



# GRACE

LUTHERAN CHURCH

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*ROOTED IN GRACE + REACHING OUT IN LOVE*

ANNUAL REPORT

2013-14

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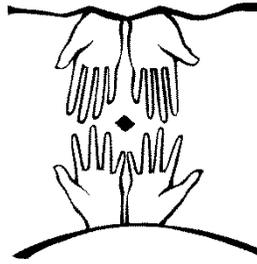
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# ROOTED IN GRACE

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## REPORT OF THE PRESIDENT

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*Submitted by Janet Fox, Council President*

Once again, Grace has had another year of transition and change. Interim Pastor Allan Bjornberg continued to shepherd Grace and allowed the call committee to feel they had time to choose a good fit for our congregation. The call committee worked hard to put together Grace's Mission Site Profile and working through the Synod, found some great candidates. In October, we joyously welcomed Pastor Janice Kibler and her husband Jim Williams and celebrated with an installation service attended by several Boulder area clergy with the Rocky Mountain Synod Bishop Jim Gonia presiding. We are grateful for her faithful witness, cheery attitude and boundless energy.

Grace experienced extensive staff turnover this past year. The only two continuing staff members are Corrina Briggs as nursery attendant and our janitor Rayo Rodriguez. Anne Peterson acted as interim organist and choir director while the music search committee found two young staff for our music program – Tom Liddell as organist and Jonathan Cole as choir director. Jonathan was offered a great career opportunity and chose to leave Grace after a very short time. The music search committee went back to work and found our current choir director, Jeffrey Seppala. Our long-time office administrator, Karen Nelson, took another job in October. The executive committee and Pastor Janice hired Lavonne Rauenbuehler as full time office administrator. However, the fit was not right and Lavonne chose to leave after a few months. Once again we were looking to fill the office administrator position. Amy Munding offered to step in part-time on a temporary basis and Jody R. was hired as our bookkeeper. This arrangement has proved to be fruitful and all parties have agreed to stay on.

Grace continues to reach out to those around us. We supported a CU student and member of LCM, Melanie Ferraro on her journey to Madagascar. We matched the contributions she raised, using money from the Poundstone Funds and in return, she gave a presentation on her experiences in Madagascar. Grace also continues to provide space for BOHO (Boulder Outreach for Homeless Overflow) during the cold months. The Cookie Project, headed by Anne Peterson, provides cookies to stressed students studying for finals.

An official strategic planning committee was assembled last summer to begin shaping the future of Grace both in its own context as well as Grace's relationship with Lutheran Campus Ministry. Carol Schultz is currently chairing the committee. Other members are Donna Rohde, Marta Wolfe, Tom Dozier, Greg Niesen, Dave Zeckser, Ron Schwiesow, and Art Ray.

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Two other committees have been formed and will be doing a lot of work over the next year(s). The property committee is working on a priority list of building improvements that need to be addressed. The Reconciling in Christ committee has organized several discussion forums with speakers to aid in educating the congregation and to give people opportunities to voice their concerns and desires in order for Grace to decide if it wants to become a Reconciling in Christ congregation.

Not only is Pastor Janice Kibler a welcome and wonderful gift to our congregation, but she has brought a set of new eyes to see many things that need updating or change. Council has been supportive of her suggestions and long-overdue improvements have taken place.

I would like to thank all the members of Grace for all their support over these past few year in being faithful, willing to help out, and showing up. Change brings growth, and I believe that Grace is growing in a very positive direction.

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## REPORT OF THE PASTOR

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*Submitted by Janice Kibler, Pastor*

Dear People of Grace,

I am thankful every day that the Spirit led us to each other in the call process. You have received me as your pastor with open hearts and minds, and you have welcomed Jim and me into your lives with open arms. Grace is the right name for this congregation.

In our first six months together we have had rich conversations about where we believe God is leading us. That's not a one-time conversation or decision, and the discernment will continue. We have started this journey, though, by adopting a new tagline: Rooted in Grace, Reaching Out in Christ's Love. Recognizing that the church of 2014 cannot sit and wait for others to join us, we are talking about ways of being the church beyond our walls. We do that, not as a way of building up membership, but simply because that is what we are called to do as the body of Christ. Our goal is not institutional survival, but faithfulness to the One who reached out to people on the margins through Christ, and is prodigious - even to the point we might consider wasteful - in extending love.

There have been some surprises in these first months. The almost complete turnover of staff caused some stressful moments as I dreamed of the chaos I could create if left alone to run the office, but the result of that turnover is that we have a marvelous, high-functioning staff where everyone gets to bring the best of their gifts for the good of all. I am so thankful to work with each of these people.

The other surprise has been in our relationship with LCM. The call committee and I were hopeful for the possibilities working with the plan that was adopted by LCM and Grace a few years ago. Because of the changes in the landscape since that plan was conceived, Pr. Zach is no longer able to support it. In order to continue being supportive of LCM, we will need to change our dreams and expectations. We will need to view our partnership with fresh eyes. In the near future, a subgroup of the LCM Board and a subgroup of our Strategic Planning Team will meet

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to talk about ways we can accompany each other in ministry. That conversation is a prayer topic for all of us. We all benefit when campus ministry succeeds.

I am hopeful for our partnership with the CU community and the Hill, and am thankful for the relationships that were begun in earlier years. CU sought out Grace to participate in the Day of Service for incoming freshmen this year. The City of Boulder seeks us out to be a bridge between CU and the Hill. Our context is exciting, and I look forward to the ways God may use us in the future to be people of hope in this place.

Thank you for the partnership we share in ministry. My door is open, your prayers are coveted, and your feedback is appreciated as we seek to be faithful in a context that has changed considerably over the life of this congregation. It is a new day, and God continues to be faithful. We have an adventure ahead.

Peace, Pastor Janice Kibler

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## REPORT OF THE MUSIC PROGRAM

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*Submitted by Jeffrey Seppala, Director of Music*

The 2013/2014 choir season experienced many exciting personnel changes. A search committee was assembled to find a new choir director and organist. The committee consisted of: Carol Dozier, chair; Diana Anderson; Carol Codrescu; Martin Gerra; Art Ray; and Ron Schwiesow. As a result of the search, a new Choir Director, Jonathan Cole, and new organist, Tom Liddell, were hired. In addition, the choir added a new alto lead singer, Rebecca Kidnie, to the returning lead singers- Raissa Johnson, soprano; Spencer Malott, tenor; and Sebastian Schmidt, bass.

In December, we were saddened to accept Jonathan Cole's resignation as our music director. He accepted a position with the Tanglewood Institute in Massachusetts. Anne Peterson filled in as the interim choir director while a search committee prepared to replace Jonathan. The search committee consisting of Carol Dozier (chair), Diana Anderson, Carol Codrescu, Martin Gerra, Ron Schwiesow, and Sebastian Schmidt appointed Jeffrey Seppala as the new music director in February.

Highlights of the 2013/2014 season include John Rutter' Requiem on All Saints Day, November 3, 2013 and Tomás Luis de Victoria's Tenebrae Responsories on Good Friday, April 18, 2014. Spencer Malott also helped in contracting a brass quintet for worship on Easter Sunday, April 20, 2014.

May 18th will be the last full choir participation before regrouping on June 8<sup>th</sup>, Pentecost Sunday.



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# REPORT ON EDUCATION

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*Submitted by Diana Anderson, Adult Forum Co-Leader, and Pastor Janice Kibler*

**Adult Forum:** The Adult Forum began in 2012-2013 under the leadership of Pastor Allan Bjornberg, whose presentations of selections from his favorite poetry, fiction and spiritual authors were especially well received.

Beginning in November, Pastor Kibler and Diana Anderson shared the planning and leadership of the Adult Forums. A series of forums engaged us in discussions of what our faith means to us. Another series was based on articles from The Lutheran magazine. We presented two sessions on death-related issues, one on planning ahead for one's memorial service and the other on death and dying and community resources available to us. Another forum introduced us to Pope Francis, examining his Apostolic Exhortation and the Times "Man of the Year" article. We looked at ELCA World Hunger resources and services, and heard Becca Sager review what Lutheran Family Services does to serve the people of our communities. We continue an ongoing study of Mary Sharon Moore's, "Living in God's Economy", which is a discussion of how we can live our lives more simply in order that others may simply live.

The Reconciling in Christ committee has also planned several adult forums on issues surrounding whether our congregation would like to welcome LGBT persons into our community by creating a formal welcome statement. Guest presenters with personal knowledge of the issues lined up in April and May include Nicole Garcia, A.J. Striffler and Ken Thurow.

**Confirmation:** We currently have two confirmation students, and have joined with Mt. Calvary for instruction, which takes place on Wednesday evenings. Pr. Janice is part of the teaching rotation. Our students participated in the Rocky Mountain Synod Middle School Youth Gathering in January, and will be attending confirmation camp at Rainbow Trail in July (with Mt. Calvary and Pr. Janice).

**First Communion Instruction:** We joined Atonement for a class in April, in which Dougal Matheson participated. We welcomed him to the Lord's Table on Maundy Thursday.

**Thursday Morning Bible Study:** Pr. Bjornberg began the year with a series on Romans. After his departure, Pr. Janice picked up the class with a study on Acts, which concludes with this program year. The conversations are thoughtful and enriching as people reflect on God's word for our context today.

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# REPORT ON NURTURE

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*Submitted by Mary Zabel, Nurture Committee Chair*

Our five shepherding groups remain the same. They are:

- Eastern Stars – Carol Dozier, leader
  - Hallelujahs – Sandi Stahl, leader
  - A Joyful Noise – Lan Zeckser, leader
  - Still Waters – Susan Swaebly, leader
  - Voyagers – Carol Codrescu, leader
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Our responsibilities began with hosting a couple of meet and greet events for our Pastoral candidate, Janice Kibler. After her acceptance to our call to Grace and arrival in Colorado, the various shepherding groups hosted cottage meetings which were led by Pastor Kibler to begin our time of service together.

In early October of 2013, we planned a “Thank you/farewell” to honor Karen Rose Nelson for her many years of service as Grace Office Administrator as she left that position to pursue another career goal.

As a committee, we also refreshed prayer list requests, added a few new members to groups with a special welcome from their leaders, updated our shepherding group lists after personal phone calls or contact from leaders, and planned Advent and Lenten midweek suppers. As a congregation, we offer sign-up sheets to organize special events such as Oktoberfest and Easter breakfast.

In one meeting we discussed how we could actually “nurture” one another rather than just be food service planners. Pastor Allan suggested we organize meeting in small groups inclusive of the entire congregation for coffee or something simple and just talking about our faith life, things we might be struggling with, things we are celebrating, where we are on our faith journey, then just end with prayer and meet again another time. I included this in my report as a future goal for our committee because something that simple could be the essence of what a nurture committee might strive to accomplish.

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## REPORT OF THE NOMINATING COMMITTEE

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*Submitted by the Nominations Committee: Greg Niesen, Jan Stubenrauch, Art Ray*

The Nominating Committee presents the following slate of candidates for offices at Grace:

President-Elect .....Gordon Day  
At-Large Member of Council .....Dennis Riggin  
At-Large Member of Council .....Martin Gerra  
At-Large Member of Council .....

Foundation Board.....Dave Zeckser  
Foundation Board.....Anne Peterson  
Audit Committee.....Greg Niesen  
Nominating Committee.....Carol Codrescu  
Roxana Bartlett  
Mikki Matheson

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# REPORT ON COMMUNICATIONS

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*Submitted by Amy Munding, Office Administrator*

On January 1, 2014, the Grace Lutheran Church office set two ongoing communication goals:

1. Communicate with the Congregation, Staff and Friends of Grace frequently and effectively;
2. Increase electronic communications and decrease paper communications.

People of Grace, congratulations! In the space of four months, you have been reading weekly Grace e-Notes in your email, reading the Goodness Gracious Newsletter on the Grace website or attached to email, listening to sermons on the website, connecting with others on the Grace facebook page, using the wi-fi to access the internet in the church building during meetings, bringing your laptops to meetings to look at agendas, and as has been going on for a long time, communicating with each other via email.

In January 2014, the first Grace e-Notes were sent out via Shepherding Group email lists. Now, every Tuesday mid-day, the general announcements from the prior Sunday with relevant additions are sent electronically for all to read. This has led to increased awareness and connectedness for the entire Grace community. Because the Grace e-Notes can be read on any mobile device, the weekly calendar is particularly useful to those with smart phones, to check last minute meeting times/dates.

In March 2014, the Grace Lutheran Church website [www.graceboulder.org](http://www.graceboulder.org) was updated using a platform that allows both the office administrator and the pastor to instantly update any information. Pastor Janice Kibler contributed a daily Lenten blog on the website. Carl Stubenrauch converted the Sunday morning sermon cassette recordings into mp3 files that were posted weekly on the website. Additionally, the homepage of the website posted the special service times and dates for Holy Week and Easter, as well as Lenten Soup Suppers. Notable is that a Naropa theology student found Grace on our new website and attended a Bible Study.

The April/May edition of Goodness Gracious, Grace's newsletter, was shared in pdf form both in an email and posted on the Grace website. In an effort to reduce both paper and postage, friends of Grace near and far have positively responded to our request to read Goodness Gracious on-line. The Office takes requests for paper copies of the newsletter and currently five members of the congregation are served in this way.

The Church Office continues to improve all areas of sustainable practices, but only with your help. Thank you for responding so well to increased paperless communications – yeah, Team!

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# REPORT OF THE PROPERTY TEAM

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*Submitted by Dave Zeckser, Property Committee Chair*

The Grace Property Committee has been inactive for the last several years due largely to the talents of Karen Rose Nelson who knew the problems and the vendor services needed to address them and also due to a perceived lack of funding for major efforts. Karen needed very little guidance or direction and we are in her debt for the excellent work she did with the resources

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available. With staff changes of the last year much of that knowledge has been lost in addition to having staff having many fewer hours to attend to the property issues. A congregational committee of volunteers was re-created.

Perceived budget constraints have caused many maintenance issues to be deferred in recent years and the reconstituted Property Committee began to seek solutions to these needs as it reorganized the Winter of 2013-14. By April 2014 a comprehensive list of facility wants and needs was developed and estimates of costs were determined either by professionals or the committee. The items below are not unnecessarily in a priority order which is still to be determined, but may be listed in some order of urgency.

**Roof Repairs** — The Committee hired a consultant, Brent Grimditch, of the Cave Consulting Group to assess our sanctuary roof as he had done six plus years ago. At that time he indicated we had at least another five years of life and to re-assess that life at that time. He now believes that the roof has another five years of life if we make some minor repairs. However, he estimates replacement cost in 2019 dollars to be \$42,000.

Budget — \$1200 for immediate repairs — firm pricing

**Audio and Video Upgrades** — The last upgrade of our sanctuary audio is estimated to have occurred at least fifteen years ago. Equipment quality and performance has increased substantially in the interim and to some extent our old equipment has decayed. In addition to adding speakers, microphones, and other equipment the committee wishes to add T-coil capability to significantly improve sound for the hearing impaired.

Budget — \$7800 — firm pricing

**Heating and Air Conditioning** — The hot water boilers which service the sanctuary and fellowship hall were replaced a few years ago and are in good repair. They need some servicing and adjustment and we will have the installer conduct that service this Spring. Unfortunately, the forced air furnaces (2) serving the education/office wing are at least 25 years old and possibly much older. They are far beyond a reasonable life expectancy and should be replaced with new higher efficiency models before a crisis occurs. It is also practical and cost effective to add air conditioning in these units to serve the education/office wing. Installing A/C in the sanctuary is problematic in that it is likely to require extensive ducting which may significantly detract from the aesthetics of that space. The committee believes that the night time use of the exhaust fan before sanctuary use will be a major help in cooling that space and has not been used for many years. We will implement that practice this summer. In addition, some “bleeding” off of A/C in the education wing by leaving the sanctuary doors open before sanctuary use may also be of benefit. The committee will continue to seek summer cooling solutions for the sanctuary.

Budget — \$19,000 to replace forced air furnaces and add A/C — professionally estimated.

**Bridge and Lower Level Restrooms** —The “bridge” which joins our front entrance with the sidewalk beyond was built of poured concrete on a steel deck supported by steel beams. Unfortunately water leakage over many years has caused that decking to deteriorate to the point of failure. A partial collapse of the concrete occurred about a year ago and was patched temporarily. Unfortunately, the water leakage and resulting corrosion has migrated into the lower (stage area) restrooms as indicated by the rusty water stains on the outside walls. The damage is much more evident if you lift ceiling tile and look at the structure above. Solutions to

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these issues are difficult to cost since it will require demolition of the existing structure to find the source of the leakage and adequately assess the damage and repair/rebuild costs.

Budget — \$8,000 to \$15,000 — committee estimated.

**Lighting and Electrical Upgrades** — In both a 2006 and 2014 energy audit of our building indicated that significant savings could be realized by replace energy inefficient (incandescent and old florescent) lighting in several locations in the building. Rebates are also available for such work. In addition, T-12 florescent tubes (found throughout the education/office wing) are no longer made. Property proposes to replace fixtures and lamping to maximize use of CFL and LED lighting. Also some addition power upgrades will be necessary in the HVAC upgrades proposed above.

Budget — \$9,000 — professionally estimated.

**Sanctuary Floor** — The black slate floor in the sanctuary has been damaged and/or has deteriorated in several areas. In addition, it may be desirable to have a lighter and smoother (less tripping hazard) flooring. Design and implications to other elements of the sanctuary are not immediately available and may require more analysis and professional assistance which will likely delay a flooring project.

Budget — \$25,000 committee estimated.

**Doors and Windows** — most of the windows and sliding glass doors at Grace are single pane glass in aluminum frames, probably one of the less energy efficient designs of all time. The recent energy audit did not place a high pay-back value on the total replacement of these devices but did however indicate energy savings could be realized and some rebates were available. However, one HVAC contractor pointed out that with only one return air for each furnace there could be significant comfort improvements by replacing at least the five sliding glass doors on the south side of the narthex, sacristy, and pastors office. An eventual design might ultimately replace doors with half walls and sliding windows to further reduce energy loss. In addition, the art glass windows in the sanctuary are protected by a plexiglass or lexan outer window much like a storm window. Unfortunately, the caulking around the edges has badly deteriorated and should be replaced to add back the storm window effect. Designs should occur before accurate costing can occur. Some window replacement funding exists from previous donations.

Budget — \$18,500 to replace sliding glass doors with contractor grade doors.

— \$4,000 to caulk various aspects of art glass and other windows and doors — committee estimated.

**Appliances** — The appliances in the kitchen apparently date to a kitchen remodel estimated to have occurred about twenty years ago. The stoves get little use and it is not cost effective to replace them until they fail, The refrigerator and dishwasher are so old that they can no longer be found by our energy consultant in her documentation. Neither are energy efficient and both their age and efficiency makes them strong candidates for replacement. A recent scare with the dishwasher before Easter Breakfast 2014 caused some quick costing.

Budget — Dishwasher \$900 to \$3600 (residential vs commercial fast cycle) and

— Refrigerator \$2400 (firm pricing)

**Conference Rooms** — various furniture items in the current conference room are in poor repair and there is a need for a more informal conference room perhaps in Mark, the “mustard/catsup” room on the lower level. Painting and comfortable furniture as well as some possible wall treatments should occur.

Budget — \$7000 committee estimate

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**Grounds Repairs** — Broken concrete and asphalt should be replaced. Some additional fill and sod are necessary. Tree and shrub trimming, removal or replacement should be considered. In the not to distant future the parking lot (Foundation owned) should be significantly repaired and overlaid.

Budget — \$3000 committee estimate excluding parking lot repairs

**C.U. Freshman Community Service Project** — The University wants to include a community service element in the Freshman Orientation this fall. The recipient of the volunteer services would supply the materials. This would be an excellent opportunity to engage the University as well as beautify or improve our building and grounds.

Budget — \$1000

**Painting** — Some minor painting has been done in recent years, but much of Grace has not had the painting refreshed in many years. Some cracks and leaks exist in the sanctuary, the restrooms, and elsewhere. Most of the block exterior and outside doors need attention now.

Budget — \$10,000

The Property Committee recognizes that this is a very ambitious project list. It will likely require multiple years to accomplish. In addition, funding sources will need to be determined between, Council, the Foundation, and Property. It is likely that a supplemental budget approval will come to the congregation for approval at a later date when projects are prioritized and funding sources identified.

Finally, this Spring, various committee members have conducted minor repair to electrical, plumbing and others element of the Grace building. The committee also authorized Jim Swaebly to contract for an extensive grounds clean up before Easter

Property Committee:

Art Ray  
Jim Swaebly  
Dave Zeckser

Ron Schwiesow  
Karen Nelson  
Bruce Matheson

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## REPORT ON STEWARDSHIP

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*Submitted by Bruce Matheson, Treasurer*

The 2013-2014 stewardship campaign was later than normal this year. In the past, it started in September and sent through the congregation in October, ending in the beginning of November. This year, because of Pastor Janice's arrival in September and office staff turnover during the same period, it did not get sent to the congregation until November. However, the congregation responded quickly. The simplified stewardship campaign consisted of a brief letter with response form to the members of the congregation.

93 pledge forms were sent out (compared to 95 for the 2013 stewardship campaign). Of those 39 (42%) were returned (compared to 46 returned, 48%, for 2013). The pledge drive ultimately resulted in pledges from members of \$179,874 in 2014, which was \$2,133 below 2013 values. Although there were numerous additional expenses (mostly increased LCM support and

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personnel salary over the interim salaries of 2013), these increases were almost entirely offset by the elimination of the large 2013 budget line item for Call expenses. So, in the end, the decreased pledge totals were almost entirely made up for by an increased grant from the foundation. However, it should be noted that the 2014 Foundation grant value is more in line with 2012 than with 2013 due to the decreased salaries in 2013.

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## REPORT OF GRACE LUTHERAN FOUNDATION

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*Submitted by Dave Zeckser, Foundation President*

Grace Lutheran Foundation exists to receive and manage resources in support of the ministry and mission of Grace Lutheran Church. It is a separate corporation, governed by a self-organized Board of Directors of up to five voting members elected by the voters of the church with the pastor serving as an ex-officio, non-voting member. Our investment manager also regularly attends quarterly meetings of the Board.

The Foundation's assets are currently estimated to have a value in the neighborhood of \$2.3 million and include a diversified securities portfolio, the parking lot north of the church, and two rental properties at 1030 and 1036 12<sup>th</sup> Street, which are known as the Hill Properties.

The Foundation periodically receives contributions honoring individuals, memorials, bequeaths from estates and other sources. The Foundation encourages such gifts, and asks those associated with Grace to include the Foundation in giving and in estate planning.

The Foundation's 2014 operating budget anticipates income of at least \$149,000, which is derived primarily from dividends and gains on securities, and gross rental income on the parking lot and the Hill Properties. Budgeted operating expenses could total approximately \$200,000 including the annual block grant provided to the congregation. That is currently budgeted at \$109,500 by the Foundation. Most of the remaining expenses are associated with the Hill Properties and include interest and equity payments on the mortgage, management costs, capital improvements, and taxes. The Foundation pays for snow removal for the church property, as well as for the parking lot and the Hill Properties. Our expenses are generally over estimated and our income frequently underestimated, but assuming some participation in church improvement and deferred maintenance "catch-up" we will likely erode our corpus at least some in the short term. It is also important to note that in 2013 approximately \$35,000 of the budgeted block grant from the Foundation to the Church was not used. The 22 year ROI of the Foundation portfolio was 7.07% year on year vs. 6.81% and 6.92% on our comparison benchmarks.

The Board has agreed to accelerate mortgage payments on the Hill Properties and completed payoff in December 2013 which will substantially increase cash flow and save interest costs in the future

The Foundation's current goal is to be able to support the congregation with block grants in the neighborhood of \$115,000 per year while maintaining its asset base. Its strategies for meeting this goal were discussed in previous reports to the Congregation, and included increasing its liquidity, working to increase its income from the Hill Properties, and adopting a less aggressive strategy with its securities. The Board is pleased to report that these measures are proving

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successful. In the recent market decline, its securities portfolio declined less than appropriate benchmarks and is recovering moderately well. Net cash flow (income minus operating expenses and mortgage payments) from the Hill properties should increase by about \$48,200 annually now that the loan is retired. At this point, the Foundation will require only modest capital gains from its securities portfolio to sustain \$115,000 annual block grants to the congregation. However, increased expenditures for church capital needs will necessarily erode this.

The Foundation regularly provides scholarships to high school seniors, who have been active at Grace, and are entering higher education. Similarly the foundation has provided scholarships to Grace Members attending seminary or other advanced religious studies leading to a career in ministry. In 2014, we will provide scholarships to Josh Munding and Allison Vincent-Beckman.

The Foundation periodically recognizes unusual, significant or sustained service to the Grace Congregation through the "By Grace Award." Karen Rose Nelson received the By Grace Award in 2013.

Dave Zeckser, President

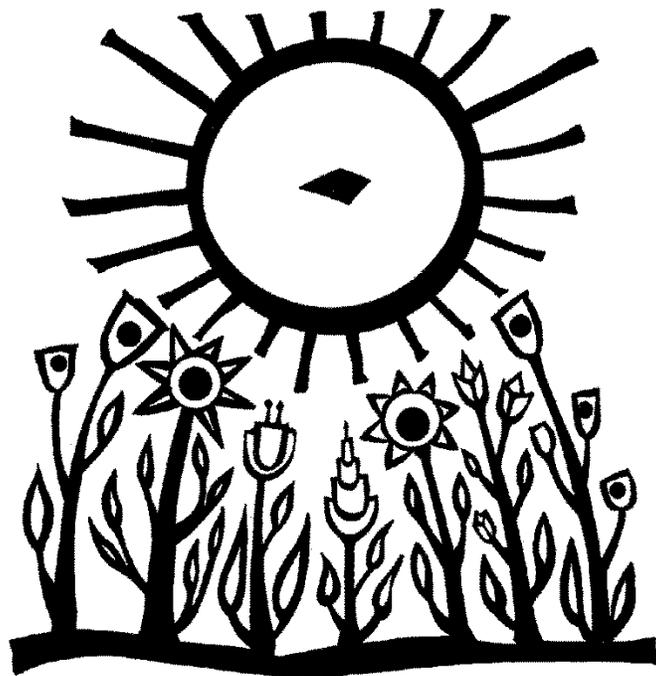
Delphia Hess, Vice President

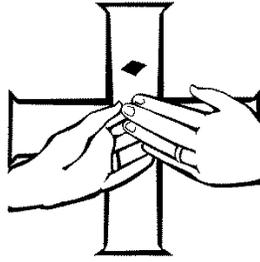
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## REPORT OF THE AUDIT COMMITTEE

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No audit was performed this year.





# REACHING OUT IN CHRIST'S LOVE

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## REPORT ON STRATEGIC PLANNING

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*Submitted by Carol Schultz, Committee Chair*

- A. **Purpose.** The Committee's purpose is (a) to propose what Grace will look like in five years in terms of its mission, congregational makeup, staffing, worship, financial support, campus ministry model, collaboration with other (non-Lutheran) churches and secular organizations and (b) to develop the concrete steps and time line necessary to achieve this status.
1. **Members.** Committee members are: Tom Dozier, Greg Niesen, Art Ray, Donna Rohde, Carol Schultz, Ron Schwiesow, Marta Wolfe, and Dave Zeckser. Janet Fox, Council President, launched the Committee and served until Council duties predominated.
  2. **Organization.** Grace's Council created the Strategic Planning Committee in 2013, and the Committee met for the first time in August 2013. It meets monthly and meetings are open to all who wish to attend.
- B. **Discernment.** The Committee is working to advance Grace's discernment process in several key areas, keeping in mind that the discernment process is ongoing and involves the entire congregation.
1. **Asset mapping.** The Committee is employing a discernment tool introduced by the Rocky Mountain Synod called asset mapping. Asset mapping asks a congregation to examine its capabilities (assets), discover the greater community's needs, and find ways to match assets with needs. Committee members Donna Rohde, Carol Schultz, and Ron Schwiesow accompanied Pr. Janice and Council Vice President Diana Anderson to the ELCA Rocky Mountain Synod's mission meeting for the Boulder-Broomfield Conference on January 11, 2014. The theme of the meeting was "Gifted to Grow," and Synod leaders illustrated the use of asset mapping.
  2. **Reconciling in Christ.** The Committee is "on record" supporting the Reconciling in Christ (RIC) process at Grace that will create a statement of welcome for all people, including lesbian, gay, bisexual, and transgender believers.
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3. **Property improvements.** The Committee maintains close contact with the Property Committee because programs flourish best when they have suitable physical facilities.
- C. **Uni Hill community.** The Strategic Planning Committee is reaching out to the community to learn about its needs.
1. **City.** On March 24, 2014, the Committee met with Molly Winter, Executive Director of the Downtown & University Hill Management Division and Parking Services, who updated the Committee concerning the City's initiatives for the University Hill District.
  2. **Neighborhood.** On April 24, 2014, Committee members Donna Rohde and Carol Schultz, as well as Pr. Janice Kibler, attended the meeting of the UniHill Neighborhood Association, which convenes at Grace.
- D. **Campus ministry.** The Strategic Planning Committee is working with the Lutheran Campus Ministry (LCM) Board and Pr. Zach Parris to identify and meet students' needs.
1. **Dialogue.** The Synod recommended a facilitator who is assisting an honest dialogue between Grace and LCM to resolve some misunderstandings that have arisen since Pr. Ron Roschke's departure.
  2. **Subcommittee.** The Committee created a subcommittee of Greg Niesen, Carol Schultz, and Dave Zeckser to support Pr. Janice and to work with LCM to address campus ministry and students' needs.

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## REPORT ON RECONCILING IN CHRIST (RIC)

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*Submitted by Martin Gerra, Committee Member*

The Reconciling in Christ program was started in 1983 as a project of Lutherans Concerned/North America (now ReconcilingWorks). Reconciling Works is an independently organized 501(c)3 organization. In 2002 the ELCA recognized ReconcilingWorks as an Independent Lutheran Organization and included it in the ELCA yearbook. The RIC program was designed to recognize Lutheran congregations and other Lutheran organizations that explicitly welcome lesbian and gay members into full participation. In 2002, the RIC program began to include people of all sexual orientations and gender identities. More information about ReconcilingWorks and the RIC program can be found at the website: <http://www.reconcilingworks.org>.

At the request of the Congregation Council, a steering committee was formed this past year to help guide congregation discussions and to propose the adoption of a Reconciling in Christ Welcoming Statement by our congregation. Dave Zeckser agreed to chair the committee. Other members of the committee are Roxana Bartlett, Tom Dozier, Martin Gerra, Bruce Matheson, Donna Rohde, and Ron Schweisow. Several adult forums were devoted to the RIC process, and the congregation was invited to respond to a questionnaire about RIC. The committee has proposed a Welcoming Statement, and the Congregation Council has voted to submit it for adoption at the annual meeting. The statement reads as follows:

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**In response to God's great love for all, members of Grace share that love by inviting all -- regardless of ethnic or educational background, economic physical or social condition, gender identity or sexual orientation to come and participate in the life of Grace.**

If the statement is adopted, our congregation will be listed on the RIC roster as one that explicitly welcomes LGBT people to participate fully in the life of our congregation. Other local organizations and congregations that have adopted a RIC Welcoming statement are: Mt. Calvary, Christ the Servant, LCM, and the Rocky Mountain Synod ELCA.

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## **REPORT ON LUTHERAN CAMPUS MINISTRY (LCM)**

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*Submitted by Greg Niesen, Grace Representative to the LCM Board*

The past year has been one of reflection and renewed discernment regarding Grace and its vision of partnership and cooperation with the Lutheran Campus Ministry at the University of Colorado. In August of last year, with the Call process nearing completion, Grace established a Strategic Planning Committee made up of primarily Grace Congregants (and a couple of Church Council liaison members). The purpose of the committee was to begin long-term planning of all aspects of Grace's Congregation Life and its relationship to the community, University and the outside world. One of the key communities included in that planning is to be Lutheran Campus Ministry (LCM) at the University of Colorado.

Throughout 2013, progress towards defining the Grace—LCM Partnership was to have been moving towards a final vision of that Partnership. This progress was outlined in the joint four year plan strategic planning document “**A PROPOSED STATEMENT OF POSITION ON GRACE LUTHERAN CHURCH AND CAMPUS MINISTRY**” (**Proposed Statement**) passed by Grace at its Annual Meeting in January of 2011. The **Proposed Statement** document, was to serve as LCM and Grace's outline and timeline for exploring and developing a 'model' and resource requirements for a joint future Grace—LCM relationship. With the departure of Pastor Roschke, the Grace's pace of progress on the **Proposed Statement's** third and fourth year taskings quickly diverged with LCM's rate of progress.

By January 2013, a Grace Call Committee had been formed and began assembling the fall 2012 discernment materials into the Ministry Site Profile (MSP). In March, Pastor Zach Parrish met during an Adult Forum at Grace to discuss joint worship visioning, which was met with enthusiasm and excitement as to its potential feasibility. As the Call Committee began finalizing the MSP, Pastor Zach and Kelli Riley the LCM Board President attended many of the Call Committee MSP Development meetings and eventually participated in an advisory capacity during Candidate interview process. Since the Call of Pastor Janice, LCM and Grace have been inactive in advancing joint discussions related to a vision of the Grace—LCM partnership in Boulder and at the University of Colorado. With the exception of organizing and beginning the Grace Strategic Planning process, progress on the tasking of the **Proposed Statement** did not progress beyond the point completed in August 2012, when the Joint Site Visit document was

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published by Pastors Ron and Zach. This stagnation, in hindsight, appears to have occurred due to Grace's unspoken precondition of having an establish leader (in the form of a Called Pastor) to direct the planning process.

LCM however was able to continue the development of their view of the strategic plan. LCM's efforts have included three ministry programming efforts. Joint Sunday Worship with Grace, which was eventually shelved in the summer of 2013 due to insufficient resources on the part of Pastor Zach to otherwise prepare for the incoming fall semester's students and organize the fall 2013 LCM programming with St. Aidan's. The second programming effort was a Joint Tuesday Dinner and Worship Setting (as well as other programming) with St. Aidan's Episcopal Church (serving in a campus ministry role at the University of Colorado). The final focus LCM is pursuing is a \$100,000 Lilly Grant to fund a Catechumenate program, a nine month "Adult catechism program" oriented towards teaming a sponsor with an adult individual interested in preparation for to joining the church. The program would result in baptism and joining the Church at the Easter Vigil, followed by a Mystagogy period during the Easter Season (reflecting on the experience of preparation, baptism and the road ahead). The goal of this program would be to tap into a changing demographic future of the church and its source of future disciples, the conversion of adults from outside the church (much as early Christians did during the first centuries after Christ) rather than children born into the church.

A recent joint meeting between Grace, LCM and a Rocky Mountain Synod representative has clearly illustrated the progress on the original **Proposed Statement** has drift so far from the original timeline and the original intent, that the original **Proposed Statement** cannot be used as a viable blueprint for further discussions between Grace and LCM on visioning of a future of partnership in mission at Boulder and the University of Colorado. Grace and LCM have both established joint strategic planning teams, which we hope to will begin meeting and discussing a new path for our joint future during the upcoming summer.

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## REPORT ON BOULDER OUTREACH FOR HOMELESS OVERFLOW (BOHO)

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*Submitted by Tom Dozier, Volunteer with BOHO and Grace Liaison*

**PARTNER IN MISSION REPORT:** The 2013/2014 season was the second year that we at Grace offered our fellowship hall to Boulder Outreach for Homeless Overflow ("BOHO") for use as an emergency warming center on Monday nights during the winter months. BOHO operates emergency warming centers on a continuous basis from November 15 through April 15 and on a weather dependent basis early in the fall and spring. Seven large congregations donate their buildings one evening per week as the primary sites for these warming centers.

Unfortunately, especially during extreme cold and/or wet and snowy nights, a single site is inadequate to house the number of homeless people who live on the streets of Boulder. On Monday nights Grace serves as a backup site to St. Aidan's Episcopal Church. Thanks to the generosity of the people of Grace, BOHO operated in our facility 15 nights this season and housed 492 guests. Lives are being saved through this program and we are following Christ's

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call to reach out to strangers and those in need.

In addition to our participation through the donation of our building, members of Grace have been incredibly generous in other ways as well. Many members have made substantial financial gifts to BOHO, including designating BOHO for matching gifts through their workplaces. In addition, Grace people have knitted hats and mittens for our homeless guests and donated dozens of pairs of new socks. Other donated items, such as toothbrushes, tooth paste, sleep masks and earplugs have also been gratefully received by our guests. At the conclusion of this season Bill Sweeney, Board Member and operations director for BOHO said of Grace, “We deeply appreciate Grace’s support for BOHO and for the guests we mutually serve.”

Thank you very much for living the gospel and helping those in Boulder who are so often marginalized!

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## REPORT ON MISSION

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*Submitted by Amy Munding, Jody R. and Bruce Matheson*

Mission continues to be a passion for Grace members, and the closing year gives evidence of the work of the Spirit through Grace to further Christ’s mission here in Boulder and around the world. Thank you to all our Grace members and friends for their continuing generous support of the ministries of Grace, which wrap the world with the good news of God’s love.

One aspect of mission at Grace, is outreach to the community through facilities use. In 2014, two new groups of college students engaged with Grace Lutheran Church through overnight retreats in the Fellowship Hall: the Alpha Delta Chi Christian Sorority @ CU, located across 13<sup>th</sup> Street from Grace and two groups from Regis University in Denver, who came to Boulder to perform flood relief work.

Groups that have met at Grace during the 2013-14:

BOHO

Hora Romanesca – Romanian Dance Troupe

Young Chautauqua

Boulder Chamber Orchestra

Boulder Renaissance Project

Boulder Renaissance Consort

Boy Girl Band

University Hill Commercial Area Management Commission

Alcohol Concerns Community Impacts (City of Boulder Subcommittee)

International English Center @ CU

One World Training

University Hill Neighborhood Association

Narcolepsy Network Boulder Support Group

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We again supported the work of the Evangelical Lutheran Church in America and our own Rocky Mountain Synod with generous benevolence support. We exceeded our 2013 commitment of \$30,982, giving a total of \$31,259. For the 2014 budget, our support to the larger church is \$31,000. This is 10% of our congregational giving plus our Foundation grants. Grace continues to be among the highest per capita contributors to the ELCA among all the congregations of our synod. Thanks to you for your incredible generosity!

Above and beyond our support for the ELCA, Grace also supported a variety of other mission projects during the past organizational year. Once again Partners in Mission offered a different mission project for support through special offerings totaling \$6,071.00. Here are the projects we supported through PIM this past year:

**Partners in Mission Projects 2013-2014**

<b>Month</b>	<b>Agency</b>	<b>Amount</b>
2013 May	Malaria Initiative – Rocky Mountain Synod	\$750
June	ELCA Disaster Response	750
	Malaria Initiative – RMS – Sunday School Offering	490
September	Lutheran Family Services – Colorado Wildfires	645
September	Meals on Wheels	495
October	Flood Relief – Rocky Mountain Synod	395
November	ELCA designated – Crop Walk	530
November	ELCA – flood relief	330
2014 January	Rocky Mountain Synod Mission	450
February	Rocky Mountain Synod World Hunger	166
March	Lutheran Family Services	700
	Austin & Tanya Propst for Mission	250
April	New Beginnings Prison Ministries	350



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# MINUTES OF CONGREGATION MEETINGS

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## A. ANNUAL ELECTION MEETING—Sunday, May 5, 2013

1. President Carol Codrescu call the meeting to order at 11:25 a.m.
2. Pastor Allan Bjornberg gave the convening prayer.
3. The agenda was approved after David Bartlett's name was added to the Audit Committee.
4. Thirty members were present at the meeting. Carol Dozier announced that we had exceeded the number needed for a quorum.
5. Andrew Clay, a member of the Nominating Committee, presented the slate of candidates:

President-elect.....Diana Anderson  
Treasurer.....Bruce Matheson  
At-Large Council Member.....Carol Dozier (one year term)  
Foundation Board..... Delphia Hess  
Audit Committee.....Pete Tafoya (3), David Bartlet (2)  
Nominating Committee..... Greg Niesen, Art Ray, Jan Stubenrauch

6. Tom Dozier moved to accept the slate of candidates by acclamation. This motion was seconded and passed unanimously.
  7. Time was provided to comment on the Annual Report. No comments were made.
  8. Diana Anderson and Tom Dozier reported on the Synod Assembly, which was held in Loveland, CO, May 2-4, 2013. Tom reported on the theme of the assembly, Deeply Rooted, Bearing Fruit, and on the activity in which he and Diana participated, which was a trip to Harvest Farms in Wellington. Diana remarked on the keynote speaker's address and the farewell retirement speech of Linda Bobbett, and she informed us of the resolutions that were passed at the assembly.
  9. Carol Dozier reported on the progress of the Music Search Committee's efforts to find a new organist. Five applicants have been interviewed. An offer was made to the committee's first choice, however, that offer was declined. The committee will now follow up on their second choice.
  10. Dave Zeckser reported on the progress of the Call Committee. They have completed their Ministry Site Profile. The council will review their report before it is submitted to Pastor Moening at the Synod. Pastor Moening will need one month after the submission of the MSP before candidates will become available.
  11. Carol Codrescu reported on the developing relationship between Grace and Lutheran Campus Ministry especially in terms of programs and inclusion. The council has invited LCM to begin worshipping in the fall with our congregation. There will be a meeting between the LCM
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board, the Grace Council, Pastor Bjornberg and Pastor Parris to discuss logistics. A representative from the Synod will also attend. The meeting is on May 22, 2013 at 7:00 p.m. at Grace.

12. Donna Rohde thanked the council for their work during a difficult year during which we experienced several key departures.

13. It was moved and seconded to adjourn the meeting at 12:00 p.m.

Respectfully Submitted, Carol Dozier, Secretary

## **B. CONGREGATIONAL MEETING FOR PASTORAL CALL – Sept. 29, 2013**

1. President Janet Fox called the meeting to order at 11:30am.
2. Pastor Allan Bjornberg offered the convening prayer.
3. Synod representative, Dennis Reynolds, RMS Treasurer, delivered a message to us from Bishop Gonia.
4. Forty-one members were present present at the meeting. Carol Codrescu announced that we had exceeded the number needed for a quorum.
5. Presentation of motion: “To extend a call to Pastor Janice Kibler to be the pastor at Grace Lutheran Church.”  
Several Call Committee members gave their personal impressions of the call process and of Pr. Kibler, and discussion continued from the floor.  
Motion was passed. 39 yes votes; 2 no votes.
6. Presentation of motion: “To accept the compensation package to be offered to Pastor Kibler.”  
Discussion from the floor.  
Motion passed by acclamation.
7. Dennis Reynolds presented news of RMS Synod events, including preparations for the move of the Synod Office, the possible development of a Leadership Training Center at the new center, and the announcement that Brad Woods will be leaving the Advocacy Office.
8. Janet Fox acknowledged the efforts of the Call Committee, Council, Karen and Pastor Bjornberg.
9. Pastor Allan Bjornberg offered a closing prayer.

Respectfully submitted, Diana Anderson, President-Elect, Acting Secretary

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## C. ANNUAL BUDGET MEETING—January 2014

The meeting was called to order at 6:35pm by President Janet Fox. Pastor Janice led us in prayer.

Determination of a Quorum: The Secretary announced that we did have a quorum and the meeting could proceed. Thirty-seven members of the congregation were signed in. The required quorum number is fourteen.

Budget Presentation and Discussion: The Treasurer, Bruce Matheson, presented the budget. The total budget for 2014 is \$309,999. Several line items were adjusted, added or deleted:

- a) \$1000. Was added to the line item 304, Lead Singers
- b) The Lutheran Campus Ministry Lease was decreased by \$1200.
- c) A line item was added to Total Mission for a grant to LCM of \$2000.
- d) Another line item was added to Total Mission for BOHO (Boulder Outreach for Homeless Overflow) for \$1000.
- e) A third line item in Total Mission is the Pastor's Discretionary Fund for \$1000.
- f) Line item 210 has been subdivided into Office Administrator's Salary and Bookkeeper.
- g) Line item 211 has been subdivided into Music Director's Salary and Organist's Salary.
- h) Line item 311, Youth Education, has been combined with items 313 (Youth) and 314 (Confirmation).
- i) Line item 355, Call Expenses, has been created and it will accrue funds at a rate of \$500/year.
- j) Line item 404, Audit, will accrue funds at a rate of \$1000./year.

Dave Zeckser, a member of the reconstituted Property Committee, reported that at the committee's initial meeting the Energy Audit that was performed in 2007 was reviewed. Dave and the committee are anxious that the Council move ahead on some of the recommendations of the audit. The committee will be meeting to firm up a plan. Pastor Janice mentioned that Safety Issues be included in the plan.

Nancy Schwiesow moved, and Greg Niesen seconded that the 2014 budget be accepted. The motion was unanimously approved.

Delegates for Synod Assembly: Greg Niesen, representing the Nominating Committee, presented the nominees to the Synod Assembly in April. Jim Swaebey and Carol Schultz agreed to serve. Greg moved to accept the slate, and Katherine Day seconded the motion. The motion was unanimously approved.

Pastor Janice closed the meeting with prayer. The meeting was adjourned at 7:00pm.

Respectfully submitted, Carol Dozier, Secretary

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# CONGREGATION MEMBERSHIP REPORT

JANUARY 1 – DECEMBER 31, 2013

	<u>Baptized</u>	<u>Confirmed</u>
<b>1. Membership end of previous year</b>	<b>228</b>	<b>195</b>
a. By Baptism; children	1	
b. By Baptism; adults	0	0
c. By affirmation of faith	2	2
d. By transfer from ELCA congregations	3	3
e. By transfer from other Lutheran congs.	0	0
f. From non-Lutheran congregations	0	0
g. From other sources	0 *	0 *
From statistical adjustment	0	0
h. Total members received this year	6	5
<b>3. Baptized youth confirmed during report year</b>		
<b>4. Subtotals</b>	<b>234</b>	<b>200</b>
<b>5. Members removed during report year</b>		
a. By death	1	1
b. By transfer to ELCA congregations	1	1
c. By transfer to other Lutheran congregations.	0	0
d. To non-Lutheran congregations	0	0
e. For other reasons	0 *	0 *
For statistical adjustment	0	0
f. Total members removed this year	2	2
<b>6. Membership at end of report year</b>	<b>232**</b>	<b>198**</b>
<b>7. Database count at end of report year</b>	<b>230</b>	<b>197</b>
<b>Associate members</b>	<b>6</b>	<b>6</b>
<b>Confirmed members who communed</b>		
<b>Unconfirmed members who communed</b>		
<b>Confirmed, communing, contributing members</b>	<b>80</b>	

\* = These items are added together for the ELCA Congregation Report.

\*\* - The root of this discrepancy has been discovered in the Database by Amy Munding with the help of Patty Meyers. The correction will be made after this Annual Report goes to press. The correct figures are shown in #6 Membership at end of report year.

## Changes of membership and pastoral acts in 2013

<b>Date</b>	<b>Name</b>	<b>Congregation</b>
<b>Baptism</b>		
9/15/14	Addison Geer Zaccone***	
<b>Death</b>		
8/22/2013	Burns, Dorothy	
<b>Transfer in - ELCA</b>		
10/27/2013	Kibler, Janice	Atonement Lutheran Church, Overland Park, KS
10/27/2013	Williams, Jim	Atonement Lutheran Church, Overland Park, KS
08/11/2013	Schultz, Carol	University Lutheran Church, La Jolla, CA
<b>Transfer out - ELCA</b>		
8/30/2013	Zeckser, Tim	Bethany Lutheran Church, Englewood, CO
<b>Affirmation of Faith</b>		
03/10/2013	Tafoya, Pedro	
03/10/2013	Tafoya, Olghita	
<b>Marriage</b>		
8/17/2013	Abby Blackwell & Tim Zeckser	
11/30/2013	Jamie Jones & Noah Springer	

\*\*\*Addison Geer Zaccone was added to the Annual Report on 6/9/14.

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# 2013 - 2014 BUDGETS AND FINANCES

2014 Proposed budget		2013	2013	2014	2013 Budget
		Actuals (EOY)	Budget	Budget	Comparison
	General Offr	182617	184907	185038	131
	<i>Pledged income</i>	161124	164132	166628	2496
	<i>Non-pledging members</i>	15425	17875	15510	-2365
	<i>Identified non-members</i>	4135	1200	1200	0
	<i>Unidentified contributions</i>	1933	1700	1700	0
	Interest Income	2	0	0	0
	Foundation grant	75014	105821	110911	5090
	Thrivent grants	1208	700	700	0
	Lutheran Campus Ministry lease	4800	4800	3600	-1200
	Other income	11605	12400	9750	-2650
	<i>Building Use</i>	3825	2000	2000	0
	<i>Piano Maint Fees</i>	250	450	450	0
	<i>Concert Series income</i>	0	700	0	-700
	<i>Easter Breakfast Project</i>	150	50	100	50
	<i>Other gifts</i>	20	0	0	0
	<i>Other transfers</i>	0	0	0	0
	<i>PIM agencies - offerings</i>	5898	8000	6000	-2000
	<i>Special mission offerings</i>	1462	1200	1200	0
	<i>Poundstone Grants - mission</i>	0	0	0	0
	<i>Poundstone Grants - projs</i>	0	0	0	0
	<b>Total income</b>	<b>275245</b>	<b>308628</b>	<b>309999</b>	<b>1371</b>
101	ELCA	31259	30982	31000	18
102	Partners in Mission projects	0	0	0	0
103	Partners in Mission agencies	5242	8000	6000	-2000
104	Easter Breakfast Project	150	50	100	50
105	Special Mission Offerings	902	1200	1200	0
106	Poundstone Mission	0	0	0	0
	LCM Grant	0	0	2000	2000
	BOHO	0	0	1000	1000
	Pastor Discretionary Fund			1000	1000
	<b>Total Mission</b>	<b>37553</b>	<b>40232</b>	<b>42300</b>	<b>2068</b>
201	Pstr Salary	44157	51300	47671	-3629
202	Pstr Housing	28700	22000	46200	24200
203	Pstr Travel	242	2000	2000	0
204	Pstr Prof / Educ	1700	1700	1700	0
205	Pstr Pnsion	20283	21650	27823	6173
206	Pstr Wor Substitute	300	750	750	0
207	Pastoral Sabbatical	1000	1000	1000	0
210	Office Admin Sal	42499	39250	26208	-13042
	Bookkeeper			12480	12480
211	Music Director Salary	13101	23311	8000	-15311
	Organist Salary			6552	6552
212	Organist Substitute	300	600	600	0
213	Nursery Supervisor	1175	1040	1040	0
220	Employ Tax	4058	4800	4100	-700
221	Staff Support	23	400	400	0
222	Salary Increases	56	370	0	-370
223	Health Reimbursements	0	3000	0	-3000
230	Withholding	0	0	0	0
	<b>Total Personnel</b>	<b>157594</b>	<b>173171</b>	<b>186524</b>	<b>13353</b>

2014 Proposed budget		2013	2013	2014	2013 Budget
		Actuals (EOY)	Budget	Budget	Comparison
301	Worship Supplies	1821	1800	1800	0
302	Special Worship and Music	2336	5500	3000	-2500
303	Choir and Music	386	1200	1200	0
304	Lead Singers	9820	13500	14500	1000
306	Concert Series	0	700	0	-700
309	Piano Maintenance	980	900	1000	100
310	Organ Maintenance	308	550	400	-150
311	Youth Education	152	500	1500	1000
312	Adult Education	181	100	100	0
313	Youth	0	300	0	-300
314	Confirmation	0	700	0	-700
315	Library	83	0	0	0
321	Nurture Programs	0	900	900	0
331	Outreach	887	850	850	0
332	Communications/Marketing	1955	1200	1700	500
350	Leader Support	103	200	200	0
355	Call Expenses	9130	15000	500	-14500
401	Office Expenses	6993	6100	6100	0
402	Copier Lease	6338	7700	7700	0
403	Office Equip Reserve	500	500	500	0
404	Audit	1000	1000	1000	0
501	Lutheran Subscription	0	40	40	0
701	Conferences	1461	2000	2000	0
801	Maintenance	9122	7500	9000	1500
802	Utilities	11028	11000	11000	0
803	Insurance	6333	6300	6560	260
804	Equipment	0	0	0	0
805	Licenses and Permits	221	225	225	0
806	Cleaning Personnel	7960	7960	8400	440
810	Emergency Fund	1000	1000	1000	0
820	Energy Efficiency Fund	0	0	0	0
901	Poundstone Projects	0	0	0	0
	<b>Total Program</b>	<b>80098</b>	<b>95225</b>	<b>81175</b>	<b>-14050</b>
	<b>Total Expenses</b>	<b>275245</b>	<b>308628</b>	<b>309999</b>	<b>1371</b>

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# ROSTER OF LEADERS AND STAFF

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## CONGREGATION COUNCIL

Janet Fox .....President  
Diana Anderson ..... President-Elect  
Carol Codrescu..... Past President  
Carol Dozier..... At-Large Member, Secretary  
Bruce Matheson ..... Treasurer  
Martin Gerra..... At-Large Member

## GRACE FOUNDATION BOARD OF DIRECTORS

Dave Zeckser .....President  
Donna Rohde ..... Vice President  
Delphia Hess ..... Vice President  
Charley Zabel..... Treasurer  
Anne Peterson ..... Secretary

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Greg Niesen (not a board member, appointed).....Property and portfolio management  
Pastor Janice Kibler .....Ex-Officio Member

## AUDIT COMMITTEE

Pete Tafoya ..... David Bartlett  
2013-2016 ..... 2013-2015  
Tom Dozier, chair  
2011-2014

## NOMINATIONS COMMITTEE

Art Ray ..... Jan Stubenrauch  
Greg Niesen

## STAFF

Rev. Janice E. Kibler ..... Pastor beginning 10/27/13  
Rev. Allan Bjornberg ..... Interim Pastor through 10/20/13  
Karen Rose Nelson ..... Office Administrator through 10/31/13  
Lavonne Raeunbeuhler ..... Office Administrator 11/1/13 – 12/31/13  
Amy Munding ..... Office Administrator beginning 01/01/14  
Jody R. .... Bookkeeper beginning 12/26/13  
Tom Liddell ..... Organist beginning 09/01/13  
Anne Peterson ..... Interim Director of Music 01/30/13 – 08/30/13  
Karen Rose Nelson ..... Interim Organist 01/30/13 – 08/30/13  
Jonathan Cole ..... Director of Music beginning 09/02/13 – 12/30/13  
Jeffrey Seppala ..... Director of Music beginning 01/26/14  
Rayo Rodriguez ..... Custodian  
Corrina Briggs ..... Nursery Attendant

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