



Grace Lutheran Church



2014 Annual Report

January



May 2013 Congregational Meeting Minutes

Minutes from May Meeting

President Mike Schaaf called the May 2013 congregational meeting to order following the 5:00 pm service on Saturday, May 25th, the 8:30 am service on Sunday, May 26th and continued the meeting following the 10:00 am service. After the meeting at the 8:30 am service a motion was made, seconded and passed to suspend the congregational meeting until the following service. After the meeting following the 10:00 service a motion was made, seconded and passed to adjourn the congregational meeting.

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

252 members voted; 35 non-members voted:

Tari Yates	123 (members)	17 (non-members)
BreAnn Haugrud	129 (members)	18 (non-members)

2013 Membership Statistics	
Pastoral Acts	
<u>New Members</u>	
Adults	47
Children.....	26
Average Weekly Worship ..	510
<u>Membership</u>	
Total Members	1372
<u>Confirmed</u>	
Confirmed in 2013.....	32
<u>Pastoral Acts</u>	
Weddings	12
Baptized Adults	0
Baptized Children.....	25
Funerals	11



Received into Membership!



Senior Pastor's Report



Here it is at the end of another financial year of ministry. As we move from the period of generosity during the Christmas season into a new year of budgets and financial forecasts, I am filled with gratitude for God's abundance that continues to transform and grow us. Like St. Paul writes to the Christians in Corinth:

"And God is able to provide you with every blessing in abundance, so that by always having enough of everything, you may share abundantly in every good work."

II Corinthians 9:8

I share this report to remind us that God has blessed us so that we might be his tool to bless others.

How have we seen God provide his abundance? That's not hard to answer! God has blessed us with a lot of spiritual growth. Let me share just a few of the signs of where God's Spirit has grown us:

SIGNS OF GROWING COMPASSIONATE AND LOVING HEARTS

- The Giving Tree outside the Fellowship Hall had to be restocked with gift tags for needy families in the area. Two complete sets of gifts given!
- One family from Grace was moved to tears in the store as they purchased food and gifts for a family from Sand Creek Elementary School.
- One family reached out and shared Christmas Eve with a recently-widowed member of our church they met in worship.
- The abundance of serving and giving during our November Countdown to Sharing.

SIGNS OF BIBLICAL SEEKING AND DISCERNING HEARTS

- The constant feedback of how many at Grace are stretched and grown through Sunday Evenings@GRACE, WOW, Men's Bible studies, Ruth Circle, the Great Escape and other spiritual growth

opportunities. I heard one woman's comment after the second year in a WOW Bible study: "I feel free to be myself!" What a sign of the Spirit's work! I also believe the increase and variety of classes offered and taught by lay people in many spiritual formation ministries indicates that the Spirit is equipping leaders to serve!

- The excitement and joy of various adult and youth mission teams who have come back pumped and ready to serve. Their excitement is contagious!

SIGNS OF CARING AND CONCERNED HEARTS

- The wonderful ways in which our community surrounds and supports those who have experienced loss and death in their lives. I listened to comments which all speak of a deep and growing concern for those who grieve. We're not afraid to "bear one another's burdens!" (Gal. 6:2)
- The incredible Thanksgiving videos of the Lewis and Emberland families that witnessed to the deep caring from our church! It was wonderful to hear how our church ministers to those in need. In addition to the video, the testimony, from Joe Haukos and Kelsey Nelson about the impact of the Young Couples small group, witnessed the growth of significant caring relationships in our church!

SIGNS OF GOSPEL HEARTS

- The ways in which Grace has begun the "Holy Conversations" journey to explore how we can be a ministry of Grace in light of the approval of same-sex marriages in our state. I am so proud of the respectful and honest ways in which we are praying and discussing a very difficult subject. I believe this is one of the sure signs of a healthy spiritually-alive church!
- The SWAT Saturday evening services led by our Senior High youth! When we have high school students planning and leading a monthly worship service, it tells us the Holy Spirit is growing our youth deeper in their faith and helping the rest of us experience worship in a fresh way!
- The growth of outreach ministries continues to amaze us all. This year we began the Angel Tree ministry of reaching out to children in our local community who



Senior Pastor's Report cont'd...

have a parent in prison, as well as Global Health Ministries.

SIGNS OF THE GROWTH OF GENEROUS HEARTS

- The sacrificial giving through Free 2B Grace is amazing! As I have spoken and prayed with families about giving beyond regular offerings, I have been filled with gratitude for their growth in generosity. I learned a long time ago if you want to take a step of spiritual growth, start by giving sacrificially. That's what happening these days in our church!

As I reflect upon all of these signs, I am convinced God is doing great things in our church. We are growing deep roots of spiritual growth; so, we may share the abundance he has given us.

SIGNS OF SCARCITY HEARTS

Yet, we still find ourselves dealing with a scarcity mindset. As much as we celebrate spiritual growth steps, we know the Spirit's desire is for a lot more people to grow deeper. We give thanks that we have 25-45% of our people involved in spiritual growth and serving opportunities, but what about the rest? We have 155 families who have pledged \$1.2 million dollars in the Free 2B Grace campaign, but what about the 170+ people who declined a visit, said "No" and/or never responded? Are these signs of a scarcity mentality? Are they signs of spiritual malnutrition?

Since we know giving, serving and spirituality are connected, is the fact that many of our people give infrequently or little to nothing indicative of deeper spiritual issues? Look at the chart on page (7) – we have more than a hundred families who probably spend more on buying coffee at Caribou than they do with offerings! I can't help but think we have some huge challenges ahead to move more of us from scarcity to abundance living!

It's true that this year we saw incredible generosity as the overall giving grew to the highest level in our history. This is great news! Yet, despite the growth of giving, we were not able to meet all of our financial obligations in the regular operational/missional fund. Why? There are several reasons:

- The unusual loss of a number of families who were some of our top-givers. None of the people left because they were disgruntled or angry. They left because of normal work and family changes. We estimated that the 6-8 families gave approximately \$6,000/month. Over the year, this kind of loss quickly accumulates to a

significant amount. We are thankful we have made substantial progress in growing our offerings, but we have a ways to go.

The emphasis of the Free 2B Grace campaign focused our giving to a specific area. As a result, we did not do a regular stewardship series for the operational budget. This has hindered the growth of regular offerings.

What are we going to do to address this shortfall for the next year? We are planning several things:

- Offer the Living Generously Worship Series in February to teach and challenge us to take steps of generosity in all areas of our lives. I believe this can be another spiritual growth opportunity for everyone...no matter where you may be in your giving journey toward the benchmark of a tithe.
- Reducing our 2014 budget with no increases to benevolence, staff salaries, additional new staff hires or staff replacements.
- Encourage people to build consistent giving through Simply Giving and Online resources.

As I conclude this Annual Report, I can't help but reflect on the previous 18 I've written over the years. Much of what I wrote has been written before. Over the years, we have been blessed with abundant spiritual growth. We have seen an increase of incredible serving opportunities and experienced an abundance of generosity. Yet, now it feels somewhat different! There seems to be a budding mindset of abundance! I wonder whether God is blessing us more than usual because he is getting us ready for something ahead...important steps of being a ministry of Grace in the heart of Andover and beyond. I don't know, but I'm hopeful! I'm expectant! I am trusting the truth of his word:

"And God is able to provide you with every blessing in abundance, so that by always having enough of everything, you may share abundantly in every good work."

I Corinthians 9:8

In Him,

Pastor Mark Hellmann



Vision Board President: Lori Ackerson



2013 Annual Report from the Vision Board

What a great year for Grace Lutheran Church! If it feels like we are doing a lot it's because we are! I feel so blessed to be a part of a church with such a serving heart!

There are many ministries that are growing and doing amazing things here at Grace. While it is impossible to mention everything, I want to highlight a few things.

First is the Free2B Grace stewardship campaign. A team of 25 volunteers set out to connect with every family at Grace, raise up new leaders, and encourage spiritual growth through the campaign. In doing this, many new personal connections were made and a new ministry was developed out of identified needs (see Parish Nursing program below). In the end, the team connected with 348 families and God has blessed us with \$1,214,785 that was pledged. Thank you to everyone who was able to participate in Free2B Grace! No matter the size of your donation, you are making a huge difference at Grace.

Family Promise is a great ministry that reaches out to families in our area who are homeless. We have served many families in some of their most challenging times. As I write this is it -16 degrees. Can you imagine where those families would be without the tireless volunteers who give them a warm and safe place to stay and wonderful home cooked meals? There are a number of ways to participate in this ministry and I encourage you to join in!

May brought a second trip to Haiti! If you have not viewed the video made by Brad Hadsall, I highly recommend it to you. You can find it on the Grace website. Another trip to Haiti is planned in March 2014, approximately 23 people are going and most are families with kids.

Haiti was not the only place Grace served outside of the state! Our Youth went to Wind River Reservation in Wyoming. I so enjoyed their testimonies in the first SWAT 5pm service this fall. What a great group of young adults and leaders on the trip!

This year we also kicked off a Parish Nurse program.

Lily Tunby and I are working to develop a Wellness Council to help understand the needs of our congregation. Our first event was a flu shot clinic (in partnership with Walgreens) in October. We had 2 pharmacists available to help with any questions about medications and 2 nurses doing blood pressure screenings. If you have any suggestions on how the Parish Nurses might help our congregation, please let Lily or I know.

Holy Conversations has also been a big part of what is happening at Grace this year. After the State of Minnesota voted to legalize gay marriage in August, Bishop Anne Svennungsen asked each congregation to begin conversations on how they would respond. The Vision Board asked that a group be formed to start a conversation around homosexuality and marriage. I hope that you have had the opportunity to participate in the conversations. Phase 2 will be wrapping up as this goes to press. Please be on the lookout for information on Phase 3 coming soon. It is not too late to join in the conversation. If you have any questions regarding these Holy Conversations, please contact any of the Vision Board members.

Thank you to everyone who is participating in all the ministries across Grace. From the Quilters to the Property Team to the Altar Guild and beyond, you are much appreciated. That also includes our amazing staff! Who:

- Mentor us on our spiritual walk
- Challenge us
- Raise our voices in song
- Teach our children
- Are amazing stewards of our resources
- Keep our building clean
- Organize us
- Cry with us, laugh with us, love with us

Finally, the Vision Board does its best to provide a platform for discussions that affect Grace Lutheran Church. We are open to your feedback. Please feel free to contact us at any time with questions or concerns. You will find our pictures in the hallway near the office and staff mailboxes or you can email us directly through the church website.

Many Blessings to you in 2014,

Lori Ackerson, Vision Board President



Financial Recap 2013

Operational (Missional) Fund

“Gracious and loving God, enable and inspire us to boldly go forward to tackle our debt and building projects so that we might be free to do what you have planned for us. Fill us Lord, with dreams and possibilities of future mission and ministry that we cannot begin to conceive right now. Amen” This was the core of the prayer that led us into 2013.

As a result, Grace has seen the blessings of a time of Spiritual Growth. Even with the challenging economic and political market, we have managed to pay our bills and increase our impact as *the ministry of Grace in the Heart of Andover... and beyond!*

In January, we held the Free 2B Grace Stewardship Campaign Kick-off event. We were able to share the Free 2B Grace vision with 300 people (representing 176 families) attending the event. It was a great start to building on three core values: **weConnect** with the Grace community, **weGrow** spiritually through prayer and sacrificial giving, and **weEquip** new leaders. This charge invigorated a team to understand where God guides, God provides!

In March, our blessings continued during Lent and through Holy Week. From Palm Sunday to our Easter Celebration of our Resurrected Lord, we were able to take time to reflect and experience a special week in the life of our church. We were able to share the Good News with 2,766 people in our community. This includes the almost 1500 who attended on Easter Sunday. We took note of wonderful growth and see this as a tremendous sign of encouragement here at Grace.

As the Free 2B Grace Stewardship team met with families, we were struck with the amazing stories and connections established at Grace. We listened as the priorities of the Grace community were expressed. First, address the deterioration and safety issues of the facility God has placed in our care. Second, reduce the overall debt held by Thrivent Mortgage allowing us freedom to pursue God's desire for our community and beyond. Third, with the blessings of funds received, trust the Lord and bless other missional organizations through a tithe.

The November Countdown to Sharing provided an overflow of generosity towards several ministries. Thank you God!

- 500 Volunteers packed meals at Feed My Starving Children
- 359 Operation Christmas Child Shoe boxes were collected
- 246 Winter Coats were donated to Hope 4 Youth and

ACBC Food Shelf

- 365 Pairs of Mittens were collected for Sand Creek Elementary students
- 101 Volunteers served our Family Promise guests at Grace Thanksgiving week

In December, we were once again blessed during the Christmas season. A challenge was issued to our congregation to invite your friends and neighbors to a Grace Christmas service. We were able to share the message of the Christ with 2,192 people over 13 services. On Christmas Eve alone, 1,318 people attended services at Grace, even with a winter snow storm. The week was another incredible sign of encouragement here at Grace.

Throughout this year we increased our benevolence from 8.5% (2012) to 9.0% (2013). This was a great step as we continue to move towards a goal of 10%. Some of the different organizations that received our support included Lutheran Social Services, ELCA Synod, Disaster and Hunger Funds, Feed My Starving Children, Families in Need, Caring Bridge, World Wide Village, Luther Seminarians, and many other organizations. What an impact!

Again, this year the staff worked very hard to manage spending to fall in line with giving. We began the year \$19,720 ahead of actual expenses from 2012. As we progressed through the year, all ministry departments also reviewed their plans and made adjustments to keep Grace's overall expenses to a minimum. Please take a moment to thank them for all their efforts to be wise stewards of the resources we have been blessed with.

As we progressed through the year, 154 families joined us on the Free 2B Grace Stewardship Campaign. There is great joy in this growth; however, that still leaves over 365 families for us to encourage spiritual growth. In addition, six highly supportive Grace families moved out of the Andover, Anoka, Coon Rapids area due to job changes. This should have left us over \$72,000 behind. Instead the spiritual and financial challenge that was accepted by many helped to keep our shortfall to \$19,477. We have truly been blessed by God to be in this situation! Thank you congregation for all your support and trust in Leadership here at Grace! We couldn't do this ministry without you!

Finally, we have a very positive outlook for 2014 as we witness the Spirit working in the lives of Grace families!



Capital Fund

Our Capital fund is used to pay our mortgage, pay for capital improvements, and fund future stewardship drives. Moving our mortgage payment to this fund has enabled us to pay our mortgage on time and establish a good payment record.

In 2013, we fell short of our mortgage payment by approximately \$1,650 each month. Thanks to the Spirit who challenged us and the efforts of the Free 2B Grace Stewardship team, we received pledges of \$1,214,785 from 154 families who are giving sacrificially to support the wonderful ministries here at Grace! This involved attempting to reach out to all 519 families at Grace while connecting with 348 families. Thank you to everyone who was able to participate in Free2B Grace! Your prayers and sacrificial giving has positively impacted the ministries here at Grace.

Some of the accomplishments / blessings from the Free 2B Grace Stewardship Campaign:

- Removed and replaced a large portion of the sidewalks
- Fixed potholes, swept, and re-stripped the parking lot
- Added two handicap parking spaces
- Covered the average capital shortfall of \$1650 per month to meet our monthly mortgage
- Made seven extra principle payments of \$5,000 totaling \$35,000 (June through December)
- Saved \$47,100 in interest over the life of the mortgage by making extra principle payments.

Giving Levels in 2013

Gift Level	Family Units	% Family Units	Total Income	% Income
\$5-\$499 \$12.50 / mo	283	46.7%	\$42,543	4.3%
\$500-\$999 \$57.75 / mo	93	15.4%	\$64,461	6.5%
\$1000-\$1999 \$117.50 / mo	84	13.9%	\$118,462	11.9%
\$2000-\$4999 \$260 / mo	88	14.5%	\$274,286	27.5%
\$5000-\$9999 \$545 / mo	42	6.9%	\$274,385	27.5%
\$10,000 & up \$1,157/ mo	16	2.6%	\$222,178	22.3%
Total	606	100%	\$996,315	100%

- Refreshed our Grace outdoor sign
- Replenished our cash flow balance as we build funds for the roof repair and tuck pointing
- Cleaned up our internal database to accurately reflect families attending Grace

Metrics to core values:

weConnect: 348 out of 519 families (67%)

weEquip: 25 leaders and 92 volunteers

weGrow: 154 families prayed with and sacrificially supported the campaign (30%)

This year we ended with \$51,467 in our capital fund. Our mortgage was reduced by \$79,677. Our Financial Security Fund, which is for emergencies, has an overall balance of \$92,142.

2013 Capital Fund Activity

	Income	Expense
Beginning Balance	\$ 15,131	
2013 Income	\$ 87,838	
Reimbursement	\$ 0	
Free 2B Grace	\$ 171,539	
Interest	\$ 30	
Mortgage		\$106,992
Free 2B Grace		\$ 28,704
Extra Principle		\$ 35,000
<u>Other Expense</u>		<u>\$ 52,375</u>
TOTALS	\$274,538	\$223,071

Thrivent Mortgage

Beginning Balance	\$1,340,806
Principal	\$ (79,677)
Interest	\$62,315
Total Interest Paid	\$62,315
Ending Balance:	\$1,261,129

Financial Security Fund

Thrivent Account # 1	\$26,612
Thrivent Account # 2	\$65,530
Total:	\$92,142



Financial Recap

2013 Noisy Offerings & Other Gifts

Worldwide Outreach

ELCA Worldwide Disaster	\$ 8,610.30
ELCA Worldwide Hunger	\$ 305.00
Global Health Ministries	\$ 1,326.57
Feed My Starving Children	\$ 1,258.89
Walk 4 Water	\$ 224.19
Adult Mission Trip-Haiti	\$ 851.16
Sole Hope 'shoes' for Africa	\$ 1,586.30
Colorado Flood Victims	\$ 669.73
Contribution:	\$ 14,832.14

Assist: Food/Shelter/Clothing

ACBC Food Shelf	\$ 1,467.73
Habitat For Humanity	\$ 660.65
Family Table	\$ 1,815.91
Family Promise	\$ 1,598.49
Angel Tree Ministries	\$ 462.26
Contribution:	\$ 6,005.04

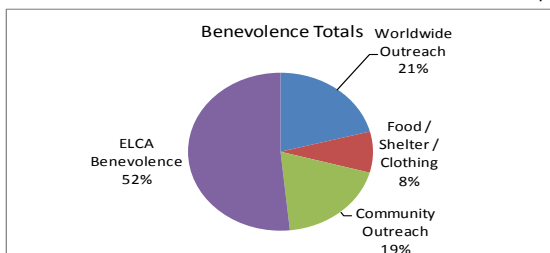
ELCA Benevolence

Minneapolis Area Synod	\$ 36,697.52
Contribution:	\$ 36,697.52

Community Outreach/Crisis

Families In Need	\$ 2,210.40
Lutheran Social Services	\$ 3,500.00
Hope 4 Youth	\$ 983.01
Youth Mission Trip	\$ 635.22
Golden Rule - Outdoor Classroom	\$ 669.73
Homeless Shelters	\$ 280.11
Grace Quilters	\$ 352.44
Seminary Support	\$ 3,743.29
Bridges Special Education—Anoka	\$ 362.00
ELCA - Youth Summer Program	\$ 235.36
Faith & Comm w/ Sand Creek	\$ 600.60
Contribution:	\$ 13,572.16

Total Gifts: \$ 71,106.86



Thank you to all the faithful Grace volunteers for serving God and His people in such generous ways as we continually seek to be 'a ministry of Grace in the heart of Andover . . . and beyond!'

Grace was involved in two new Outreach Ministries in 2013:

Angel Tree Ministry – Volunteers connected with care givers and children of prison inmates, seeking to share God's message of hope and love at Christmas. Also, the WOW women's group assembled back packs which will be given to inmates as they are released from prison, as part of the Prison Fellowship Ministry.

Global Health Ministry – Grace joined efforts with this organization as Catechism students rolled bandages at their Servant event last fall.

Outreach in our local community continues in 2013:

Faith & Community Partnership with Sand Creek Elementary School – We donated holiday food baskets, winter coats and hats, and Christmas gifts to students and families at this local school. Also, 40 volunteers from Grace worked in the school playground and gardens as part of the "God's Work, Our Hands" event in September.

Family Promise of Anoka County – Grace hosted Family Promise five weeks throughout 2013, offering nutritious food and safe shelter to families who were experiencing homelessness. Hundreds of volunteers welcomed and nurtured our guests.

Family Table Meal – Volunteers cooked and served a complimentary meal on the third Sunday of each month as we welcomed and fed over 500 people in our community.

Giving Tree – Sharing God's 'abundance' with others during Christmas, generous volunteers purchased books, clothes & gift cards for others in need in our community.

Grace Quilters – 300 quilts were lovingly made and gracefully donated this year, supporting such ministries as Hospice, Alexandra House and youth camp ministries.

Habitat for Humanity - Grace sent an energetic team of volunteers to a Habitat work site in Crystal, MN on July 29.

Hospitality for Funerals – Countless volunteers shared God's grace in tangible ways as they prepared and served meals at funeral luncheons.

May All Be Fed Food Shelf – Church members donated an abundance of canned goods, and we handed out over 350 bags of groceries to local families in need.

Our Savior's Shelter – Grace volunteers continued preparing and serving a delicious meal at this local shelter in Minneapolis on the first Monday of each month.

Prayer Shawl Ministry – Faithful volunteers weave prayers into their knitting, and as a result over 43 prayer shawls were created and given to bless others this year.

Outreach to people around the world in 2013:

Haiti Mission Trip – Twelve servants from Grace went to Haiti in May to repair homes, share God's grace and also witness first hand God's spirit at work in Haiti, and in our own lives as well.

Youth Mission Trip to Wind River reservation in Wyoming included 22 youth and five adults from Grace. Praise God for this life-changing experience, as seeds were planted in students' hearts that will bear fruit for years to come.

Feed My Starving Children – Over this year, 865 Grace volunteers helped pack 254,000 meals which will provide a daily life-saving meal to 697 children for an entire year.

Operation Christmas Child - We collected 359 shoe boxes filled with gifts, which will be shipped to children around the world through Samaritan's Purse ministry.

Walk for Water – Grace volunteers united efforts with friends at Prairie Oak Church to carry water for miles, while raising funds to build a water well. Good news! There is now a safe water supply in Kasama, Zambia!



Audit Report

Account Balance Verification

Current Fund

Beginning Balance 1/1/2013	\$ 21,349.00
Total Deposits or Transfers	\$ 1,454,236.00
Total Withdrawal or Transfers	\$ <1,449,933.00>
Ending Balance 12/31/2013	\$ 25,652.00
Outstanding Checks as of 12/31/2013	\$ <13,608.00>
General Ledger Balance as of 12/31/2013	\$ 12,044.00

Capital Fund

Beginning Balance	\$ 15,131.00
Interest Earned	\$ 30.00
Deposit	\$ 87,839.00
Free 2B Grace Deposits	\$ 171,539.00
Deposit to Thrivent #2	\$ <52,375.00>
Mortgage Principal/Interest	\$ <106,992.00>
Additional Mortgage Principal	\$ <35,000.00>
Free 2B Grace Expense	\$ <28,705.00>
General Ledger Balance as of 12/31/2013	\$ 51,467.00

Financial Security Fund (Thrivent #1)

Beginning Balance	\$ 26,559.00
Interest Earned	\$ 53.00
Ending Balance 12/31/2013	\$ 26,612.00

Financial Security Fund (Thrivent #2)

Beginning Balance	\$ 1,292.00
Interest Earned	\$ 48.00
Free 2B Transfer Deposits	\$ 64,190.00
Ending Balance 12/31/2013	\$ 65,530.00

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

Submitted by *Steve Turbenson Ed Stang*
 Submitted by Steve Turbenson and Ed Stang
 Date: 1/13/2014



Financial Projections 2014

Operational Budget

The staff and leadership of our church have been prayerfully discerning the next steps of growing the *ministry of Grace in the Heart of Andover...and beyond!* This year's budget does not include any new programs, staff additions, or salary increases. As the economy moves at its current pace, we are working with the Vision Board to have plans in place in the event that we enter into another recession. Yet, we are incredibly hopeful that the Spirit will continue transforming the lives of people at Grace and our surrounding community.

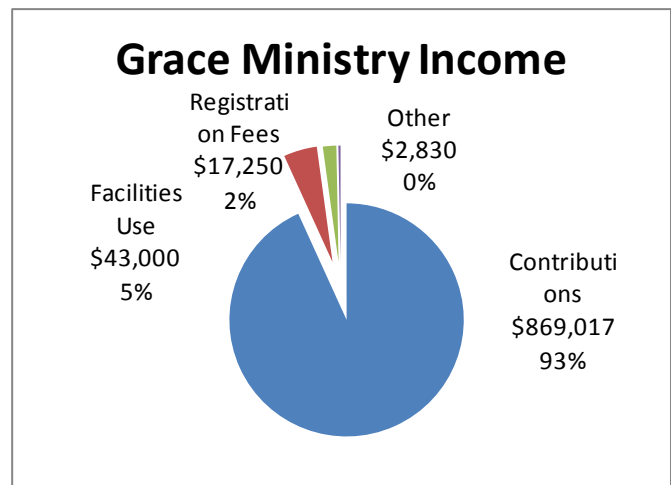
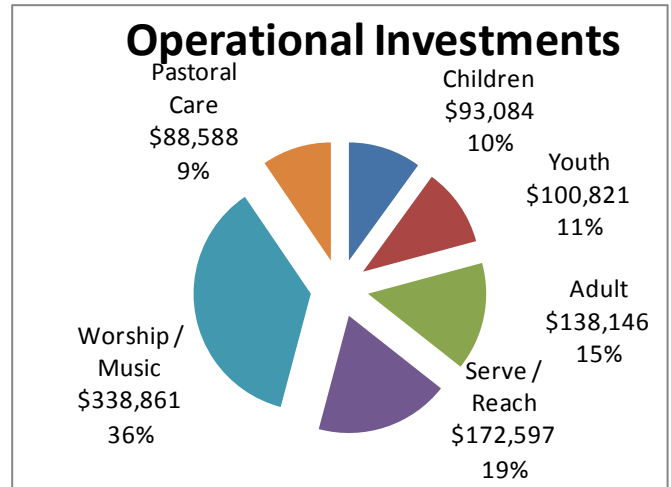
Golden Rule Daycare has taken another step in faith increasing support to Grace by paying more toward the building, maintenance, and utilities.

2013 brought many blessings to our congregation. With God's help, we are asking for the congregations' support in funding the life impacting ministries, outreach, staff, and facilities already in place at Grace.

In order to maintain fiscal responsibility, The Vision Board will review the budget throughout the year. If adjustments are required, we will address the budget appropriately. The Vision Board and staff will work together to manage the Grace budgets with integrity and thankfulness.

With God's help, our main goal for 2014 is to strengthen the overall ministries of Grace. This includes:

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



- Support and fund outreach: ELCA benevolence, Family Promise, FMSC, Family Table, World Wide Village, Sand Creek Elementary, etc.
- Support the maintenance and care of our facility on the corner of Round Lake and Bunker Lake Blvds.
- Support, encourage, and equip the staff who serve the Grace community
- Equip lay leaders who support the ministry of Grace with a Leadership Summit, Leadership Huddles, SaLT Meetings, etc.
- Continue Stewardship teaching utilizing *Living Generously* to help Grace equip more leaders, connect with families, build spiritual formation, and meet our financial obligations.



Capital Budget

Grace began the Capital Fund several years ago to fund a large renovation project. When that project was completed we kept the fund open to cover our mortgage payments, large improvement projects, and future campaigns. This fund has enabled us to be on time with our mortgage payments, establish a good payment history, make facility repairs, and prepare for the Free 2B Grace stewardship campaign.

In January 2013, the balance of our Capital Fund hit a low balance of \$4,160. Thankfully, we had begun laying the groundwork for a stewardship campaign in 2012. With God's guidance and the effort taken by a team of volunteers, we have a very positive outlook for 2014.

As of January 1st, 2014, the capital fund has \$51,467 available. We have been blessed to conclude Phase 1 of the Free 2B Grace Stewardship Campaign. As we move to Phase 2, we continue to pray that this campaign will help us overcome the roadblocks that are preventing us from fulfilling the vision God has placed before us...*being a ministry of Grace in the Heart of Andover...and beyond!* As voiced by our congregation, the priorities of this campaign will continue to:

- Address the immediate deterioration needs of our facility (replace asphalt shingles repair tuck pointing, and more)
- Significantly reduce our financial obligation to Thrivent Financial (continue extra monthly principle payments)
- Increase our missional outreach by tithing on campaign funds received (provide an annual tithe)

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

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

Please consider automated giving through our Simply Giving program. It is a convenient way to give consistently throughout the year. It can be a tool in your spiritual formation and is a great way to keep current on what you have given or plan to give in order to further *being the ministry of Grace in the Heart of Andover...and beyond!*

Mobile Online Option

1. Scan the image using your phone's Quick Response (QR) Reader and you will automatically be taken to the Simply Giving Sign Up page.



Website "Link" Option

1. Log onto the Grace Lutheran website by going to www.graceandover.org.
2. Look for "Giving" tab on the top of the page. Scroll over it (or select) and another menu will appear.
3. Look for "Simply Giving" and click to be taken to the Sign Up page.

2013 Mission Investments/Budget and Proposed 2014 Mission Budget

Investments	2013 Budget	2013 Actual	2014 Budget
Benevolence	\$76,337	\$70,206	\$75,818
Administrative	\$49,600	\$38,739	\$42,300
Worship	\$16,160	\$11,872	\$17,346
Stewardship	\$6,200	\$1,595	\$1,200
Education	\$12,100	\$7,610	\$13,020
Music	\$4,980	\$1,402	\$2,880
Social Ministry	\$700	\$404	\$3,820
Fellowship	\$1,650	\$1,588	\$5,840
Property	\$61,920	\$64,619	\$65,160
Youth	\$9,875	\$1,219	\$10,983
Personnel	\$702,286	\$639,868	\$693,730
Reimb. Sec. Fund/Other	\$ 0	\$ 0	\$ 0
Totals:	\$941,808	\$839,121	\$932,097



Budget Summary 2014



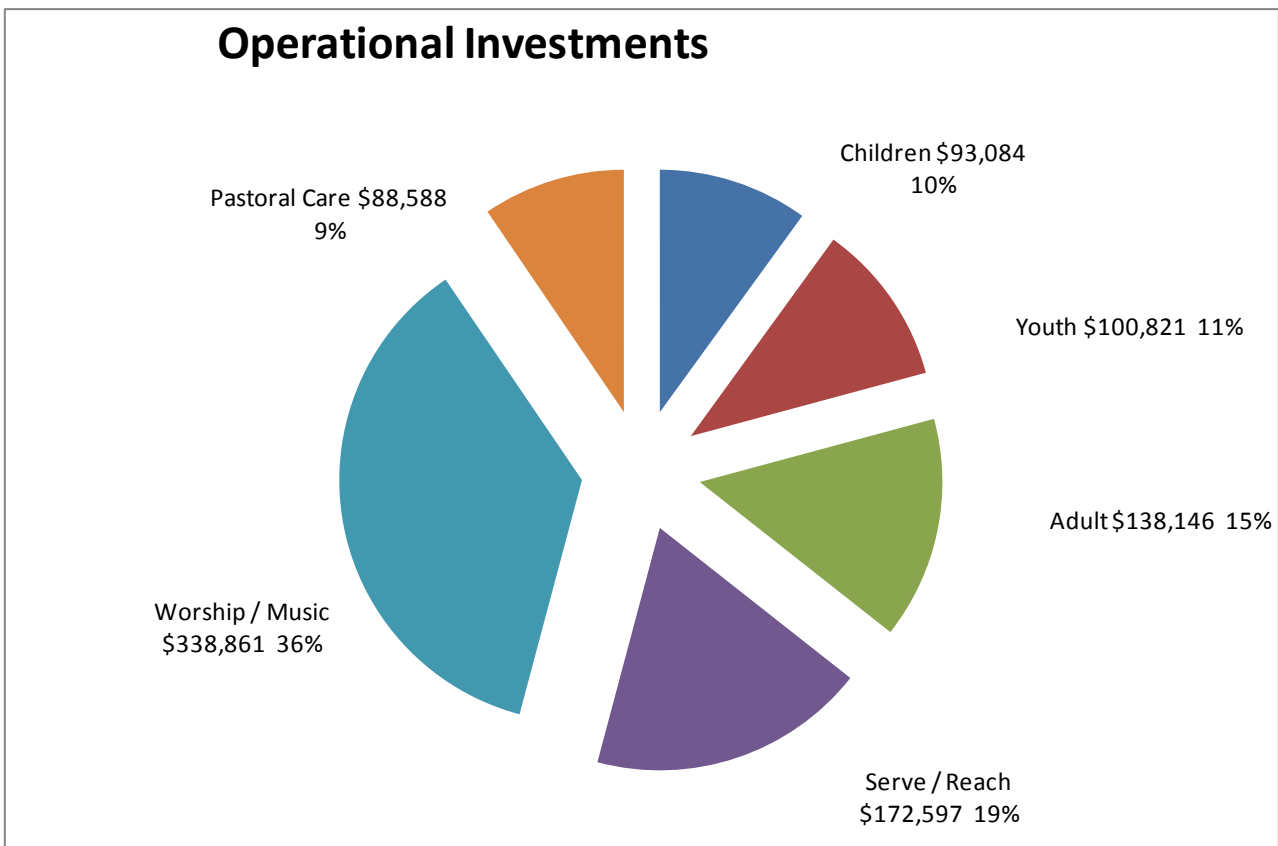
Moving Forward!

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

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

The following budget represents a great deal of effort by the staff and leadership of our church to answer that question as we anticipate what the financial costs will be in 2014.

2014 Ministry Budget



Education & Spiritual Growth

Spiritual Growth of Children

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

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

- Part-time staff
- Curriculum & supplies
- Bibles

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

- Part-time staff
- Supplies
- Diapers

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

- Part-time staff
- Candles
- Curriculum

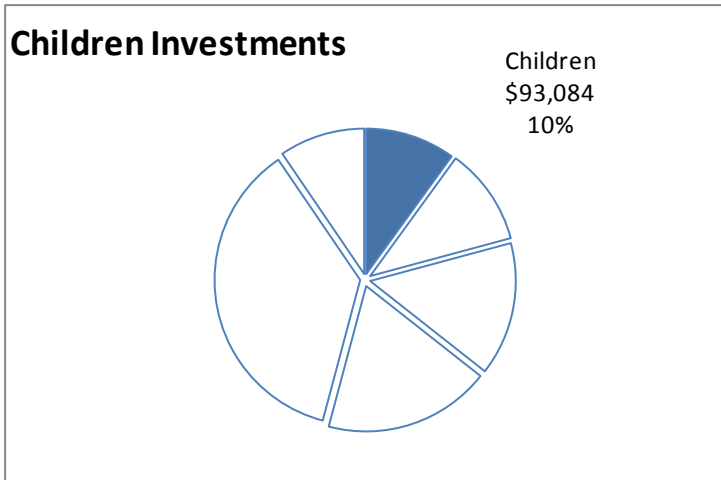
Grace also offers fun opportunities for children who attend here, as well as children from the community:

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

- Part-time staff
- Curriculum
- Decorations
- Music

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

- Part-time staff
- Curriculum & music
- Supplies



Education & Spiritual Growth continued

Spiritual Growth of Youth

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

It is our goal in Youth Ministries to create a safe and welcoming space in which Middle School and High School students can **connect** to a meaningful, God-centered community, **grow** deeper in their relationship with God, be **equipped** to move into adulthood, and have opportunities to **serve** the world. All of this is cultivated from within the **Lutheran** perspective as we embrace our baptismal identity and help students through the spiritual milestone of confirmation.

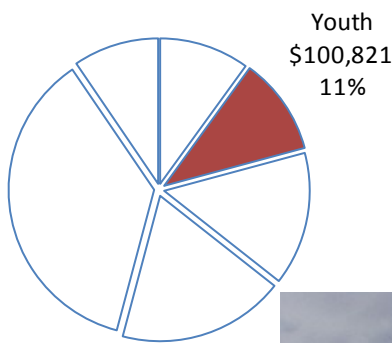
Our ministry team exists to equip adult and student leaders who can serve the needs of Middle School and High School students and equip families to become the center point for spiritual formation in the life of the student.

Spiritual Growth of Adults

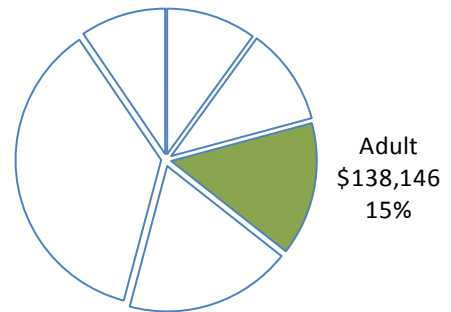
The adult ministries budget is centered on cultivating groups of people that connect in the practices of Spiritual Formation. This is specifically pursued within various small groups, Men's and Women's ministries, Sunday Evenings @ Grace, Young Couples Ministry, and occasional Spiritual Formation events for the whole congregation. We also supply spiritual formation resources and opportunities via social media and multi-media, i.e. blogs, facebook, videos, etc. A core component to this process is the continual **equipping of leaders** who can facilitate the spiritual growth of their peers and families.



Youth Investments



Adult Investments



Worship & Music

We are thankful God continues to bless our worship life. We believe that it is essential to plan inspiring, creative, and meaningful liturgical services in several different expressions, in order to meet the needs of our large and diverse congregation. We are blessed with committed and talented staff, as well as dedicated volunteers who tirelessly give of their time, talents, and abilities. God is good to us! We also welcome Jenn Hubal back from maternity leave leading the 5:00 p.m. Saturday and 10:30 a.m. Sunday contemporary worship services.



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

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

Our goals for this year are simple:

Traditional Liturgical Services:

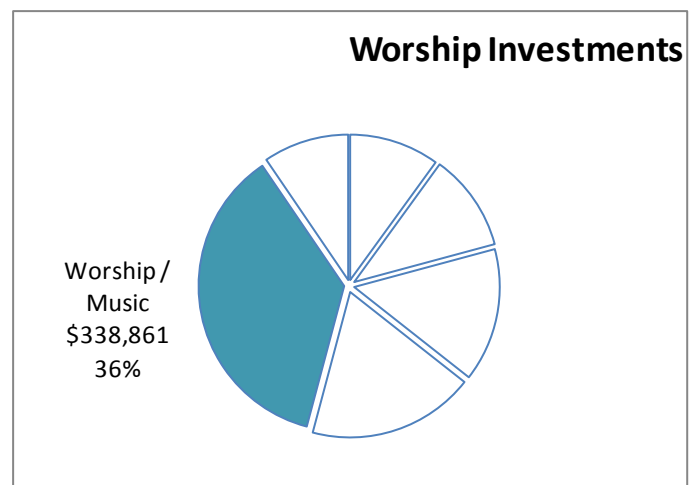
- Continue to explore and learn the Evangelical Lutheran Worship hymnals.
- Grow the number of participants in the Adult Choir.
- Expand the musical leadership of the Adult Choir by singing psalms, hymn descants, and special liturgical parts of the service.

Contemporary Services:

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

The bulk of the budget is directed toward:

- Special Christmas and Easter music
- Sound board replacement
- Instrument maintenance



Outreach/Serve

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

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

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

Noisy Offerings

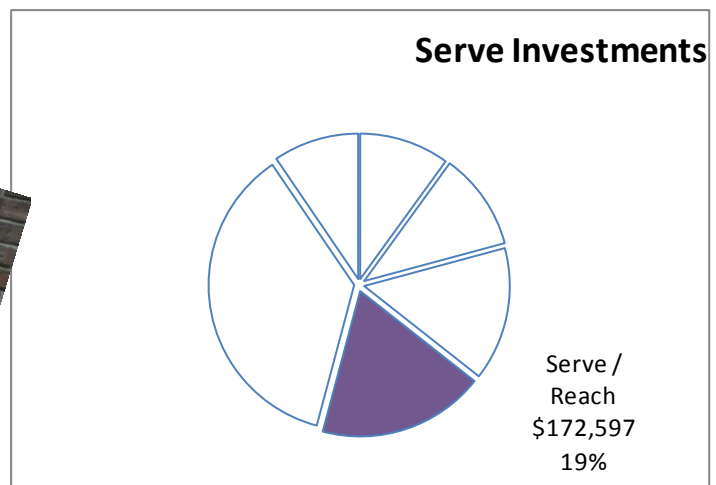
Noisy Offerings are collected each week and all funds are sent directly out of our building, into the hands and lives of those in need. This year we will again give Noisy Offerings to a variety of needs, including:

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

Designated Benevolence:

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

- ELCA Synod
- Lutheran Social Services



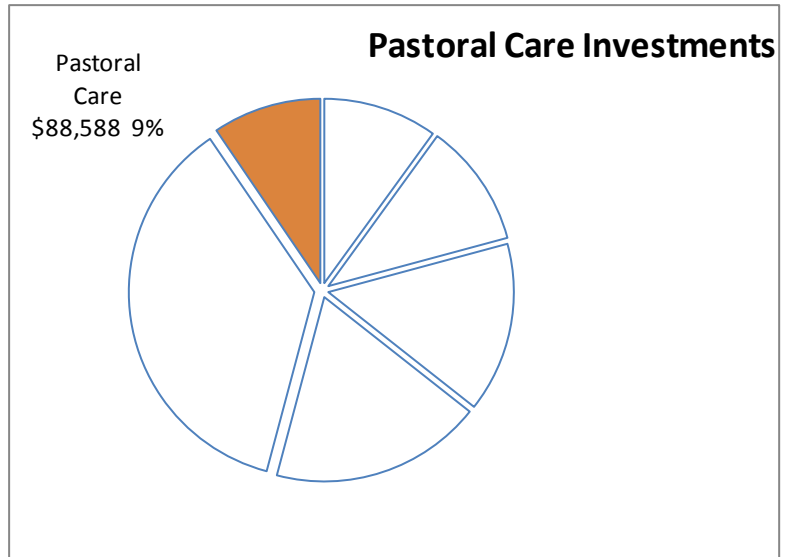
Pastoral Care

One of the important CORE values at Grace is connection. Nowhere is the connection value more important than during a time of illness, loss, or some other kind of difficulty. At Grace, we strive to reach out and connect with people during these times. Our Pastoral Care Team works hard to connect with people during times of crisis as well as regularly visiting shut-ins and those in long-term recovery situations. We believe a church like Grace can be the visible Body of Christ as people are visited in the hospital, counseled through divorce, supported in grief, and listened to during moments of stress. We strive to be a ministry of Grace in Andover not only in our community, but especially to those who call Grace home.

We are especially blessed by our Pastoral Visitation Team: Pastor's Mark Hellmann, Gene Heglund and Carol Moler, Parish Nurses: Lori Ackerson and Lily Tunby and our Office Coordinator: Kris Miller. In addition, Pastor Mark meets with parishioners who are experiencing short-term needs.

Most of the Pastoral Care budget supports the pastoral staff as they provide:

- Hospital and shut-in visits. (about 12-15 shut-ins; 12-20 hospital calls; 10 Grief Support; long-term issues: 8/month)
- Support for teams to take communion to those who can't attend Worship.
- Encourage the Prayer Shawl Ministry for those who are sick and/or hospitalized.
- Provide Support Ministries: Divorce Care and Grief Share.



Administration & Maintenance

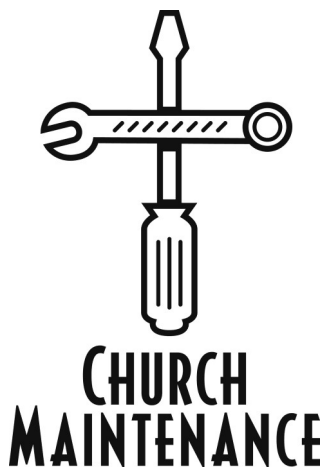
The costs of Administration and Maintenance are vital aspects of the ministry areas: Education & Spiritual Growth, Worship & Music, Outreach & Service, and Pastoral Care. As such, the overall costs are included as a portion of the ministry areas based on dollars budgeted for the coming year. We are grateful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

Administration

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

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

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



Maintenance

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

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

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



2013 Ministry Budget

Golden Rule Childcare



Golden Rule has seen many exciting changes in 2013. We completed our nature based playground, installed new carpeting in all of our classrooms and added a beautiful mural on the wall just outside the kitchen. We are looking forward to continuing our improvements throughout 2014 by replacing the carpeting in both of our hallways up to the entrance to the Education Wing, as well as replacing the ceiling tiles in the classrooms and hallways.

In addition to these building improvements, we have also begun the Accreditation Process to become a nationally recognized NAEYC Accredited Program. Throughout 2014 we will be undergoing a rigorous quality improvement process before being assessed by NAEYC to ensure our program meets their high quality standards of care and education.

We continued to be blessed in 2013 with amazing children and their families. Both the Toddler and Preschool classrooms are full with families anxiously waiting to join our Golden Rule family. We currently have 48 children enrolled in our program both full and part time. We have added three new teachers this year to our team which will allow us to continue to provide a high quality of care and education to all of our children. We are looking forward to continuing our mission of providing high quality Christian care to the families of Andover and our surrounding communities in 2014.

Many blessings,

Tami Mielke

Director Golden Rule Child Care

Grace Music Academy



In the fall of 2005, Grace initiated a ministry to build upon our Core Values of connecting, growing, and equipping the greater community. The result was the entrepreneurial start up of Grace Music Academy. The vision for this missional outreach included becoming a funnel to encourage and increase musical potential at Grace along with the surrounding community. Over the years, GMA provided a wonderful opportunity to enhance the musical life of many people, but in recent years had not been able to meet expectations.

While we had been committed to GMA, economic conditions have resulted in a declining enrollment limiting our opportunity to meet the overriding mission. After many conversations among leadership at Grace, it was with sadness that we made the difficult decision to close Grace Music Academy on June 8, 2013.





Our Mission

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

