEMBERS TRANSFERRED OUT OF GRACE LUTHERAN: (4) Clint & Amanda Kreutzbender, Hunter Kreutzbender, Kyle Kreutzbender

Elections – Nominations for 2021

* FOR CHURCH COUNCIL – 3 year term (January 2021 to January 2024):

- | | |
|-----------------------|----|
| 1. Dave Drommerhausen | 4. |
| 2. | 5. |
| 3. | |

* FOR CHURCH COUNCIL (Youth) – 1 year term (January 2021 to January 2022):

1. Malana Thompson
- 2.

PRESENT COUNCIL MEMBERS:

- | | | | |
|-----------------------|-----------|----------------------|-----------|
| 1. Corrine Tims | Jan. 2023 | 7. Jim Munyer | Jan. 2022 |
| 2. Dennis Hamberg | Jan. 2021 | 8. Virginia Sorenson | Jan. 2022 |
| 3. Gary Schindler | Jan. 2021 | 9. Jerome Meyer | Jan. 2022 |
| 4. Julie Groeneweg | Jan. 2021 | 10. Laura McKibben | Jan. 2023 |
| 5. Truman Thron | Jan. 2021 | 11. Malana Thompson | Jan. 2021 |
| 6. Dave Drommerhausen | Jan. 2021 | | |

* GRACE FOUNDATION – 3 year term (January 2021 to January 2024):

- 1.
- 2.

PRESENT GRACE FOUNDATION, INC. DIRECTORS:

- | | | | |
|--------------------|-----------|-----------------------------------|-----------|
| 1. Steve Schulz | Jan. 2023 | 6. Dale Buendorf | Jan. 2022 |
| 2. Mark Grossklaus | Jan. 2023 | 7. Karen Hendrickson | Jan. 2023 |
| 3. Matt Kermes | Jan. 2022 | 8. Marsha Smith, Bookkeeper | |
| 4. Steve Bracker | Jan. 2022 | 9. Corrine Tims, Council Rep. | |
| 5. Bruce Olson | Jan. 2022 | 10. Pastor Shane Koepke, Advisory | |

* FINANCE TEAM

- | | |
|-----------------------|----|
| 1. Patty Tewes | 3. |
| 2. Dave Drommerhausen | 4. |

* DELEGATES TO ST. JOHN'S HOME, Annual Meeting, December 2021

1. Gary Schindler
2. Jeanne Schindler
- 3.

Elections — Nominations for 2021 Continued

* VOTING MEMBERS TO BLUE EARTH RIVER CONFERENCE ASSEMBLY

(February 21, 2021 Online only)

- | | |
|----|-----|
| 1. | 7. |
| 2. | 8. |
| 3. | 9. |
| 4. | 10. |
| 5. | 11. |
| 6. | 12. |

* VOTING MEMBERS TO SOUTHEASTERN MN SYNOD ASSEMBLY

(May 8, 2021 Online only)

- | | |
|----|----|
| 1. | 3. |
| 2. | 4. |

* PERSONNEL COMMITTEE – 3 year term (January 2021 to January 2024):

- | | |
|----|----|
| 1. | 3. |
| 2. | |

PRESENT PERSONNEL COMMITTEE MEMBERS:

- | | | | |
|----------------------|-----------|--|-----------|
| 1. Heather Earl | Jan. 2021 | 4. Dave Larson | Jan. 2023 |
| 2. Sandy Fredrickson | Jan. 2021 | 5. | |
| 3. Gary Schindler | Jan. 2023 | 6. Corrine Tims — Council Representative | |

SCHOLARSHIP COMMITTEE FOR 2021:

- | | |
|---------------------|------------------------|
| 1. Jeanne Lundak | 4. Robert Ball |
| 2. LuVerne Godtland | 5. Julie Drommerhausen |
| 3. Steve Lee | |

* = Elections are to be held for these offices.

New Business – 2021 Proposed Budget

GRACE LUTHERAN CHURCH			
BUDGETED OFFERING	BUDGET 2020	ACTUAL 2020	PROPOSED 2021
ENVELOPES	\$675,194.00	\$606,274.19	\$617,828.00
INITIAL OFFERING	\$600.00	\$520.00	\$600.00
LOOSE OFFERING	\$10,000.00	\$2,440.50	\$10,000.00
LOVE OFFERING	\$2,000.00	\$3,097.69	\$2,000.00
LENTEN OFFERING	\$5,700.00	\$3,625.00	\$5,700.00
EASTER	\$6,100.00	\$3,555.00	\$6,100.00
THANKSGIVING	\$3,000.00	\$940.00	\$3,000.00
CHRISTMAS	\$10,000.00	\$4,285.00	\$10,000.00
ENVELOPE INCOME TOTAL	\$712,594.00	\$624,737.38	\$655,228.00
ENDOWMENTS/SPECIAL GIFTS/PPP		\$93,947.00	
BUDGETED INCOME TOTAL	\$712,594.00	\$718,684.38	\$655,228.00
MISSION TO OTHERS	BUDGET 2020	ACTUAL 2020	PROPOSED 2021
SOUTHEASTERN MINNESOTA SYNOD	\$46,746.00	\$40,982.77	\$42,983.00
BLUE EARTH RIVER CONFERENCE	\$400.00	\$393.75	\$400.00
GOOD EARTH VILLAGE	\$1,000.00	\$1,000.00	\$1,000.00
MISSION GIVING	\$3,563.00	\$3,123.70	\$3,276.00
LUTHERAN SOCIAL SERVICE	\$1,000.00	\$1,000.00	\$1,000.00
ST JOHN'S LUTHERAN HOME	\$400.00	\$400.00	\$400.00
MISSION TO OTHERS TOTAL	\$53,109.00	\$46,900.22	\$49,059.00
PASTORAL MINISTRY	BUDGET 2020	ACTUAL 2020	PROPOSED 2021
STAFF SALARIES	\$237,870.00	\$237,870.00	\$194,083.00
STAFF WAGES	\$112,698.00	\$101,958.26	\$112,698.00
HOSPITALITY EXPENSES	\$1,500.00	\$504.75	\$600.00
STAFF DEVELOPMENT & EXPENSES	\$2,000.00	\$2,146.60	\$2,000.00
ROSTERED AUTO ALLOWANCE	\$4,000.00	\$698.75	\$2,000.00
ROSTERED PROFESSIONAL EXPENSES	\$4,500.00	\$1,678.21	\$4,500.00
PENSION AND HEALTH INSURANCE	\$69,020.00	\$67,946.04	\$70,125.00
STAFF HEALTH INSURANCE	\$50,892.00	\$50,492.46	\$52,302.00
STAFF MILEAGE	\$600.00	\$31.05	\$300.00
STAFF SOCIAL SECURITY	\$16,734.00	\$14,739.55	\$15,295.00
CONFERENCE & SYNOD ASSEMBLY	\$2,000.00	\$225.00	\$2,000.00
GUEST SPEAKERS/ORGANISTS	\$600.00	\$0.00	\$600.00
PASTORAL MINISTRY TOTAL	\$502,414.00	\$478,290.67	\$456,503.00

New Business – 2021 Proposed Budget Continued

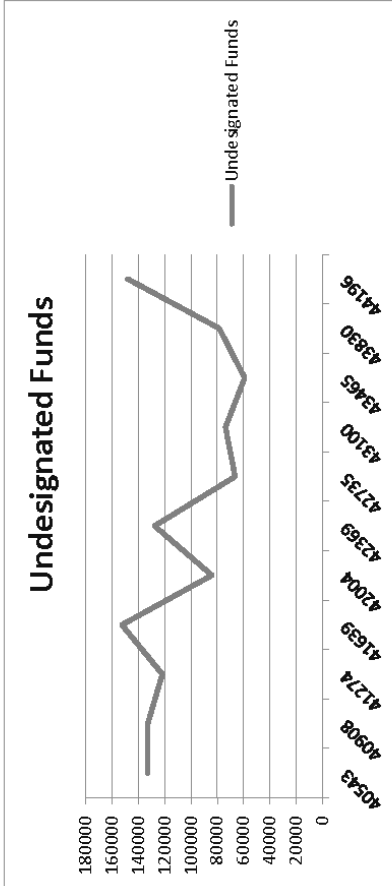
CONGREGATION MINISTRIES	BUDGET 2020	ACTUAL 2020	PROPOSED 2021
EDUCATION MINISTRY TEAM	\$5,800.00	\$4,280.73	\$4,710.00
LIBRARY MINISTRY	\$250.00	\$0.00	\$250.00
LIFE & GROWTH MINISTRY TEAM	\$1,250.00	\$421.00	\$1,250.00
MISSION MINISTRY TEAM	\$250.00	\$50.00	\$250.00
STEWARDSHIP MINISTRY TEAM	\$1,400.00	\$0.00	\$1,400.00
WORSHIP & MUSIC MINISTRY TEAM	\$3,600.00	\$3,497.78	\$4,691.00
YOUTH MINISTRY TEAM	\$8,100.00	\$3,189.24	\$6,500.00
ADMINISTRATION	\$26,900.00	\$24,331.75	\$26,276.00
ADVERTISING	\$2,700.00	\$2,096.00	\$2,700.00
MISCELLANEOUS/75th Anniversary	\$1,500.00	\$25.00	\$3,000.00
CALL PROCESS	\$0.00	\$0.00	\$0.00
PASTOR MOVING EXPENSE	\$0.00	\$0.00	\$0.00
L.E.A.D.	\$150.00	\$0.00	\$150.00
ALTAR GUILD	\$1,250.00	\$1,128.28	\$1,250.00
TECHNOLOGY MINISTRY TEAM	\$8,375.00	\$8,594.30	\$8,866.00
PARISH NURSE/VISITATION	\$1,300.00	\$1,358.35	\$1,825.00
CONGREGATION MINISTRIES TOTAL	\$62,825.00	\$48,972.43	\$63,118.00

CHURCH UPKEEP	BUDGET 2020	ACTUAL 2020	PROPOSED 2021
NEW EQUIPMENT	\$4,000.00	\$2,921.00	\$4,000.00
MAINTENANCE	\$37,100.00	\$31,102.02	\$33,737.00
PROPERTY & LIABILITY INSURANCE	\$24,146.00	\$17,000.78	\$23,722.00
UTILITIES	\$29,000.00	\$26,137.09	\$25,089.00
CHURCH UPKEEP TOTAL	\$94,246.00	\$77,160.89	\$86,548.00

	BUDGET 2020	ACTUAL 2020	PROPOSED 2021
BUDGETED EXPENSE TOTAL	\$712,594.00	\$651,324.21	\$655,228.00

Undesignated Funds

Balance as of:	Start of	Undesignated Funds
12/31/2010	2011	\$133,180
12/31/2011	2012	\$132,963
12/31/2012	2013	\$121,808
12/31/2013	2014	\$152,700
12/31/2014	2015	\$84,166
12/31/2015	2016	\$127,719
12/31/2016	2017	\$66,515
12/31/2017	2018	\$73,800
12/31/2018	2019	\$59,159
12/31/2019	2020	\$78,591
12/31/2020	2021	\$148,309
		\$PPP
		\$93,947



Undesignated Balance	Opening	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2018	\$73,800.35	\$47,118	\$26,638	\$1,170	\$7,274	\$7,047	\$11,665	\$30,753	\$17,488	\$9,737	\$30,749	\$22,295	\$59,159	
2019	\$59,159.35	\$41,705	\$12,557	\$8,044	\$6,254	\$90,965	\$80,720	\$69,676	\$47,761	\$57,824	\$47,246	\$30,856	\$78,591	
2020	\$78,590.60	\$62,177	\$60,002	\$58,192	\$79,014	\$181,529	\$156,450	\$142,760	\$133,364	\$122,883	\$104,745	\$88,845	\$148,309	

* \$62,026 Vern Janke special gift

* \$93,947 PPP 2020 LOAN FUNDING

GRACE NOTES FIGURES

Income	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2019 Income/month	\$36,491	\$33,972	\$51,782	\$54,157	\$143,371	\$47,961	\$41,409	\$38,568	\$59,504	\$41,206	\$31,788	\$105,634	\$685,843.53
2019 YTD income													
2020 Income/month	\$38,911	\$64,772	\$54,436	\$76,209	\$155,912	\$26,181	\$38,649	\$43,218	\$44,644	\$34,059	\$40,765	\$117,540	\$735,297.10
2020 YTD income													
Expenses	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2019 Expense/month	\$53,945	\$63,121	\$56,295	\$55,948	\$58,659	\$58,206	\$52,454	\$60,483	\$49,442	\$51,784	\$48,178	\$57,899	\$666,412.28
2019 YTD expense													
2020 Expense/month	\$55,325	\$66,948	\$56,245	\$55,387	\$53,397	\$51,260	\$52,339	\$52,614	\$55,125	\$52,197	\$56,665	\$58,076	\$665,578.57
2020 YTD expense													

YTD Giving vs Expenses	YTD	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
		\$16,413	\$18,589	\$20,398	\$424	\$102,939	\$77,860	\$64,170	\$54,773	\$44,292	\$26,154	\$10,254	\$69,719	

Attendance	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2018	1,046	1,216	1,577	1,464	946	837	959	878	1,233	1,386	1,093	2,038	14,673
2019	943	563	1,643	1,798	994	1,116	847	813	1,402	1,365	1,191	1,812	14,487
2020	836	858	953										2,647

CORVID-19 March 15th

* 5 weeks in a month

Undesignated/Designated Funds

BALANCE SHEET AS OF:							
	12/31/2020	12/31/2019	12/31/2018	12/31/2017	12/31/2016	12/31/2015	12/31/2014
TOTAL FUNDS & LIABILITIES	\$667,881.06	\$480,080.24	\$326,544.67	\$625,426.60	\$325,763.34	\$274,485.23	\$199,412.40
LIABILITIES	\$3,645.68	\$3,672.90	\$6,055.01	\$42,128.85	\$42,956.95	\$42,698.44	\$37,461.99
UNDESIGNATED FUNDS	\$148,309.13	\$78,590.60	\$59,159.35	\$73,800.35	\$75,284.59	\$129,607.75	\$67,553.34
DESIGNATED FUNDS							
EDUCATION	\$3,968.38	\$3,964.49	\$3,209.69	\$2,365.63	\$1,289.17	\$4,952.62	\$3,289.13
MISSIONS	\$7,846.18	\$9,668.48	\$19,035.88	\$6,958.84	\$5,876.23	\$4,586.23	\$5,023.18
PARISH NURSE	\$1,468.85	\$1,344.23	\$1,456.47	\$1,344.17	\$1,088.41	\$1,815.37	\$1,999.11
PROPERTY	\$19,661.07	\$25,454.48	\$24,879.19	\$30,944.03	\$109,211.79	\$13,736.15	\$9,869.83
WORSHIP	\$10,751.15	\$12,646.33	\$11,347.99	\$5,845.68	\$5,149.56	\$5,019.81	\$8,449.20
YOUTH	\$13,687.17	\$12,764.52	\$13,441.16	\$26,298.96	\$4,065.13	\$-3,380.75	\$-7,505.61
STANDARD DESIGNATED FUNDS	\$57,382.80	\$65,842.53	\$73,370.38	\$73,757.31	\$126,680.29	\$26,729.43	\$21,124.84
OTHER DESIGNATED FUNDS							
CAPITAL CAMPAIGN	\$295,327.03	\$155,040.21	\$71,804.96	\$357,287.50	\$0.00	\$0.00	\$0.00
SCHOLARSHIPS	\$105,025.49	\$123,767.83	\$89,873.69	\$61,184.93	\$61,659.93	\$60,344.93	\$62,667.86
WELCA/FFB GRANTS	\$35,347.84	\$31,197.83	\$12,029.20	\$-1,898.13	\$105.79	\$105.79	\$-297.32
THRIVENT CHOICE	\$22,843.09	\$21,968.34	\$14,252.08	\$19,165.79	\$19,075.79	\$14,998.89	\$10,901.69
TOTAL DESIGNATED FUNDS	\$515,926.25	\$397,816.74	\$261,330.31	\$509,497.40	\$207,521.80	\$102,179.04	\$94,397.07

• **ANNUAL REPORT FROM GUSTAVUS CHURCH RELATIONS — DECEMBER 2020** •

Greetings to you from your partners in ministry at Gustavus Adolphus College! The definition of community at Gustavus has always included the wider ELCA community. The network of institutions and relationships which holds our Lutheran congregations, synods, camps, colleges, seminaries, and social agencies together plays a vital role in nourishing and advancing our collective and important contribution to the world. We all make a greater impact because of this diverse network to which we belong.

The past year has presented challenges that relentlessly moved across our country (and world) while at the same time significantly stretching our respective communities in unprecedented ways. Yet, like no other time have we shared in such an experience as church and college. Common to each of us has been a season of serious grappling with issues ranging from a global pandemic and community health concerns to rising social unrest and concern for equity and unaddressed racial justice to a very contentious election cycle and concern for unity and the wellbeing of our nation.

Through the Gustavus Association of Congregations the Office of Church Relations at Gustavus is connected to over 500 congregations from across the country. These relationships are an important source of Christian faith inspiration and ministry encouragement for the college. This has especially been true during these tumultuous times. As we have looked to you our ministry partners, you are a source of inspiration for how you have creatively adapted to faithfully continue your ministry in your context. *Thank you.* You are a source of encouragement to us for the humble and genuine ways you have courageously engaged racial justice concerns in your community. *Thank you.* The Christian love you share to all people and the healing presence of love you seek to embody in a divided community is an inspiring witness and source of hope to us. *Thank you.*

As you gather for congregation annual meetings and synod assemblies, we hope you are inspired by the reminder of the many others who walk alongside you in mission. We sincerely hope we can be a source of Christian faith inspiration, encouragement, and hope for you as well. The Office of Church Relations at Gustavus exists because as a college we live from our Christian faith and desire to be in service to the wider community within which we are rooted. We seek to be a place you might consider as a ministry partner and resource for your congregation's educational goals and growth.

MARK YOUR 2021 CALENDARS AND JOIN US FOR THESE SPECIAL EVENTS:

- **Annual Gustavus Association of Congregations Business Meeting Luncheon — APRIL 24, 2021**
The Annual Business Meeting of the Gustavus Adolphus College Association of Congregations will gather virtually and feature updates from the Gustavus President and Chair of the Board of Trustees as well as inspiration from Gustavus students. For more information: gustavus.edu/businessmeeting
- **The Gustavus Academy for Faith, Science, and Ethics — JUNE 19-25, 2021**, an exciting resource for high school youth interested in exploring creative alliances between faith and science. The theme for the 2021 Academy is *"Who am I? Media, Technology, and Me."* For more information and to nominate a high school student: gustavus.edu/chaplain/academy
- **Annual Nobel Conference® — OCTOBER 5-6, 2021** *"Big Data REvolution."*
- **Christmas in Christ Chapel — DECEMBER 2-5, 2021**

For more information about these events and the many resources we offer congregations, please contact the Office of Church Relations or visit us on-line at: www.gustavus.edu/churchrelations. Thank you for your partnership and prayers!

Rev. Grady St. Dennis
College Chaplain/Director of Church Relations



Welcome to the new year! Many of us are entering 2021 full of hope; 2020 was a year of unexpected challenges. There were disappointments: canceling our 2020 Synod Assembly ranks among them, as I was so looking forward to gathering with all of you. There were steep learning curves: moving worship and gatherings to digital platforms. There were radical adjustments: finding new ways to connect when in-person visits were unsafe, learning to work from home while caring for those who depend on us, to name a few.

Yet, as I reflect on 2020, I am filled with deep gratitude. In the face of a quickly and constantly changing reality, the Southeastern Minnesota Synod rose to the occasion. You learned to worship in new ways. You reinvented confirmation, Sunday school, and adult education. You found new, primarily outdoor, spaces to gather in. You found ways to continue your outreach to your communities and beyond. You proclaimed the gospel with grace and fervent hope.

It has not always been easy. There have been moments of tension, fear, and uncertainty. There have also been moments of joy, creativity, and sacred spaces.

As I reflect on 2020 and look forward to 2021, I am immensely grateful to be called to serve among you. As we look to another year of ministry, I pray we will continue to be full of grace, truth, courage, and hope. I pray that the lessons we have learned will continue to shape and inform us. I pray we will remain open to the work of the Holy Spirit, and I trust, by God's grace, we will continue to proclaim the gospel of Jesus Christ.

Thank you, dear church, for your tenacity and generosity. Thanks be to God for God's faithfulness in all things.

Our work continues. If you have not yet taken space for deep Sabbath rest – please do so (and ensure the people around you do too!). No matter what our new year brings, our call to proclaim the gospel remains. May God gift us with all we need to share this Good News!

In Christ,

Bp. Regina Hassanally

Bishop Regina Hassanally

Southeastern Minnesota Synod ELCA | www.semnsynod.org

