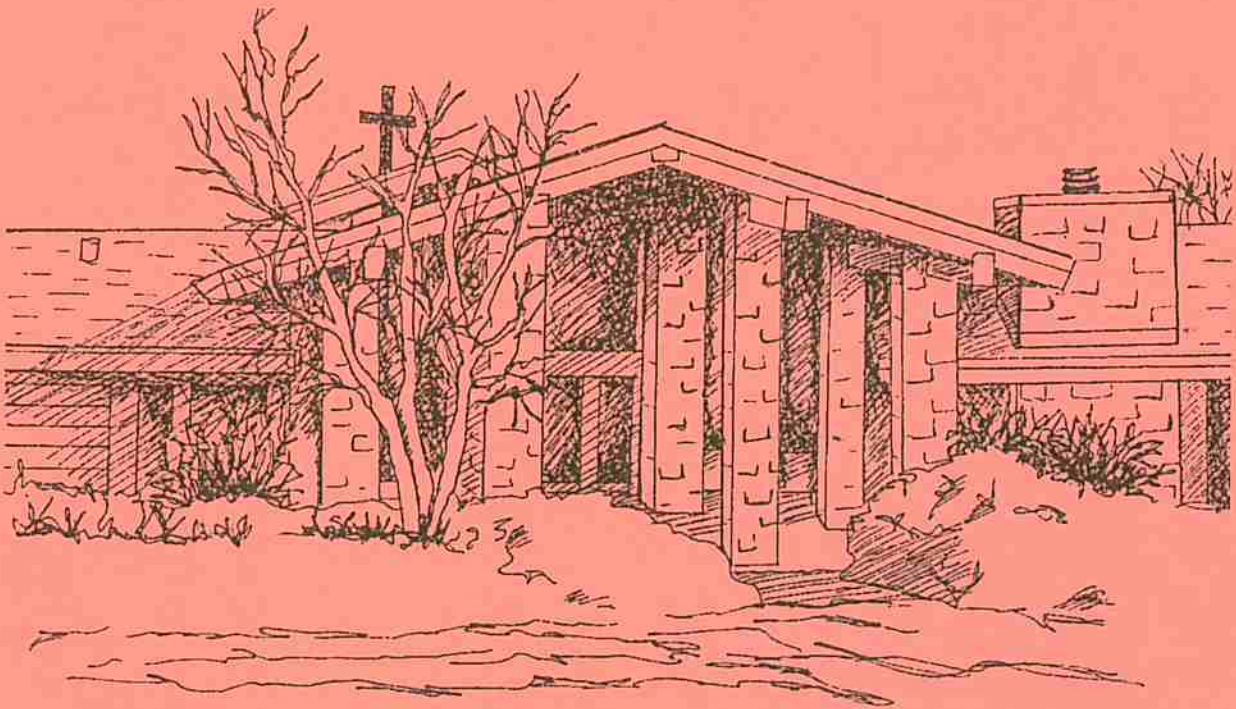


Gloria Dei Lutheran Church

2019 Annual Report



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GLORIA DEI LUTHERAN CHURCH
"MAKING CRHIST KNOWN"

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Table of Contents

Page

1	Meeting Agenda
2	Current, Appointed & Nominated Positions
3	2019 Meeting Minutes
4	President's Report
4	Stewardship Report
5	Parish Ministry Report
6	Capitol Campaign Report
6	Sunday School Report
6	Vacation Bible School Report,
6	Worship & Music Report
7	Building and Grounds Report
7	Youth Group Report
7	Strategic and Long-Range Planning Committee
8	Outreach Team Report
9	Dinner Theater Report
9	Scrip Report
10	Fellowship Report
10	Treasurer's Report
11-13	2019 / 2020 Budget Detail

*Gloria Dei Lutheran Church
Annual Congregational Meeting*

January 26th, 2019

AGENDA

Welcome – President Karen Ebert

Opening Devotions – Reverend Jim Liddle

Approval of Minutes
January 27, 2019 Annual Meeting

Budget Presentation and Approval: Dave Hoban

Nominations and Elections of Council Members and Officers: Karen Ebert

Nomination for a 3-year term to Audit Committee: Karen Ebert

Appointments to: (Nominations from the floor)

- Nominating Committee – two non-council members
- Synod Assembly – 2 delegates (male & female)-
- Green Bay Conference – 2 delegates (annual mtg)-
- Manitowoc Cluster- 2 delegates (1-2 mtgs a year)-
- Crossways Lutheran Camping Ministry- 2 delegates-
- Annual Meeting Fond du Lac Lutheran Home-

Profile Committee Final Report (Information Only)

Closing Prayer: Dave Kohls

Adjournment

Thank You to Our Council Members

Barb Spiegel - Recording Secretary
Roxann Ruechel
Ruth Camomilli
Julie Schaefer

Thank You to Audit Committee

Jaremy Cobble
Greg Ruechel
Cheryl Heller

Outgoing Council Members

Jerry Jensen
Dianne Fett
David Hoban*
Karen Ebert*
David Kohls*

(* eligible and willing to run for another term)

Mutual Ministry Team

Currently not needed

Special Thanks

Becca Zimmermann—*Youth Group*
Al Fett—*Stewardship Team*
Raeline Springstroh—*Worship & Music*
Dee Langohr—*Memorial Fund*
Mike Hetzner—*Outreach Team*
Cheryl Heller—*SCRIP*
All members in congregation who helped on *Property Team*

Nominating Committee

Dianne Fett
Joe Janicek
Coleen Allee

2019 Statistical Report

Baptized Members

163

Confirmed Members

117

Number of Households

67

Worship Services

101

First Communion

0

*51 Sunday; 35 Wednesday; 5 Lent; 3 Advent
1 Ash Wednesday; 1 Maundy Thursday,
2 Good Friday, 1 Kiel Picnic Ecumenical
1 Thanksgiving Eve, 1 Christmas Eve*

Confirmations

1 Zoe Zimmerman, Xander Zimmerman, & Nealey O'Brien

Average Weekly Attendance

Sunday: 46 (51 of 52 Sun. reported)
Wednesday: 16 (All Mid-Week Worship)

Marriages

0

Members Received

11

Baptisms

2 Lilyan Rose Schreiner, Aiden Schultz

Members Removed

0

Burials/Deaths

0

Members Reclassified to Inactive

19

Gloria Dei Lutheran Church
Annual Congregational Meeting Minutes
January 27, 2019

Welcome: President Joe Janicek

Call to Order: Quorum was met per David Kohls.

Opening Devotions – Reverend Jim Liddle

Approval of Minutes from February 11, 2018: Motion Annette Pleshek to approve minutes, second Michael Hetzner. Motion carried.

Budget Presentation and Approval: Dave Hoban provided an extensive 2019 budget and answered any questions. Motion to accept 2019 as presented Dianne Fett, second Dick Welsch. Motion carried.

Nominations and Elections of Council Members and Officers: Joe Janicek present the ballot: President – Karen Ebert, Vice President – Dianne Fett, Secretary-Barb Spiegel, Treasurer-David Hoban, Ruth Camomilli – at large, Julie Schaefer-at large and Roxanne Ruechel-at large. There were no nominations from the floor. Motion to accept the ballot as presented by Annette Pleshek, second Sue Salzsieder. Motion carried.

Nomination for a 3-year term to Audit Committee: Joe Janicek
Jeremy Cobble and Greg Ruechel volunteered to serve. Motion to accept volunteers Anne Sellen, second Wayne Zwart. Motion Carried.

Appointments to: (Nominations from the floor)

Nominating Committee – two non-council members Joe Janicek & Coleen Allee volunteered. Motion Michael Hetzner, second Karren Cobble to accept volunteers. Motion carried.

Synod Assembly – 2 delegates (male & female)- May 17-18 No volunteers

Green Bay Conference – 2 delegates (annual mtg)- No volunteers

Manitowoc Cluster- 2 delegates (1-2 mtgs a year)- Cheryl Heller and Michael Hetzner volunteered. Motion Dianne Fett, second Roxann Ruechel to accept volunteers. Motion carried.

Crossways Lutheran Camping Ministry- Tina & Annie Puro volunteered. Motion Annette Pleshek, second Dick Welsch to accept. Motion carried.

Annual Meeting Fond du Lac Lutheran Home- Michael Hetzner volunteered to attend. Motion Kathy Welsch, second Jeremy Cobble to accept volunteer. Motion passed.

Closing Prayer: Dave Kohls

Adjournment: Motion to adjourn Brenda Kobs, second Gary Meyer. Motion passed.

PRESIDENT'S REPORT 2019

God has certainly abundantly blessed Gloria Dei in the past year. From the dark cloud of uncertainty about our future, God has led us on a slow but steady path toward a brighter tomorrow. I recently heard someone outside the congregation say, "Gloria Dei, the little church that thinks it can, and usually does". Let's take a look at what we 'did' this year. We set financial goals and MET them! We continued to reduce the mortgage maintaining a steady monthly payment rate and adding about \$12,000 through a capitol campaign. More people volunteered and kept our committees and programs running. We were visible in the community with our fund raisers and service projects. The congregation received more new members than in recent history. The synod gave us the nod to begin the search for new pastoral leadership through shared part time ministry. A Profile Committee was formed and just recently completed its work in preparing the necessary information to give candidates a clear picture of who we are and what we desire in leadership. Work on updating the constitution has been completed and waiting for approval from the council and congregation. Building maintenance needs were met and future plan set in place. Both council and the planning committee continue to seek new goals for the coming year. Those are a few of the highlights.

With the good news comes some caution. In no way are we in a position to 'rest on our laurels'. There is much more work to accomplish. We need the continued support of everyone to maintain where we are and move even closer to some of our long-range goals. New members would be welcome for all our committees. While more people volunteered this year, it is still a small minority of our membership. We can do better in this area. Financial support will be critical as we stretch ourselves in new and upcoming needs. Continued prayer that we discern God's plan for us as we move forward. Support as we form a Call Committee. Please stay vigilant in your attendance, welcoming visitors, financial stewardship, and prayer.

Like everyone else, I thank God for His gifts and pray that we stay close to Him and the desires He has for the people at Gloria Dei.

Karen Ebert

STEWARDSHIP REPORT 2019

Stewardship was again very active in 2019. As Gloria Dei continues to make progress, see impressive growth and move forward, it is important that the gifts of time, talents and treasures are used and focused on the mission of our ministry.

With this growth in membership, a need to help everyone understand what we are called to do as stewards of God's gifts and grace to us, is the foremost task of Stewardship. One of the ways Stewardship approached this was to bring back our Stewardship Fair. The event brought back many good memories and was well participated. It was a day of fun with the spotlight on the opportunities open to the congregation to serve, give of themselves and work towards our mission of Making Christ Known.

The congregational financial health continues to improve and become stronger. This is due to the strong commitment of our members and the support by our new members. This has enabled Gloria Dei to continue to make strides through our capital fund. It is truly amazing how God has blessed this congregation. As this continues, our overall financial picture continues to improve and the positioning for a called pastor is actively being discussed. The committee has discussed how to provide a contingency type fund in the event a pastor is called and being prepared for the next steps.

Another part of our stewardship has been opening our doors to the Pentecostal congregation. This harkens back to Gloria Dei's early years when First Presbyterian opened their doors to us. This has been another way God has guided us to be good stewards of His gifts and grace. We have been blessed and are able to share those blessings outside our walls. As we move into 2020, we can look forward to being on the upward trajectory God has planned for us. If we continue to put our trust in Him and His guidance, we will be successful in our mission.

Al Fett, Jerry Jensen, David Hoban, Dave Kohls

PARISH MINISTRY REPORT 2019

As Director of Ministry, I help keep an eye on both the operational and ministerial sides of Gloria Dei. The year of 2019 was an adventurous ride for Gloria Dei. The number one operational goal was to successfully make the budget. This goal was made, with thanks to the entire congregational family. As a result, the ministry of Gloria Dei continues to thrive. The upcoming year of 2020, will have some additional challenges, as we look at our "Growing Edges". The summary printed below will support this belief.

Financially: We made our budget plan! YAY!! Our income for general expenses was \$106,157, with expenses of \$105,972. Our Capital Campaign was successful for the third year in a row. We asked for \$10,000 and raised \$12,844. I would be remiss, if I did not applaud both the congregation for their generosity, but all the groups that helped support and supplement our financial goals: Brat Fry, Bake Sales, Dinner Theater, Women's Retreat, Lenten Soup Suppers, Empty Bowls, Rummage Sale, and others.

Programming: During 2019, Gloria Dei continued a wide variety of activities and Out Reach ministries. Gloria Dei held their Annual Rummage Sale again, Dinner Theater, Vacation Bible Camp, Fall Fun Fest, Gingerbread House – Women's Retreat, and the semi-annual Highway Clean-Up. Our Youth Group, under the leadership of Becca Zimmerman started a youth project called "Super Santa Soup Supper", hosted movie nights, and Mystery Parties. The "Ministry Opportunity Table" has helped keep projects visible. Again for 2020, any project undertaken, must have a project leader and project helpers in order for the project to be undertaken. Also, for any project that uses the kitchen, must have a clean-up committee. If there is insufficient interest, a project or activity is canceled.

Ministry: For 2019, Gloria Dei continued utilizing the ministry of the Reverend Jim Liddle to be our Regular, Intentional Supply Pastor. Jim has embraced his role with Gloria Dei, with an openness. The ministry model we are using, is not utilized anywhere else that I know of; however, with the help of the congregation, we have made it work and has helped lead to some growth. Jim's duties are more than preaching, but less than what would be expected from an Interim. Jim has been faithfully visiting our shut-ins, our inactive members, and our less-than-active active members.

Liturgically: Utilizing Sundays and Seasons, the ELCA sponsored lectionary calendar, my mission is to create meaningful worship services that primarily uses our Low-Liturgy format, Setting 5 from the With One Voice Songbook, and Setting 2 from the Lutheran Book of Worship. Special liturgies are introduced for special services as necessary, at my discretion, with the input from the Worship and Music Committee.

Hopes and Dreams:

This year will be test the character of Gloria Dei. Everything done over the last two and one-half years has been with the plan and intention of rebuilding and regrowth. With continued thanks to the congregation and church council for continuing to support ideas and concepts that are "outside the box".

As I look at the upcoming year, I see several things that really should happen:

Again, achieve the income required to support the general operating budget, without relying on brat fries, bake sales, dinner theater, and other fund-raising events.

Use fund raising events to support various local and regional needs ministries. While we give thanks to God for the good things we have, we are asked to look outside the doors of Gloria Dei for opportunities to serve and minister.

Support the formation of a Call Committee. Without a Call Committee, Gloria Dei cannot move forward.

Develop training opportunities for new lay assistants and lay leaders.

Continue to utilize electronic media for on-going communication.

Create a training opportunity for others who would like to learn more about Lutheran Liturgy and setting up worship services for Gloria Dei.

I will be pulling back from some of the tasks that I embraced over the two and one-half years, while at the same time, writing more process procedures that can be followed. One of our "Growing Edges" is that Gloria Dei is still a "**congregation in transition**". Between Jim and me, we have filled many gaps in our church operations; however and particularly, during a time of transition, the congregation is expected to become more involved. And while there is some evidence of that, a little bit more is needed. I will specifically address those needs within the next couple of months.

In conclusion: It has been a joy to watch Gloria Dei regain some of our inner strength once again. It has been a privilege to pray with, worship with, and be accepted at Gloria Dei, where we are work on how to "Make Christ Known". And remember that God does love each and every one of you and...

Dave, Director of Ministries

CAPITOL CAMPAIGN REPORT 2019

2019 was the third year of our dedicated Capital Campaign drive. Our goal was to raise \$10,000. Thanks to the generous giving and bake sale fund raising, we sent Mission Investment, (our mortgage holder) \$12,843.72. This payment in addition to our regular payment reduces the mortgage term. The current rate is 4.625% and the expected maturation date will be 10/1/2027.

SUNDAY SCHOOL REPORT 2019

Sunday School meets after worship from September through May. There are two classes: pre-K to 1st grade and 2nd grade and up. There are approximately 6-10 kids for Sunday School each week. Both groups switched to a curriculum from Sparkhouse called Whirl Classroom. It teaches kids about the Bible with concepts designed for their level and also uses short videos to engage the kids. On December 22, 2019, 17 Sunday School kids presented their Christmas program.

VACATION BIBLE SCHOOL REPORT 2019

Vacation Bible Camp 2019 was a success! There were about 18 campers throughout the week of July 15-19. The kids really enjoyed each other and grew in their faith and service. A big thanks to the three counselors from Crossways: Megan, Morgan and Teressa. The campers learned several new songs and focused on the theme of "Transformed Community: God's Agent of C.H.A.N.G.E." The kids were also involved in several service projects throughout the week. Boxes of cereal were collected and delivered to Rays of Hope in Kiel. The campers walked to Oak Creek Assisted Living to sing songs perform skits, and play bingo with the residents. They made crafts that were given to the Meals on Wheels program to distribute. At worship on Wednesday evening, the kids showcased a skit and some of the songs they learned. In addition the campers learned about animal care from Ian & Sanja Arndt. Thank you to the VBC leaders Laura Hoban, Becca Zimmerman, Tina Puro, and Colleen Allee and to the teenage helpers. Thank you to everyone who donated food for the campers during the week and to all who donate money to noisy offerings all year long. The kids really grow in their faith and friendships with each other throughout the week. VBC 2020 is already scheduled for July 13-17 with Crossways.

WORSHIP AND MUSIC REPORT 2019

Members of this committee for 2019 were: Rev. David Kohls, Barb Spiegel, Doug Everson and Raeline Springstroh. Ruth Camomilli attended the meetings as a liaison between the council and committee. Once again, we planned the services for all the special liturgical seasons, decorate the church, changed out the Alter Linens and banners per season and discussed music choices. This committee also orders the flowers for Easter and Christmas, coordinates all the supplies for communion, Baptisms, Confirmation and Weddings. Barb assigns all the worship assistants for every Sunday including Readers, Greeters, Ushers, Communion Setup, and Acolytes. In 2019, we purchased more children's bibles, candles, and banners to be used for our services. Doug and Dave took on the task of recording music in case Doug is not able to make a service to play for us in person. We are looking forward to 2020, with the same committee members as well as Nealey O'Brian.

BUILDING AND GROUNDS REPORT 2019

Routine maintenance and upkeep of the church and property continues. Thanks to the generous support from the congregation and Scrip, a new furnace and air conditioner for the wing where the offices and Sunday school rooms are located was able to be installed this year. Three of the furnaces needed maintenance and were able to be fixed. Terry Erickson replaced all the filters in the furnaces in October 2019. (Thank you Terry Erickson!) The urinal in the men's bathroom was also repaired this year. (Thank you Hugh Springstroh!)

There is a rodent problem especially in the church kitchen and steps are actively being taken to eradicate this problem. The parking lot is scheduled to be resurfaced in spring 2020. Thank you to the Dinner Theater for their support on this project.

The service door on the garage will be replaced in spring 2020. (Thank you Darryl Schaefer!)

Projects on the radar include repairing the fascia/soffits on the exterior of the church, removal of the mildew that has been noted on the exterior of the church, and painting the interior of the church.

A huge thank you goes out to Joe Muellenbach for his continued service with lawn care and snow removal.

The Building and Grounds Committee has committed to starting to meet on a more regular basis and putting an action plan together on how to move forward with completing tasks.

Thank you to the talented and willing group of guys who make up this committee.

Respectfully submitted,
Julie Schaefer

YOUTH GROUP REPORT 2019

This year the youth group did many fun activities. Early in the year we had a movie night where we watched Iron Will. Next, students helped out with Empty Bowls in February. Early in the summer we had a trip Mulberry Farms (so cute!). Later in the summer we had a mystery party. Finally, in December we held our second annual Souper Santa Supper where we wrapped gifts while others enjoyed soup and fellowship. So much fun this year and we hope to do more in the coming year.

Submitted by: Becca Zimmerman
Treasurer

Strategic and Long Range Planning Committee

Let me begin with a large thank you to all who participated in and being part of the committee. It has been a privilege and honor to serve on this committee. A special thank you to Karen Ebert, Dave Kohls, David Hoban, "Louie" Lecker, Dick Welsch, and Allan Fett. With your involvement were able to cross off completed goals, reset those that still needed work and consider the direction our church on an ongoing basis. Granted there remains work to be done.

The Strategic and Long-Range Plan is a committee that addresses the overall health of Gloria Dei. The health improvement is accomplished through a series of written goals with tasks. The goals are reviewed annually and can change to address foreseen needs.

Goals for 2019 were set for developing a leadership structure, develop a plan for leadership training, cultivate a spirit of generosity and gratitude through acknowledgement of gifts and blessings.

The committee is formed by general membership, council, and financial committee members. The team is open to and encourages confirmed Gloria Dei members to join. A lot of progress was made this year by the Profile Committee in discovering who we are as a congregation. Much of what they accomplished can and should be incorporated in our Long-range planning decisions. Thank you for your hard work.

Have a blessed year, Jerry Jensen/ committee member

OUTREACH TEAM REPORT 2019

Outreach Team meets quarterly to facilitate and encourage projects that reach out to our members, our community, and the larger world. Some of our projects overlap with those of Fellowship Committee. All Gloria Dei members are invited to attend our meetings. Current active team members include Mike Hetzner, Coleen Allee, Dianne Fett, Becca Zimmerman, Raeline Springstroh, Dave Kohls, Jim Liddle, and Roxie Ruechel, Council Liaison.

Letters introducing Gloria Dei to new families in local communities are sent out using Zillow to identify people who have bought homes in the area. (Raeline)

Visitor Liaison—Greeters are being trained to identify visitors at worship service each week and encourage them to sign the guest book on the lectern near the worship area entrance and take a brochure. Outreach Team members also do this. Approximately eight loaves of bread with a welcome note were then delivered to visitors' homes. (Raeline)

Cookies to college kids were packaged and mailed March 3 and November 3.

Meals to members in need—Using a \$250 grant from Thrivent, food supplies are being made available with recipes for people to deliver to Mike and Carol Field. (Annette Pleshek, Dianne, Brenda Kobs) We also discussed reviving a program to bring meals to any members who are ill, recovering from surgery, have new babies, or are grieving.

Highway Cleanup—10 people helped out May 25 and October 9. (Mike)

Food Drive items are collected at worship the third week of every month and delivered to local pantries.

Bale Sales this year in May, June, July, and August totaled \$3090.68, with \$2,781.61 to capital campaign, \$309.07 to benevolence, and \$100 to change. (Pat Jensen)

Rummage Sale September 13, 14, 20, 21 totaled \$1,753.50. (Ruth Camomilli)

Brat Fry April 27 raised more than \$500 with \$50 donation going to New Holsten food pantry and the rest to Gloria Dei pastor fund for purchase of altar supplies. (Hugh & Raeline Springstroh)

Road America volunteers—2-4 people participated June 4 and July 2, raising money for general fund. (Roxie)

Future Plans

- 1) Tables of Eight are being planned for the coming year.
- 2) Empty Bowls is being planned for February 23.
- 3) AED at GD? Contacting local agencies—likely can be obtained at no cost but may require some training of members.
- 4) Pentecostals are sharing our building for worship services Sundays at 11:00. Planning a welcoming reception for them, perhaps a casserole luncheon after their service.
- 5) Sanctuary Church (declared by ELCA)—We already have gift cards available for people in need. Jim will talk with other local churches at ecumenical group about coordinating activities.
- 6) Invite close neighbors, especially those new to your neighborhood, to GD. (Jim)

Submitted by Mike Hetzner

DINNER THEATER 2019 ANNUAL REPORT

Profits for 2019 we not quite as good as 2019. Because both weekends were in May our attendance wasn't good. Dinner theater expenses were also up. Profits for 2019 were \$2,904.30. Roxie Ruechel was our chef this year and she did a fantastic job.

Joe Janicek, with a little help from his friends, has volunteered to take on the production Dinner Theater for 2020. He has a script picked out and a chef lined up, so the Not Yet Ready for Divine Time Players are well on their way for our 19th production. The production dates are April 24, 25 & 26 and May 1 & 2. Setting the stage will take place on Saturday April 18 and Sunday April 19. Striking the set will take place on May 3.

NYRFDDTP has \$8,000 available for Gloria Dei needs. We have already agreed to do matching funds for the repaving and stripping of the parking lot. We would love to match funds for any other projects. Again, this year we will place ads in the local papers to promote Gloria Dei.

FINANCIAL BREAKDOWN

2018 Ending Balance		\$ 7,918.12
Income		
2018 Ticket Sales	\$5,874.00	
Interest	\$ 0.24	
Total Income		\$5,874.24
Expense		
Advertising for NYRFDDTP	\$ 600.00	
License & Scrip Fees	\$ 615.43	
Food for Dinner Theater	\$1,168.39	
Misc. Expenses	\$ 333.02	
Gift for Roxie	\$ 253.00	
Total Dinner Theater Expenditures	\$2,969.94	
Expenditures for Gloria Dei		
Advertising	\$1,480.80	
<u>Matching funds for laptop</u>	<u>\$ 127.98</u>	
2019 Total Expenses		\$4,578.72
Ending Balance 2019		\$9,213.64

Respectfully Submitted
Dianne J. Fett

SCRIP REPORT 2019

We started the year with \$3311.37.

We wrote a check to church for \$1905.00 for replacing the HVAC unit for the Sanctuary

Our current ending balance is \$2699.06.

This will be my last SCRIP report as I am stepping away from these duties after many years. Ann, the church secretary, will be ordering the scrip and doing the clerical end of the job. We will still need church members to sell on Sunday's and Wednesday's. We have already had a number of people step up and offer to help sell. Thank you so much!

Please continue to purchase scrip for large and small purchases. If there is something you'd like kept on hand, or in different denominations, I will be helping Ann as we go through the transition. Please feel free to contact either of us with questions or special orders.

If you are not sure of the denominations available or what percentages SCRIP offers please check them out at www.shopwithscrip.com, or search Great Lakes SCRIP for more information.

A final note of thanks to all who have helped me through the years! God Bless you all!

Cheryl Heller

FELLOWSHIP ANNUAL REPORT 2019

This past year was a re-start for Fellowship after it had been previously reorganized with Worship & Music and Outreach. Some of the year's events/activities included (which on occasion were in conjunction with other groups): Empty Bowls (February); Soup/Suppers (Lent); Road America Lions Concession Stand (June & July); Bake Sales (all summer); Dinner Theatre (April/May); Fall Fun Fest (November); Christmas Caroling (December); and Coffee Hour. Some events were better attended than others. I would like to THANK everyone who helped or had any part of the aforementioned events!

This next year keep an eye out for some of the same events/activities, starting with Empty Bowls on February 23rd from 4:00 to 6:00pm. We have combined coffee/fellowship hour with the Pentecostals on Sunday mornings between the two services. Please take a moment and introduce yourself, they are a wonderful, friendly group. We are looking to host a "Welcome Luncheon" for them in the near future – please consider be part of it! Also, Tables of 8 are back! Please sign up on the Mutual Ministries table – the more, the merrier! The Chili Cook-off and Spaghetti Dinner are also being considered sometime this year.

Thank you again for helping this year go smoothly and I am looking forward to the upcoming year.

Roxann Ruechel

Treasurer's Annual Report 2019

A summary of Gloria Dei finances is given on the following pages. The first page shows the income and expenses compared to the budget and shows the proposed budget for 2020. The second page highlights the activities of the Capital Campaign, the mortgage debt, savings account, Memorial fund and the checkbook. The third page gives information on the benevolence giving of the congregation and the summary of the funds specially raised for building projects.

The 2019 budget had predicted expenses to exceed income by \$14,885. However, the congregation increased giving more than predicted and the year ended with income exceeding expenses by \$185. Overall, the expenses were about \$1,000 more than budgeted. However, there was \$1,391 spent on furnace repairs.

The proposed 2020 budget income is based on the received pledge cards and looking historically at the amount of funds received that are not pledged. The income does not include any fundraiser activities nor relying on other income sources such as SCRIP. Gloria Dei receives income from the Thrivent Choice program from congregation members that have accounts with Thrivent and make use of the program. A small amount is factored into the budget as it has provided income for several years.

The proposed 2020 budget expenses include an increase for all staff (Supply Pastor, Director of Ministries, Lay Minister, Organist/Choir Director and Secretary). The building and grounds budget has increased to account for at least a small amount of unpredictable expenses. Also, the grass and snow expenses has averaged \$1,900 over the last 7 years and this was not accounted for appropriately for 2019. A new line item for church cleaning has been added to the budget that has not been present in years past. However, the volunteer-based effort over the last few years has been sporadic and not sufficient to maintain the building. Overall, the proposed 2020 budget has expenses exceeding income by nearly \$5,000.

The 2019 Capital Campaign raised \$12,843.72 which was greater than the \$10,000 goal. The money raised on the campaign went toward paying down the mortgage.

In 2019, the congregation raised \$750 to spend on benevolence through the bakes sales, rummage sale and working at Road America with the Elkhart Lake Lions. As noted, there are many other benevolence projects that did not get captured in this total.

Outside of the budget, the congregation has raised money to be used for special building projects. A new furnace was installed this year from this effort. Some money from the SCRIP account and from the savings account were also used to fund the furnace. The next special building project that has been identified is to resurface the parking lot. There was \$3,308 remaining at the end of the year to go toward that project. This is planned to occur in spring or early summer. Also, the Dinner Theater has offered to match funds for the project which is not included in the total above.

Submitted by David Hoban

GLORIA DEI LUTHERAN CHURCH

2019 Financial Report

	-----2019-----			-----2020-----
	<u>Budget</u>	<u>Actual</u>	<u>Difference</u>	<u>Budget</u>
OPERATING INCOME				
Offering Revenue	\$ 88,000	99,960	11,960	108,889
Special Offerings	\$ 900	1,630	730	1,300
Scrip	\$ 0	0	0	
In-Kind	\$ 350	795	445	350
Misc. (includes flowers)	\$ 120	1,166	1,046	500
Thrivent Choice	\$ 700	2,606	1,906	700
TOTAL INCOME	\$ 90,070	106,157	16,087	111,739
OPERATING EXPENSES				
Staffing				
Pastor Salary	\$ 0	0	0	
Supply Pastor (mileage included)	\$ 21,000	21,506	(506)	23,200
Lay Minister	\$ 4,800	4,650	150	6,000
Director of Ministry	\$ 7,500	7,500	0	8,400
Organist/Choir Director	\$ 9,090	9,090	0	9,900
Secretary (15h/wk \$12.25/hr)	\$ 9,547	8,580	967	10,140
Payroll Taxes	\$ 2,800	2,692	108	2,940
Mortgage	\$ 30,708	30,708	0	30,708
Insurance	\$ 3,300	3,671	(371)	3,670
Church/Grounds Maintenance				
General Building Maintenance	\$ 750	2,102	(1,352)	2,500
General Grounds Maintenance	\$ 750	2,146	(1,396)	2,500
Electric	\$ 1,800	1,937	(137)	1,900
Gas	\$ 4,800	3,373	1,427	4,200
Recycling/Rubbish Collection	\$ 210	205	5	210
Telephone/Internet	\$ 1,560	1,719	(159)	1,710
Cleaning (\$150/mo)	\$ 0	0	0	1,800
Education				
Sun. School/Confirmation Expenses	\$ 0	239	(239)	500
Office Expenses				
Office Equipment Expense	\$ 2,200	1,778	422	2,000
Office Supplies	\$ 400	241	159	400
Postage/Mailing Expense	\$ 450	242	208	450
Printing Expenses	\$ 0	0	0	
Simply Giving EFT Fees	\$ 300	306	(6)	330
Software-ICON	\$ 888	888	0	888
Web Site Fees	\$ 192	192	0	195
Miscellaneous				
Miscellaneous	\$ 200	128	72	200
Advertising	\$ 360	0	360	300
Synod Assembly	\$ 100	0	100	100
Fellowship	\$ 150	314	(164)	200
Worship Expenses				
Art/Design/Flowers Expense	\$ 450	946	(496)	500
Worship/Music/Comm. Supplies	\$ 650	822	(172)	750
TOTAL EXPENSES	\$ 104,955	105,972	(1,017)	116,591
INCOME MINUS EXPENSES	(\$14,885)	\$185		(\$4,852)

2019 Financial Report

	-----2019-----		---2020---
	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>
Capital Campaign Revenue	\$ 10,000		10,000
Capital Campaign Payment	\$	12,843.72	10,000
NET	\$	2,844	above our goal!

* \$8,109 has been pledged to 2020 Capital Campaign

Mortgage balance 1/1/2019	\$	231,416.49
Mortgage balance 1/1/2020-approx.	\$	184,100.00

*Rate is 4.625%. Maturation date 10/1/2027

	<u>Balance</u>	<u>Funds In</u>	<u>Funds Out</u>
2019 Start	\$ 3,367.83		
Used for Special Building Projects			3,364.36
Rent from Pentecostals		1,200.00	
Interest		1.62	
2019 End	\$ 1,205.09		
Net Change	\$ (2,162.74)		

* Pentecostals will continue to pay \$400 per month. Those funds are being put into the savings account for future action and not rolled into the budget as income.

	<u>Balance</u>	<u>Funds In</u>	<u>Funds Out</u>
2019 Start	\$ 1,035.60		
Donations		150.00	
Music-floppy disks			57.88
Sunday School circul.			207.87
Computer monitor			121.31
Banners (2)			152.17
2019 End	\$ 646.37		
Net Change	\$ (389.23)		

*\$333.36 Designated Worship & Music and \$313.01 is undesignated.

	<u>2018 End</u>	<u>2019 End</u>	<u>Difference</u>
Checkbook	\$16,963.08	\$21,517.14	\$4,554.06
Savings ("Building Fund")	\$3,367.83	\$1,205.09	(\$2,162.74)
Memorial Fund	\$1,035.60	\$646.37	(\$389.23)

*SCRIP, VBC, Youth, and Dinner Theater have separate accounts

GLORIA DEI LUTHERAN CHURCH

2019 Financial Report

BENEVOLENCE

2018 Carry over	\$	290.03		
2018 (paid in March 2019)			290.00	
Fond Du Lac Lutheran Homes				100.00
Crossways Ministries				100.00
East Central Synod				90.00
*remaining 3 cents rolled into 2019 income				
2019 Benevolence Funds Raised	\$	748.40		
Brat Fry 4/27			243.00	
Bake Sales (4)			309.07	
Rummage Sale			166.33	
Road America Elkhart Lions			30.00	
2019 Benevolence Dispensed			750.00	
New Holstein Food Pantry	\$			50.00
ELCA Mission Support	\$			400.00
Fond Du Lac Lutheran Homes				100.00
Crossways Ministries				200.00
NET Remaining	\$	-1.60		

Note: There are other benevolence projects that are not captured in our report such as Women's retreat donation to ginger bread houses, monthly food pantry donations, activities of VBC and Youth. Empty Bowls is a separately operated activity but for reference it raised \$438 for local food pantries.

SPECIAL BUILDING PROJECTS = projects not included in 2019 budget

Special Funds Raised	\$	4,008.97		
Transfer from savings	\$	3,364.36		
Transfer from Scrip fund	\$	1,905.00		
Total Expenses				
New furnace	\$		5,970.00	
NET-remaining	\$	3,308.33		

*Parking lot resurfacing planned for spring 2020

