

GRACE LUTHERAN CHURCH

Gathering in grace, growing in faith, serving in love

December, 2021

Pastor's Ponderings



Pastor's Ponderings –

Advent is a time of waiting. Now, I know it doesn't seem like that. To us grown-ups, Advent feels like a time of frantic rushing and preparing and doing. Because for our culture, Advent has pretty much disappeared (except for the beer-themed and wine-themed Advent Calendars, which I'd argue are simply countdown-to-Christmas calendars). The waiting and longing of the Advent season seem very foreign in our culture. For many of us, we almost dread the arrival of Christmas because we're not sure we'll get everything done on time. Or maybe we're counting the days until it's all over and we can just collapse in exhaustion. I'm here to tell you that this isn't the intent behind the Advent season.



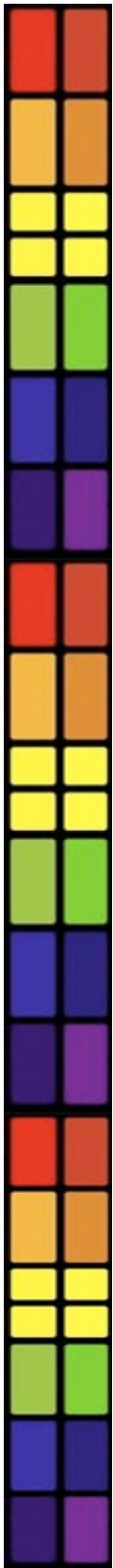
Have you ever had a health issue that you needed to have addressed, but you waited weeks and months for appointments, tests, results, treatments, etc.? I've learned a lot about that kind of waiting this year. Let's just say, sciatic pain is no joke. Once you check off one step in the healing process, you wait for another and another. The waiting is endless, yet still you know it's important and will bring healing to brokenness eventually. But the waiting for eventually can be trying.

Or do you remember what it felt like as a kid, waiting all those long December days for Christmas to arrive? That sense of anticipation, the excitement, the wonder? THAT is the kind of waiting that Advent is meant to bring. Still, that kind of waiting is difficult. It's the kind of waiting we've all been doing for 20 months, waiting for COVID to go away. That waiting has given us a little taste of the kind of waiting God's people did as they hoped and longed for a Messiah for years, for generations, for centuries. After having struggled and suffered, they knew there were better days ahead, but they just weren't sure when those better days would arrive. Sound familiar?

But Advent is here to remind us that those challenging days or waiting are well worth it. For our ancestors in the faith, the birth of Jesus was well worth the wait. Forgiveness was worth the wait. Salvation was worth the wait. And while we already know what we're waiting for, we're called to wait anew, to contemplate the hope that Jesus brought us and brought the world. So while our culture is filled with bright lights, joyful songs, and "Merry Christmas!" right now, we're called to take a step back, to settle in for a little wait, to soak in the wonder of Advent, and to dwell in the hope that people of faith have dwelled in for centuries. Amid all the busyness, rushing, and festive commitments, take time to be still, to know that our Lord is God, and to remember that Jesus came for you.

In Christ,

+Pastor Jennifer



Christmas Services

This year, to allow for more distancing and to accommodate the needs and schedules of more people, we're offering 3 Christmas Eve services – **3:00, 5:00, and 7:00 p.m.** The 3:00 and 5:00 p.m. services will be held in the Sanctuary and will feature special music and Holy Communion. The 7:00 p.m. service will be an abbreviated service held in the Parking Lot with Holy Communion. The 5:00 p.m. service will be live-streamed on Facebook and broadcast live on Charter Cable Channel 987. There will be no worship on Christmas Day. Masks are required at all indoor Christmas services.

Youth Bake Sale

We have 8 awesome youth going to the ELCA Youth Gathering in Minneapolis this coming summer. To raise funds for their trip, they'll be hosting a Bake Sale on Sunday, December 12 before and after worship. Stop by and pick up some Christmas goodies and support our youth.

December 26 Cookie Sharing

Join us on Sunday, December 26 (the 2nd Day of Christmas) at 9:00 a.m. for a Service of Lessons and Carols. And if you have Christmas goodies sitting around that you'd like to share (or get out of your house), please bring them along to share at Coffee Hour.



Mask Requirement

As you now know, Dane County has reissued a mask mandate for all people gathering inside buildings. To continue protecting our children, our immunocompromised, and everybody else, Grace has returned to requiring masks for worship and other gatherings in the building. Thank you for once again caring for the welfare of your

neighbors in this way .

Worship Broadcasts

Sunday worship services are live broadcast on Charter channel 987 and on Grace's Facebook page. Sermons are posted on Grace's YouTube channel after Sunday worship, as well as on the Grace website.

Grace Office Hours

Grace **office hours 9:00 a.m. to noon Monday through Friday.** There are additional office hours, but those will vary more. Please contact us if you'd like to make an appointment. Contact information is on pg.12

Confirmation Corner

December's Mentor Night will be Wed. Dec. at 6:30 p.m.

This month we'll finish up our study of the Old Testament in class. Students are reminded that they need to be taking at least 2 sermon notes a month, either at in-person worship or at home. There will be no Confirmation or Pre-Confirmation on Dec. 22 or 29



Choir Is Back!

We're delighted to announce that Choir is back! After a 20-month COVID hiatus, our choir is rehearsing and singing in worship again. We have singers' masks that provide the necessary protection while making it easier to sing. Choir will be singing at various services this month, and we'd love to have you join us. Interested? Join us for rehearsal in the Sanctuary Sunday mornings at 10:15.

Virginia's Retirement

After working in the Grace office for 9 years, Virginia Becker has decided to retire. She hopes to spend more time with her growing family (1 grandchild and another on the way!). We're so grateful for Virginia's years of service – for her creative ideas and gifts in drama, for her artistic contributions, for her welcoming nature, her commitment to serve God and the church, for her administrative abilities and attention to detail, and for the hundreds of little things she's done to keep our ministry going and growing. We give thanks to God for Virginia, and we thank Virginia for her devotion and for sharing her unique gifts with our congregation. We will have a retirement celebration for Virginia sometime in 2022 after we hire someone for that position.



Part-time Administrative Assistant Position

Grace Lutheran Church is looking to hire a half-time Administrative Assistant, to start in January 2022. If you know someone who might be interested, please contact Pastor Jennifer at pastorJenniferglc@gmail.com for a copy of the job description.

Sheets Needed!

Grace Quilters are in great need of clean, stain-free, cotton sheets. Please bring them into the office if you have any or find them at yard sales. Thank you!

Stewardship Gratitude

Thank you to everyone who participated in our fall stewardship activities. The campaign kicked off with a skit by Tami Collin and Kelly Witte. Virginia Becker designed the logo and made the beautiful "Harvesting Hope" wreath with the help of Kathy McCarty. The wreath now includes your words or moments of hope.

The congregation heard two very effective temple talks given by Tami Collin and Bill Becker. Pledge cards were received in a processional offering on November 14. Thank you to all who made a financial pledge for 2022; cards are still available to be turned in at any time. Besides financial resources, the Grace Lutheran congregation needs your presence at worship and your time and talents shared in volunteer opportunities.

Secure in God's daily blessings and His presence in our lives, we can look forward with hope for the future. *"But those who hope in the Lord will renew their strength. They will soar on wings like eagles; they will run and not grow weary, they will walk and not be faint."* Isaiah 40:31

Submitted by Janet Koepp, on behalf of the Stewardship Committee

Grace Stewardship Campaign



December Grace Volunteers

December 5th- Gary & Sharon Haberkorn-Ushers
Shawn Whitman-Reader
Lydia Circle Sets Up Communion

Assisting Minister: Kelly Witte

December 12th- Tom & Chris Watson-Ushers
Chris Watson-Reader
Watsons set up for Communion

Assisting Minister: Andrya Coutts

December 19th- Richard & Jean Scott-Ushers
Jean Scott-Reader
Lydia Circle Sets up communion

Assisting Minister: Shawn Kuebke

December 24th 3:00 p.m. - Dale & Marcia Klemp-Ushers
Marcia Klemp-Reader
Lydia Circle Sets up communion

Assisting Minister: Jeff Gafner

December 24th 5:00 p.m. - Ushers: Andrew Punsel, Rob Sperle, Chris Tobias, Justin Williams
Amy Simdon-Reader
Lydia Circle Sets up communion

Assisting Minister: Shawn Whitman

December 24th 7:00 p.m.


Front Door distributing Communion & bulletins - Shauna Thayer & Sons
Back Door distributing Communion & Bulletins - Randy & Char Luchterhand

Assisting Minister: Shawn Whitman

December 26th- April Mickelson & Amy Simdon-Ushers
April Mickelson-Reader
Geis Family sets up communion

Assisting Minister: Shawn Kuebke

December Calendar

Sunday	Monday	Tues	Wed	Thurs	Fri	Sat
			1 9 a.m. Ruth Circle at Grace 6:30 p.m. MENTOR NIGHT Confirmation & Pre-Confirmation	2	3	4
5 9 a.m. Worship SERVICE-Also on Cable Channel 987 & Fa- cebook 10:00 a.m. Sunday School	6 9:00 a.m. Quilters	7	8 6:30 p.m. Confirmation & Pre-Confirmation	9 9 a.m. Lydia Circle at Grace	10	11
12 9 a.m. Sunday School Christmas Program; Worship SERVICE-Also on Cable Channel 987 & Facebook 10:00 Youth Bake Sale 10:00 a.m. Worship Committee Meeting	13 9:30 a.m. Quilters	14 7:30 p.m. Grace Council Mtg.	15 6:30 p.m. Confirmation & Pre-confirmation	16	17	18
19 9 a.m. Worship SERVICE-Also on Cable Channel 987 & Facebook	20 9:00 a.m. Quilters	21	22	23	24 Christmas Eve Services: 3 p.m. 5 p.m. 7 p.m. (parking lot service)	25 
26 9 a.m. Worship SERVICE of Lessons & Carols-Also on Cable Channel 987 & Facebook	27 9:00 a.m. Quilters	28	29	30	31	Happy New Year!

Sunday School

Teresa Neuenschwander,
Christian Education Coordinator
teresa478@hotmail.com
608-658-7844



Sunday School Schedule

November 28th –No Sunday School– Thanksgiving Break

December 5th –Christmas Program Practice. I and our Organist Kenneth, will meet with the 3K-2nd grade for the first 10-15 minutes of class to practice "Away in The Manger". We will then meet with grades 3rd-5th to practice "Go Tell it on the Mountain" When the kids aren't singing with us have them practicing their parts.

Saturday, December 11th–9:00-10:00 Christmas Program Practice in the Sanctuary.

December 12th –Christmas Program during worship

More information to come. Watch your emails and the Sunday School Facebook page

December 19th, 26th, & January 2nd–Christmas Break No Sunday School

January 9th–Sunday School Resumes

Please encourage kids to practice their Christmas Program parts at home. Two/three times a week reading through their parts with them will help tremendously. Especially since we don't have that many practices together before December 12th.

Update! Way to go everyone! For the Bake Sale - we made \$379! All money raised is being put towards the purchase of an animal(s) through ELCA Good Gifts. The kids are excited. Within the next couple of weeks, we will be deciding what we should purchase!

Thank you to all who baked and those who bought. We appreciate your support!

So far, along with our offering envelopes, we have raised \$474 for ELCA Good Gifts.

Awesome job!



Thanks Shauna Thayer for the pictures!





Monthly Treasurer's Report

As we prepare to celebrate the holiday season with friends and family to close out 2021, I ask that you keep Grace Lutheran in mind as you think about year-end gifting.

Since August, the church has experienced a downward trend in giving, both toward the General Fund and Special Giving. Specifically, donations to our General Fund – essentially the church's day-to-day operational account – amounted to roughly \$18,500 in

October. To put that in perspective, our operational expenses have averaged around \$23,640 per month in 2021. This not only marks the third-straight month donations have fallen (and the third month in a row the church reported a net operating loss), but it also stands as the lowest monthly total the General Fund has received in 2021.

On the Special Giving side of the ledger, we are very, very close to paying down the MIF loan in full through the Renewing Grace Capital Campaign. We are so close that I believe we can cross the finish line in the coming months with one last collective push. The loan, which was used to pay for renovations to our sanctuary, has a remaining principal balance of \$13,176.82 as of October 31. Though the end is in sight, we are not there yet, as we currently receive capital campaign donations of \$600 to \$700 per month, on average, which falls short of the \$1,599 needed to make regular loan payments. Though we did set prior donations aside to cover such shortfalls, those assets are also dwindling as they are used to cover payments. If we used all the funds on hand dedicated to the capital campaign, we would still owe just over \$7,500 to pay down our MIF loan.

As we move closer to year-end, please consider a donation to the General Fund or the capital campaign. More than ever, the church needs your financial support to close out another year on a positive note. With your help, we can continue to carry on our important mission together of doing God's Work with Our Hands.

-Tim Neuenschwander, Council Treasurer

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The Cambridge Food Pantry will be distributing holiday meal baskets on Monday, December 13 from 5:30-6:30.



The food pantry is currently seeking donations of:

- Coffee Oatmeal/Cream of Wheat Laundry detergent
Toothpaste Body wash Dog and cat food

Monetary donations are always greatly appreciated!

For more information on how you can make a difference this holiday season, or to volunteer at the food pantry, please email: foodpantry@cambridge.k12.wi.us or call Kerry at (608)423-8142.

The Cambridge Food Pantry website can be found at https://cambridgecap.net/programs/nutrition/food-pantry/ Thank you for your continued support of your Cambridge neighbors!

Evangelism Joy to the world! the Lord is come!

There is such great joy in having Jesus as the lord of your life. This Good News is at the foundation of Christmas, for Jesus is the source of all joy; and what a terrific message to share!

“Evangelism is the simple act of sharing the good news of God’s love in Jesus and inviting others to trust in this love and join God’s work” - ELCA.

What better way to share the message than just being our joyful selves, as we celebrate the birth of Christ. We all will be interacting with so many people throughout the Christmas holiday. Every interaction is a chance for others to see the joy of Jesus in our lives, as it shines from within. It will be noticed!

I hope we all pray to be enveloped in the Holy Spirit and find the kind of joy that has its biblical origins as “a calm delight,” making time to let our busy preparations and celebrations “unravel” a bit. We can be evangelists for God, for Grace, by simply letting our kind words and soft hearts become a guiding star for others to follow
“...and there, ahead of them, went the star that they had seen at its rising, until it stopped over the place where the child was. When they saw that the star had stopped, they were overwhelmed with joy” Mathew 2:9-10.

Share the joy, for Jesus has forgiven us. He wants to lift our burdens, share our yoke, shed our worry and take joy in the knowledge of our salvation and life everlasting. Receive grace, show grace, share the Good News, and proclaim the great beauty of God’s loving and holy creation - a world in which
“...the fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness, faithfulness, gentleness and self-control.”
(Galatians 5:22-23).

Merry Christmas!

Shawn Whitman, *Council Evangelism Chair*

OUR HOMEBOUND
Jon Bakken 309 Oriole Lane Cambridge, WI 53523
Mary Ellen Smith 912 Monroe St., Apt. 11 Fort Atkinson, WI 53538

ADVENT GIVING

The time of giving is approaching quickly and the Outreach team is planning a project to help the refugees at Fort McCoy. We will be collecting items of need for them and monetary contributions **starting the 28th of November until Christmas.**

A display with a list of items needed is near the front door welcome area. The boxes we fill will be put under the church Christmas tree as gifts and will then be sent to a pick up place to be taken to Fort McCoy.

Thank you for your support of this love-giving project.
Jean Scott, *Council Outreach Chair*

Note: only gently used or new items, please.
Drop off before Christmas.
Check memo line: “Refugees”

-  **Fort McCoy Afghan Refugees Resettling**
- How you can help:
- ◆ Cash donations or VISA gift cards
 - ◆ Toddler clothing (2-5T)
 - ◆ Winter coats (Children all ages & Adults’ small & medium)
 - ◆ Winter boots– Children & Adults

GRACE LUTHERAN CHURCH COUNCIL MEETING MINUTES

November 9, 2021 Via Zoom from Home (*Minutes below aren't approved until next month's meeting*)

Call to Order. Meeting called to order by President Steve Geis at 7:33 p.m.

Attendance. Steve Geis, Amanda Kosanda, Tom Kosanda, Mary Behling, Shawn Whitman, Kris Tobias, Tim Neuenschwander, Ann Engelstad, and Pastor Jennifer Jelinek. In addition, Jean Scott and Kari Jermain appeared by telephone later in the meeting. **Absent.** Jennifer Hellberg

Devotions. Amanda Kosanda offered devotions and Pastor Jennifer offered a prayer to open the meeting.

Approval of October Minutes. Ann Engelstad moved to approve the Minutes, Kris Tobias seconded the motion, and they were unanimously approved.

Consent Agenda. Ann Engelstad (Worship Committee) reported that special masks have been ordered for the choir and they are planning choir music for Advent and Christmas. The bell choir has already begun playing. Christmas services will be held at 3 and 5 p.m. inside the church and at 7 p.m. outside on Christmas Eve. There will be no service on Christmas Day. Jean Scott (Outreach committee) reported that they will be collecting items of need and money for Fort McCoy refugees starting November 28th. They will provide a list of requested items. Pastor Jennifer reported that the Virginia has finished the Hope Wreath and it will be hung and pledge cards will be collected on Stewardship Sunday, November 14th. Amanda Kosanda reported that the Sunday School Christmas program is getting started and will be presented in church on December 12.

Property Report. Shawn Whitman reported that there are some wires exposed coming from the light timer device by the coat rack. No one is currently working on that so he was asked to just push it back in and complete programming the time change. He also noted that one overhead light is out. He will reach out to Michael Rehak regarding this. The lawn mower needs to be replaced. Tommy Kosanda indicated that he has an extra one that they can donate. He will reach out to Dale Klemp to discuss. The AED needs replacing soon and should be put in the budget for about \$600.

Closed Session for Personnel Matter. Tim Neuenschwander moved to go into closed session for a personnel matter. Ann Engelstad seconded the motion and it was unanimously approved. Discussion was held. Tim moved to return to open session. Ann seconded the motion and it was unanimously approved. No action was taken

Treasurer's Report. Tim Neuenschwander provided his reports and summary. He noted that October revenue was down month over month due to decreases in all categories. This is the third month in a row that total revenue has been down. This was somewhat offset by decreased expenses, mainly for mission expenses. Regardless, there was a net loss for the month. Net income for the year is still positive at \$20,973, but that includes the \$35,000 PPP loan that was forgiven. In order to make expenses in October, we borrowed \$1,400 from designated funds. Discussion was held on various alternatives for covering future losses. Jean Scott then moved to allow the use of restricted funds to cover monthly expenses as needed with a cap of \$10,000 total. Beyond that amount, we would draw on the Line of Credit to repay the restricted funds. Amanda Kosanda seconded the motion and it was unanimously approved. Tim then noted that the Renewing Grace campaign is not fully paid off, with insufficient funds coming in monthly to cover the monthly interest payments. Accordingly, we will need to pull on the Money Market. There is \$23,175 left to pay on the loan and we have \$13,176 in reserve. Various alternatives were discussed for repayment. Tim then presented the first run of the proposed 2022 budget. Jean Scott moved to accept the Treasurer's report, Ann Engelstad seconded the motion, and it was unanimously approved.

Pastor's Report. A new member gathering was held last Sunday and there will be reception for new members on November 23. Confirmation went well and Aiden Sperle, Clayton Stenjem, Garret Wendricks, and Kyla Tobias were all confirmed. Amanda Kosanda moved to accept the confirmands into adult membership in the church. Tim Neuenschwander seconded the motion and it was unanimously approved. A community Thanksgiving service will be held on November 21 at 7 p.m. with pies to be served afterwards. Lastly, 8 youth will be attending the ELCA Youth Gathering next summer.

New Business. Shawn Whitman has been contacted regarding advertising our Christmas service times in the *Daily Jefferson County Union*. It was agreed that the Evangelism committee can and should make advertising decisions based on its budget. Shawn indicated he will go ahead and arrange with Virginia to order the advertisements, then.

Old Business. Pastor Jennifer noted that coffee hour must be moved inside if it is going to continue. Everyone agreed that that should happen now and some discussion was held on scheduling people to serve. Pastor will mention it in announcements and see if there are enough volunteers without having to schedule people.

Adjournment. There being no further business, Amanda Kosanda moved to adjourn the meeting. Jean Scott seconded the motion and it was unanimously approved.

Next meeting will be December 14, 2021, at 7:30 p.m., via Zoom unless decided otherwise. Ann Engelstad will provide devotions. The meeting was adjourned, followed by the Lord's Prayer.

WELCOME, NEW MEMBERS!



Bridgette, Todd, TJ and Brooks Hermanson

The Hermanson family resides in Cambridge where TJ is Kindergartner at CES and Brooks enjoys life as a 2 year old at and is Pleasantime. Todd is a lifelong member at Pastor Erik Jelinek's church in Edgerton, where both boys were baptized. Bridgette has been a member at Grace since 2005 excited to welcome her family and become involved again closer to home. Todd is a Warehouse Supervisor at Sub-Zero Group in Fitchburg and Bridgette is a Lecturer at UW-Whitewater in the Kinesiology department.



Luke, Brea, Cullen, Corbin, Chesney & Cael Klemp

We're a busy family of 6 who are looking forward to adding some joyful noise into the pews at Grace! We've been met with a warm welcome as our family settles in as official members and are excited for continued fellowship and involvement in this congregation. God's peace to you, from (and for!) all of us!



Alicia Koehler with Paxton & Emmett, Brett Olson and daughters Gwen & Roslynn and son Evan

My name Brett Olson I was born and raised in Stoughton, Wisconsin where I currently live with my girlfriend Alicia Koehler (Paxton & Emmett). I have 3 children: Gwen (11), Roslynn (9), and Evan (7) that you will see with me during church on Sunday or in Sunday School. We enjoy boating during the summer and snowmobiling in the winter, when I'm not farming.

My name is Nathan Perry. I grew up in Waunakee. I went to college at UW-Whitewater, where I met my wife Nicole. Nicole grew up in Cambridge and has gone to this church since she was young. In 2018 we got married at Grace, and a few months ago our son Wyatt got baptized here. I am looking forward to becoming a member and celebrating many new milestones here with my family.



Nicole, Nathan, and Wyatt Perry



Haven Gill, Brenda Lovick, Cally Gill



Michelle Gottschalk, Alyssa, Ellie & William

Brenda Lovick and her children Cally and Haven Gill joined Grace in January 2021. They have lived in Deerfield and the kids have attended Cambridge schools since April 2015. Brenda grew up on her family farm in DeForest and is a ELCA clergywoman. She works at Samaritan Counseling Center in Monona. Cally is an 8th grader and is in Grace's confirmation class. Haven is a 4th grader. They joined Grace for many reasons; they especially like the strong youth presence & the musical interest of the congregation.

Not pictured

Steve & Julie Rowe

Christmas Poinsettias-2021



Cut out and send back form with payment, received no later than Dec. 10.
 Grace Lutheran
 501 Skogen Rd.
 Cambridge, WI
 53523

It is time to order your Poinsettia Plants to decorate our altar. The cost is \$10 (6 inch), \$15 (7 inch), \$25 (8 inch) per plant. If you would like to order a plant in Memory or Honor of a loved one, please complete this form and return it with your payment to the office **no later than December 10.** **Payment through Venmo is also an option (see code below).** If you have any questions, please contact the office at 423-3135. Please feel free to take your plant home after Dec. 24th 5:00 worship.

Total Attached: \$ _____ cash check # _____
 _____ used Venmo

Name: _____

In Memory Of: _____

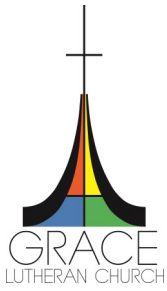
In Honor Of: _____

From: _____

Color and size choice, if available:
 ___ red size: ___ inch
 ___ white size: ___ inch
 ___ pink size: ___ inch



venmo



Grace Lutheran Church
E.L.C.A.
501 Skogen Road
Cambridge, WI 53523

Place
stamp
here

Place address sticker here;
not any higher

Gathering in grace, Growing in faith, Serving in love.

www.gracelutherancambridge.org

“Like Us” on Facebook: Grace Lutheran Church-
ELCA Cambridge, WI

Please note:
We broadcast
on Channel 987



Staff & Council Contacts

<u>Pastor:</u>	Jennifer Jelinek	Home: 423-2329	Cell: (608) 295-7120	pastorjenniferglc@gmail.com
<u>Administrative Assistant:</u>	Virginia Becker	Church Office: (608) 423-3135	Cell: (623) 680-3696	gracelutherancambridgewi@gmail.com
<u>Financial Secretary:</u>	Diane Russo		Cell: (847) 826-0131	gracelutheranfinance@gmail.com
<u>Organist:</u>	Kenneth Hoversten			kenneth.hoversten@gmail.com
<u>Handbell Choir Director:</u>	Ann Engelstad			gaengelstad@charter.net
<u>Christian Education Coordinator:</u>	Teresa Neuenschwander		Cell: (608) 658-7844	teresa478@hotmail.com
<u>Volunteer Coordinator:</u>	Cindy Hartman			cindyh1029@msn.com

CHURCH COUNCIL MEMBERS

<u>President :</u>	Steve Geis	swgeis@yahoo.com
<u>Vice President</u>	Kris Tobias	
<u>Secretary:</u>	Mary Behling	
<u>Treasurer:</u>	Tim Neuenschwander	
<u>Outreach:</u>	Jean Scott	
<u>Education:</u>	Amanda Kosanda	
<u>Stewardship</u>	Jennifer Hellberg	
<u>Hospitality:</u>	Kari Jermain	
<u>Evangelism:</u>	Shawn Whitman	
<u>Worship:</u>	Ann Engelstad	
<u>Property:</u>	Tom Kosanda	