

ANNUAL REPORT

PREPARED FOR

**THE SEMI-ANNUAL
CONGREGATIONAL MEETING
OF
GRACE LUTHERAN CHURCH**

JANUARY 30, 2022



Evangelical Lutheran Church in America

God's work. Our hands.

GRACE LUTHERAN CHURCH
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**GRACE LUTHERAN CHURCH
COUNCIL MEMBERS, TEAM LEADERS AND COMMITTEES**

2022 Church Council

President – Chad DuLac

Vice-President – Dave Coe

Secretary – Suellen Harris

Treasurer – Gwen Sparks

Members-at-Large: Riva Morgan

John McQuaig

Trina DeCamp

Sara O’Daffer

2022 Ministry Team Leaders

Arts – Phil Gregg

Buildings and Grounds – open position

Evangelism – open position

Faith Enrichment/Stewardship – open position

Fellowship – Shirley Leslie and Jan Romey

Intern – Nancy Boersma

Personnel - open position

Social Concerns– Kay Fisher

Worship – Kathy Gavin

Youth and Education – Cheryl Salter

2022 Committees

Audit – Linda Sinnett, Mark Boersma, Mike Sweeney

Financial Advisory Group – Gwen Sparks, Mike Sweeney,

Memorial Garden – Jan Romey, Betsy Dudash, **open position**

Mission Endowment – Shirley Wurl, Karen Zanol, Susan Salley

Nominating – open

Offering Counters – Sue Marshall

Pastoral Support – Julie Banken, Micah Florea, Patton Boyle

Staff Support – Ernie Bentsen, Casey Vogt, Jean Speidel

Other Teams/Groups Not Listed Above

Anna Circle – Faye DeJong

BeFrienders – Joanne Dalinkus, Gigi Shaw, Jan Herman, Wolf Mueller, Colleen Smith

Faithful Innovations – Sue Garness, Joyce Owens, Linda Sinnett, Suellen Harris, Patton Boyle, Pastor James Aalgaard

Fox Trust Visioning – Bob Bartlett, John McQuaig, Cheryl Salter, Karen Zanol, Judy Conner, Joanne Dalinkus, Milt Herman

Miriam Circle – Melanie McQuaig

Prayer Shawl – Ruth Westby, Helen Morton, Kathy Otheim, Joyce Fisher, Jane Dunbar, Jennifer McMahon, Joan Hanson, Sue Garness, Wanda Rivedal, Tracy Gausman, Intern Anna Ferro, Eija Boyle, Connie Saracino-Smith, Patty Christiansen, LaVern Amend, Riva Morgan, Nancy Boersma, Stephanie Johnson, Trish Ginty

Reconciling in Christ – Hillary Martinez, Soraya Martinez, Paula Salter, Molly Salter, Nancy Spurgeon, Beth Smallbeck, Dane Breslin, Suellen Harris, Kelsi Davis, Anna Ferro

Reopening Committee – Pastor James Aalgaard, Chad DuLac, Michele Sandberg, Suellen Harris, Rich Smallbeck, Eric Olson, Alan Smith, Jody Marquardt, Intern Anna Ferro

Tech Team – Marlena LaPaz, Phil Gregg, Chad DuLac, Eric Olson, JJ Dippel, Dan Luke

GRACE LUTHERAN CHURCH STAFF

Pastor James Aalgaard

Beth Smallbeck – Minister of Youth & Family

Anna Ferro – Pastoral Intern

Dane Breslin – Wenatchee Valley Intern

Jen Pearson-Gale – Office Administrator

Roxanne Reindl – Finance Manager

Judy Olson – Organist/Pianist

Rich Smallbeck – Facilities Maintenance Manager

CONGREGATIONAL PRESIDENT ANNUAL REPORT FOR 2021

Good tidings to you people of Grace-

These last two years have been tumultuous and unpredictable to say the least. What seemed an annoying new string of the flu quickly turned into a world changing event that is still present in our lives and our Church. As I finish my fourth year and begin my last 365 days of being President, I am able to look back on the accomplishments that we've achieved despite adversity and being restricted in our gatherings.

I am perpetually grateful for my fellow Council members and other Committee and team volunteers who have selflessly charged onward to lift up Grace during this time. By ZOOM we have continued the work of the church to enact policy, re-imagine our team structure, organize installation of new sanctuary lighting and reflect on gifts received by Grace for our Ministry (to name a few). It is not an exaggeration to say that every monthly meeting has been full of business.

It is imperative to applaud Pastor James and our church Staff. As the dynamic of COVID changed how we open our doors, minister to our church body and even provide worship, each and every member of Staff has had to adapt, change, become inventive and stay flexible in an ongoing effort to be there for us in as much a capacity as the pandemic would allow. While the impact to most of us has been felt from afar, having to be present has been both emotionally and physical taxing to our Staff. Thank you so much for all you've done and continue to do.

I'd like to also express my unfathomable thanks to the Fox Visioning Committee and the Grace Reopening Committee. I have never seen a more dedicated group of individuals brought together for a cause that have embraced having to answer some of the hardest questions a Congregation could ask regarding the Fox Gift and how to safely reopen Grace. Those leaders and members of each Committee have been pioneers lending their time, talent, heart and soul to help Grace carry on. Even as we head into 2022, decisions made and thoughts expressed haven't been unanimously lauded by our Congregation members, but understand that, just like Council, they strive to do God's Work, to represent the majority body of our church and to listen to what is happening in our community and the world to understand how to better serve.

Finally, I want to specially recognize our church members. On several occasions we were blessed with guests at our Council meetings, by phone or by email to express their thoughts, feelings and desires to be heard. Council has made every effort to bring forward those voices so that each and every comment was given its due recognition and consideration. Additionally, those of you reading this should acknowledge that some members have left the church. Similarly, if you're reading this, you proudly express your desire to remain a member, to stand by Grace, her Pastor and leaders no matter the squalls. In the dawn of new light for the coming year, we stand together during this pandemic and do our best to hold true to each other, dreaming of the day when normalcy returns, fellowship resumes and the glory of voices can be sung and heard without restriction.

I am so proud to be your President and will continue to remain strong as I enter the twilight of my term.

On the following page, Jen Pearson-Gale has meticulously assembled an enormous list of our Church's ministry from 2021, and I humbly ask you to revisit all the accomplishments our church achieved in the last year.

God's blessings upon you all.

Sincerely,

Chad Du Lac,

Council President 2017- Present

2021 Highlights

During 2021 Grace Lutheran Church:

- Worshipped together weekly. An outdoor in-person worship service was added in March. Indoor worship began in July. The worship service continued to be shared via livestream.
- Held Weekly Fellowship time over Zoom until in person worship resumed in July.
- Voted to approve a Welcome Statement and become a Reconciling in Christ congregation.
- Continued “10@10” updates twice a week on Facebook.
- Held midweek Lenten midweek services online. Favorite soup recipes were shared so members could continue the Lenten Soup Supper tradition at home.
- Provided time for individual prayer in the sanctuary while worship was online only.
- Upgraded live streaming equipment and trained a team of volunteers to ensure worship services are available to all, whether online or in person.
- Continued the Intern program. Bergen Eickhoff was our intern for 2020-2021. We said good-bye to Bergen and his wife Clara in August and welcomed Intern Anna Ferro in September. In October we welcomed Intern Dane Breslin as a part time intern, who serves as a Valley Intern for the 2021-2022 year.
- Hired Sean Burns as a temporary cantor, providing leadership for musical groups through Advent.
- Continued youth group activities, over Zoom and then in person as vaccines became available.
- Continued weekly lectionary studies over Zoom.
- Held weekly Faith Formation classes for youth over Zoom in the Spring. A weekly Zoom Storytime was offered during the summer. Began twice a month “Sunday Funday” in the Fall.
- Hosted Racial Justice Discussion Groups over Zoom
- Upgraded the lighting system in the Sanctuary.
- Held several book studies throughout the year.
- Vacation Bible School met in person outdoors in July and August.
- Biked the Riverfront Loop together during our annual Lute Loop Bike Ride on Pentecost.
- Held weekly morning prayer sessions beginning in June.
- Continued to provide a variety of opportunities for members to serve their community. Opportunities include: the Packing Friendship ministry, the Little Free Pantry ministry, a cold weather drive, a diaper drive, a gift card drive for homeless students, smoke removal fan project, and much more.
- Continued confirmation, offering a series of Affirmation of Baptism retreats, both online and in person, throughout the year.
- Presented quilts to our high school seniors and held an outdoor graduation celebration.
- Participated in Trunk or Treat with First United Methodist and St. Luke’s Episcopal churches.

Please see the accompanying reports for more examples of the ministries of the congregation.

Pastor's Report to the Congregation

January 30, 2022

Dear People of Grace;

Please find below a few ministry highlights, along with a few other thoughts I would like to share.

- Our internship program is expanded this year to include a half-time intern, Dane Breslin. Dane is finishing his two-year half-time internship with us (his first year was with Lake Chelan Lutheran Church). His title is Wenatchee Valley Intern. He has a special emphasis on the ministry of inclusion. He is present as an occasional preacher for us and the congregations of First United Methodist and St. Luke's Episcopal. Our full-time internship program continues. Anna Ferro is with us, taking in a broad assortment of formation opportunities. She is preparing to step up her responsibilities during my sabbatical. Both intern/supervisor relationships have been strong. Your financial support and your love for the internship program are such gifts to the interns, to their seminaries, to their synod of candidacy and to their ministries of call in the future. By committing to be a place for internship, you are providing a setting for the pastoral formation of a student.
 - o Interns are always students, even though they practice leadership and have teaching roles. The primary relationship for interns is with their supervising pastor. Particular tasks, projects, areas of focus are discerned through the intern/supervisor relationship with input from other groups in the congregation and community such as the internship committee, Church Council and other ministry teams that may be involved, and through the congregation at large. Anna has an internship committee headed by Nancy Boersma, and Dane has a committee made up of two people of GLC and others in the community, headed by Tracy Faulkner Carlson, staff member at First United Methodist.
- Sean Burns was contracted with GLC to lead our music ministry Advent through Christmas 2021. We had budgeted for a half-time cantor to fill this role starting July 2021, but covid-19 made the summer uncertain and complicated. Our offering income throughout the months of 2021 was also not giving us a positive feeling about filling this position. I am grateful that we were able to put energies toward the music ministry of the congregation. Sean's leadership among us helped to make Advent and Christmas meaningful and inspiring. Moving forward, one idea is to fund this position through monies on hand that are not part of our regular offering income. Covid-19 continues to make things difficult on a week-to-week basis, so long-range planning and rehearsals are likewise difficult. The Council approved a position description that pictures a half-time cantor for ten months, assuming June and July will be "off."
 - o There are choices for the title of this position: "Music Director", "Director of Music Ministries", "Cantor." I have been using the title "cantor" for this position because it's important that we emphasize the way music ministry enables and supports our "singing the faith." Worship, the regular gathering of people to receive Christ together, is the central defining movement of the people of the congregation. Instrumental music is also included in this picture. Theologically, our music ministry like our season of Advent. Music helps to prepare the way for the coming of Christ. Music can make the way rhythmic, smooth, harmonious, dissonant, beautiful, and heartfelt. Music is not the focus. Christ is. Christ will find a way to us whether or not we have a music ministry; it's our belief and practice that having a music ministry helps to build the "royal highway" for Christ.
- My sabbatical is on the calendar for May 9 – July 23, 2022. "Grace's Table" is a central theme for this time of renewal. I intend to experience and participate in Grace's Table through pilgrimage in Ireland and Scandinavia, finishing my time as guest of our sibling synod, the UKD, (Ulanga Kilombero Diocese) in Tanzania and Pastor Moses Nwaka. There is a possibility of travel restrictions which may make this vision impossible. However, I intend to hold onto these dates and am working to have a solid "plan B" in place should that occur. For added ministry support, retired ELCA Pastor and member of GLC Keith Garness will be stepping in. He will provide

leadership and mentorship as needed. Those details are still being worked out. The finances for my sabbatical renewal are covered through the following: a SHARE grant from the NW Intermountain Synod, the Barston Bequest and the Lois and Norm Meyer Fund.

- o One of my deepest hopes is that the congregation also has experiences of renewal at “Grace’s Table”, where skills and talents for living out our faith creatively can be discovered in relationship with one another and with Christ. A good sabbatical is one where the congregation also experiences renewal. Will you please pray that 2022 will be a renewal time for you?
- We have practiced different settings for worship. March 2021, we began worshipping in-person in our Memorial Garden, our own place of ashes, as we concluded the season of Lent together and marked one year of living inside a pandemic. For the next several months, understanding our congregation would be at different levels of comfort, we had worship gatherings online in the morning, and then in-person Sunday afternoons until it seemed like the right time to gather inside our sanctuary and livestream the service. I remember, not too fondly, setting up chairs and shade coverings, sound equipment, garbage cans, Holy Communion in little condiment cups. One significant addition to our ministry is the use of livestreaming. We purchased a computer, two video cameras and a new sound board to help make that happen. We use a software program that communicates with our Facebook page and our YouTube page. The “user experience” has been frustration at times, and at other times gratitude. Our volunteers are working hard to learn and understand all the steps needed to get our worship experience into your devices and ultimately into your heart. When it works, it is shareable, and we have an archive of the service. These are positive additions to our ministry.
 - o I would like to take this opportunity to express my thinking about how the mission of Christ is an alternative to the culture in which we live. We are saturated with the consumer-mentality. We like to see a healthy return on investment, pay for services rendered, place monetary value on experiences, insure against catastrophe. We live inside an economy where our role is “consumer.” Church, on the other hand, is not a product to be consumed. Here we are, in a position where we make a video production of worship and although there is goodness in what’s produced, there is frustration that we are somehow missing the mark, defeated by the narrative of “produce” and “consume”. When you participate in the ministries of the congregation, please resist the temptation to wonder “What can I get out of it?”. Rather, ask yourself “How will Jesus raise me to new life today?”.
- About this time last year, our congregation received a designation of RIC (Reconciling in Christ). It is a new and different thing for our church to have any official designation or recognition that is nationally recognized apart from the name “Lutheran”. The RIC designation is an effort to help congregations firstly recognize that they have not been places where all people feel they can truly be themselves, as they understand themselves as children of God. Congregations have a track record of casting judgement and micro-aggressions toward people who are gay, lesbian, bisexual, transgender, queer, intersex, asexual or other. These folks are not deviant or abnormal. They are simply themselves. They have come into being through the workings of a creative, dynamic, and loving God. Unfortunately for them, they have had to learn early in life that they need extra courage to be able to participate in society. We have an opportunity to once again offer an alternative to the judgement and aggression these children of God feel in so much of their lives. We can celebrate and welcome, work hard to communicate our questions and discomforts in ways that bring about deeper and more genuine relationship with these good people. Our church’s welcome statement is both far-reaching and specific because that’s what our world needs at this time. My hope is that someday the need for a special designation like RIC is something our whole culture will find unnecessary. Coming to know our siblings in the LGBTQIA+ community and making sure they have as many opportunities as the rest of us has the potential to help us move to

a whole new theological understanding of the love of God and the presence of the spirit of Christ. We know that Christ Jesus has a deep and sacrificial love for those on the edges, those who are unfairly treated, those living on the margins. We who are followers of Christ are being led by Christ to the margins.

- The sanctuary lighting project is a dramatic improvement from the original lighting. More lighting will be added to the choir loft to aid our music ministry. As renovations of other parts of our church facility are being considered and facilitated by the Fox Visioning Team, we should see more exciting improvements.
- A group of Grace folks came together over zoom around the hearing of scripture and exploration of some possibilities for ministry, particularly in South Wenatchee. This group, called “Faithful Innovations”, received spiritual direction from myself and coaching from a pastor in our synod, Pastor Matthew Erickson. Our Faithful Innovations group received three trainings and participated in regular checking-in meetings with three other churches in the synod, all over zoom. The guiding theory for Faithful Innovations is that rather than designing ministry around a presumed need and creating a long list of tasks, we spend significant time listening through scripture for the guiding and presence of the Spirit. It is excruciating to sit and wait and actively resist the temptation to “do.” However, when we practiced patience as a group, we were entirely energized. If there is another chapter to this journey, one idea would be for our Faithful Innovations group to initiate similar experiences inside our congregation.
- I am convinced that programmatic positions at Grace, including Youth and Family, Internship and Pastor are called into the lives of people who are not part of the membership of the congregation. The people of Grace should expect staff to also be sent into the community as part of the embodiment of the mission of the congregation. Does this mean the people of the congregation do not personally benefit from having programmatic staff? No. It’s a matter of balance and prioritization. “In-house” activities will always be part of the ministry of the congregation, especially when COVID restrictions are securely in the past. However, we are all people who are sent into the world in the name of Christ.
- If you and your household have financial means, I encourage you to include the ministries of the congregation as one of the things you support. If you and your household do not have financial means, I encourage you to reach out to us so we can explore ways to help you through difficult times. Our social concerns team has set aside money to help members of the congregation in times of crisis.
 - o Please remember that financial giving to God is a matter of the heart of the individual and the household. Giving is just as much for the sake of the giver as it is for the one who receives. Our congregation has been blessed with a family trust fund, the value of which honestly makes me dizzy. I believe this gift is part of God's deep and abiding love for this congregation and for the potential we have to be a lasting source of life for our greater community.
- Looking forward, I feel the loss of community gatherings for our congregation. I will do my part in renewing the sense of connectedness with one another, offering visitation with Holy Communion.
- The Fox Trust Visioning Committee is continuing its work to put significant dollars to work in mission on our church property. I am grateful for the hearts and minds that are working together to discern and plan for an exciting new chapter in the life of the congregation. When residential cottages become a reality for us, I encourage you to join me in coming up with ways to develop lasting and faith-informed relationships with these new neighbors.

I started my ninth year in this call on October 1, 2021. What an incredible time of growth for me. I continue to be honored to be invited into the mission of the congregation and into the lives of its

members. I am honored to be an internship supervisor. I am excited about exploring scripture, joining the prayer life of the church, and looking for ways to serve the world as we know it in our own context.

Together we continue!

Pastor James Aalgaard

Baptisms in 2021

Asher Jin Gyu Didesh	April 3
Kyrie Kaeokalani Blue	October 17
Benjamin Russell Kramer	October 31
Silas Anthony Morgan	November 21

Confirmed (Affirmation of Baptism)

Gavin Godfrey
Andria Hwang
Soraya Martinez
Kai Mueller

New Members (Affirmation of Baptism)

Sue & Keith Garness
Sonia Ramsey
JJ Dippel
Marsha & Carl Sjoberg
Mary & Eli Hensen, Bailey and Cara

Deaths

Ruthella Skagen
Marv Dunbar
Matthew Dunbar*
Bob Curtis
Beatrice Tait
Charlotte Caulkins
Genevieve Crosby
Della Brett
Chuck Graves
Ron LaFraniere*
Melvin Welton

*Non-Member of GLC

Minister of Youth and Family

2021 Zoom to Room

Looking back at 2021, I almost feel this was a harder year than 2020. We slowly moved from online to in person with the youth group. Created Sunday Funday for our faith formation program and watched helplessly while anxiety grew in our youth.

Due to Covid and our lack of personal time with each other, relationships have been altered, communication has been altered and our own reality has been altered. Parents, school counselors, teachers, and those of us in ministry with youth have reported the ongoing increase in anxiety and general uneasiness in today's youth of all ages. As the youth and family minister, and a member of the youth team, we are trying our best to create safe spaces for our youth and families. Throughout my 40+ years in church work I have witnessed many changes in the way we, as youth ministers, must adapt and change with the culture around us. Covid culture has thrown veterans in ministry for a loop. I have found that being present, whether that is a phone call, social media, coffee date, zoom or in person, is the best way to continue ministry. Say prayers for those around you, encourage those who are struggling to seek help and most of all love your neighbor (whoever that may be).

Respectfully submitted,

Beth Smallbeck

She/Her

Minister of Youth and Families

Arts Team

The Arts Team, in collaboration with the Music Ministry Staff, is entrusted with the responsibility to create, organize, and share artistic gifts to enhance the worship and other spiritual experiences of Grace Lutheran Church in order to communicate God's message of love to the community.

Due to the Corona Virus pandemic, the Arts Team was inactive for the most part of this year. However, during the Zoom/Streaming services this year, and the outdoor worship last spring and summer, Clara Eickhoff, the Voices of Grace and Judy Olsen, our organist, were able to provide service music.

We also were excited to be able to have Sean Burns this fall as Cantor, to lead the Voices of Grace and the Bells of Grace in providing wonderful music for Advent and Christmas.

We continue to appreciate the financial support from the Aasen Fund and the Zacher Fund.

Respectfully Submitted by Phil Gregg

Audit Committee

Committee Members: Mark Boersma, Mike Sweeney and Linda Sinnett

This committee was appointed by Council in 2020 with the expectation that an audit would be conducted for that year. Limitations and precautions caused by Covid 19 prevented the committee from accomplishing this goal.

Committee members agreed to begin the process in 2021 and consider this the first year of their terms. The initial meeting of this committee was held July 21, 2021. Gwen Sparks, GLC Treasurer, called the July meeting to assist in facilitating the audit process. A total of four meetings were held in 2021.

The last known audit was completed in January 2010 by an in-house audit committee. The previous audit was conducted by an accounting firm and was completed in January 1995. Some of the recommendations have been implemented over the years. The current committee took into account the findings and suggestions in those reports.

The Internal Control Questionnaire provided by ELCA was used as a guideline; a copy is attached. Members of the committee each chose categories outlined in the Questionnaire to research. Findings were reported at subsequent meetings.

Key personnel including the Financial Manager, Treasurer and Pastor were interviewed to discover the design and function of the internal accounting and operating systems. In addition to interviews, observation of processes and random sampling of invoices, checks, bank statements, deposits, income accounting and reports were conducted for accuracy. Appropriate areas of the Constitution and Bylaws were checked for compliance. After review recommendations were formulated by the committee.

Because of Covid 19 some procedures and practices were not able to be followed during much of 2021. The committees' observations and recommendations are based on the established processes which were being re-enacted in the latter part of 2021.

Observation: The church has no vault or fireproof file cabinets. Although Financial records are recorded on the Cloud there are important documents and back up records that are filed in non-rated file cabinets in the Financial Manager's office.

Recommendation: A two drawer lateral file and a four-drawer upright file with the highest fireproof rating be purchased and installed in the Financial Manager's office.

Observation: The Financial Advisory Committee was originally formed as an ad hoc committee. The current Treasurer stated that during the years she has worked with this committee it has proved to be an important and necessary support to the Treasurer's position. The Counting Committee has been in existence for several years and is functioning well. There is no mention of the Counting Committee or Financial Advisory Committee in the By-laws.

Recommendation: The By-laws need to be revised or amended to establish the Counting Committee and Financial Advisory Committee as standing committees.

Observation: In the By-laws there is reference to Continuing Resolutions for Committees and Ministry Teams. However, the Continuing Resolutions have not been adopted by Council.

Recommendation: Continuing Resolutions need to be written and adopted to established Ministry Teams and specify responsibilities of the Teams and Committees. The Continuing Resolutions also need to specify that it is mandatory for Teams and Committees, authorized to disburse funds, to provide minutes of all their meetings to the GLC Office Administrator for filing in the permanent records.

Observation: There is no written guideline for the leader of the Counting group. The process for counting, recording and depositing receipts is very well organized and efficient. This was revamped in accordance with the suggestions of a previous audit. During 2021 one deposit of a single check wasn't recorded on a GLC Count Sheet.

Recommendation: A Guideline for the Counting leader be established and included in Continuing Resolutions. Every deposit needs to be recorded on a GLC Count Sheet. On the rare occasion that the Bank notifies the Financial Secretary of a discrepancy in a deposit amount, this should be noted on the Count Sheet.

Observation: Sunday collections are presently placed in the church safe overnight, removed by one member of the counting committee the following Monday.

Recommendation: Two members of the counting group or one counter and the Financial Manager should remove the collections from the safe. This would provide a witness to the process that the funds are removed from the safe intact prior to counting.

Observation: On November 16, 2021, Lori Reed, with Mitchell, Reed, & Schmitten Insurance, the agent for the church insurance met with the Pastor, the Financial Manager, the Council Chairman, the Intern, the Facilities Manager and 2 members of the Audit Committee to review the current policy. There were a few immediate changes made. Ms. Reed will research and follow up on further questions that were brought up before the policy renewal in May 2022. It had been a few years since the insurance needs of the church were reviewed

Recommendation: Annually, before renewing coverage, the policy and the current needs of the church should be reviewed by the Pastor, Financial Manager, Treasurer and Facilities Manager (Or Chair of Building and Grounds Committee) at a meeting called for that purpose.

Observation: Grace's wireless network broadcasts a single SSID. Anyone who has the passphrase for this SSID can access all network resources, including files stored on individual computers.

Recommendation: A second SSID should be set up to allow access to the Internet only. The passphrase to access the current SSID should be changed periodically. Consider limiting access to the current SSID with a MAC allow list.

Observation: On review of the Grace Lutheran employee credit cards, it was discovered that there is no written policy covering use. The only directive employees have been given was by the Financial Manager to get charge slips into her in a timely basis so she could pay the monthly invoice for the cards.

Recommendation: A credit card policy be developed using the ELCA directives as a guideline. Once it is created it should be reviewed by each employee that has a card, initialed by them and a copy put in their personal files. The Financial Manager has indicated a willingness to help in the development of the policy because she is in an oversight position in her payment for card charges each month.

Observation: There are many places in the financial reports spreadsheets that numbers are copied manually. This is very time-consuming for the financial manager, subject to error, and it makes it very difficult to audit.

Recommendation: Roxanne Reindl, Financial Manager, says that she and the Treasurer, Gwen Sparks, are working on a system that should mostly resolve this. The Audit Committee should follow up on this in a year to make sure it has been done.

Observation: The financial report spreadsheets take information from the QuickBooks reports and present it in a format that is easier for people to understand. Any time you have this type of customization, errors can be introduced that are difficult to find.

Recommendation: The financial report spreadsheets should be reviewed annually as part of the audit process or by the Treasurer while preparing reports for Council/Congregational meetings.

The Audit Committee would be pleased to discuss any of our findings and/or suggestions with the Pastor, the Financial Advisory Board or the Council, if requested.

Mission Endowment Committee

The Endowment Committee came out of Covid hibernation in time to facilitate the annual distribution from the Endowment Fund. There were enough earnings in the Endowment Fund as of June 30 to do a distribution this year, as last year the distribution had to be postponed. Eleven applications were submitted & reviewed. It was decided to make the allocations come out in round numbers, so the original allocation amount was raised from \$58,000 to \$60,000, distributed as follows:

Ment2B (YMCA) – \$12,000

Families in Need (GLC) – \$5,500

Packing Friendship Grant Fund – \$8,000

Quilts (GLC) – \$1,500

LCC International University Flourishing Community Capital Campaign – \$12,000

Brave Warrior Project – \$6,000

Alatheia Therapeutic Riding Center – \$1,500

Wenatchee Area Ecumenical Inclusive Youth – \$8,000

Compassionate Friends – \$5,000

Reading with Rover – \$500 (project later withdrawn & money returned)

The Aasen Fund did not make any distributions this year.

As of November 30, the Endowment Fund balance was \$249,862 and the Aasen Fund was \$35,028, both invested in the Endowment Fund of the ELCA. For the year, both funds increased in market value while at the same time earning dividends.

Although these times are strange, sometimes wonderful things still happen. May God continue to bless us to be a blessing.

Karen Zanol, Chair

Susan Salley

Shirley Wurl

Fox Trust Visioning Committee

The Fox Trust unrestricted gift came to Grace from a testamentary bequest of the Fox Family. This was unexpected and nothing more than a gift from God. With the gift comes a huge responsibility. The Fox Trust committee was formed in 2020 and consists of volunteer members of the congregation and, at least, one representative from the council.

We met monthly and sought ways to get congregational feedback. We really want to allow the holy spirit to infuse the conversation. The committee has conducted surveys and compiled the feedback.

The committee had a great deal of discussion following the results of the survey. We engaged John Martin, an architect from Olympia, and Brad Brisbane, an architect with MJ Neal Associates to survey the building. A building vision group was created by the Council to oversee and participate in this process. This group included several members of the congregation, Pastor James, Rich Smallbeck, facility manager and our interns.

The committee asked John Martin to look at the viability of the building. The initial charge was to see if we could accomplish our Church functions on the main floor of the building. This could free up the basement space for some type of mission use. In addition, we asked John to look at the property (land) to determine if there was excess property that could be used for a mission purpose. He came back to the committee with extensive drawings (shared with the congregation at the December meeting) that shows the main floor of the building, if remodeled, could easily service the needs of our church. He also looked at different mission ideas for the basement and was able to create handicap accessibility in two different locations, therefore, creating an independent space. In looking at the excess property, he came back with three potential ideas: a community garden, homeless college student housing and a gymnasium. Any one of those functions could fit on the property.

The committee recommended pursuing the cottage idea and do further work toward Church modernization and remodel plans. In addition, we recommended the exploration of uses for the basement space. Council approved and scheduled a congregational meeting for mid-December. The council asked the congregation to authorize funds for the construction of the cottages in the amount of \$ 700,000 and for \$60,000 to pursue engineering and architectural plans on the Church remodel. The motions were approved unanimously by the congregational members present.

The decision to proceed with the cottage program supported at the December congregational meeting, was an opportunity to address one of the homeless situations that exists in our area. In Washington State the homeless college student issue is significant. A recent survey showed that 20% of college students are homeless and 60% are housing challenged. Wenatchee Valley College has received a grant to work with homeless students. Currently, there are students sleeping in their cars in the WVC neighborhood.

We have had initial discussions with the WVC administration regarding them utilizing and managing the cottages. They were quite excited about the opportunity as the need is huge, yet, they cannot get involved until the project is constructed.

We filed a preliminary plan with the city for the projects we were considering. The city determined that all of the proposed projects are permitted under the current zoning of the property. The church remodel and any basement plans would require conditional use and building permits. The cottages are permitted outright under current zoning, so they only require a building permit. Although not required, we have a plan in place to contact the direct neighbors to discuss the project and solicit feedback. We want to be

good neighbors throughout this process. The next step would be to complete the site plans for the cottages and apply for the needed building permits.

One additional component we have added is the ability to use one of the cottages as an intern residence. This has the potential to save the church budget about \$ 18,000 per year.

What a huge opportunity this is for our Church and the community! We do feel that the holy spirit has been leading us through this process. Thanks to the congregation for its support of these projects!

The Fox Visioning Committee

Members: Pastor James Aalgaard, Robert Bartlett, Judy Conner, Joanne Dalinkus, Intern Anna Ferro(ex-officio), Milt Herman, John McQuaig, Cheryl Salter, Karen Zanol

Intern Team

Prepared by Nancy Boersma

Purpose

The purpose of the Intern Team is to support, guide, provide feedback, listen to and assist with any frustrations or concerns the intern might have.

2021 Summary

This year had its complications due to the Covid pandemic, but relationships were formed, evaluations were completed on time and celebrations were cherished. The team met on Zoom for the first several months, then in May we started to meet in person. In March, Grace Lutheran started offering an in-person outdoor service. The in July, the in-person service moved indoors and became the “livestream” service. Intern Bergen Eickhoff was very involved in the production of the online worship service and later the livestream service.

In June, the team and Bergen planned the end of the year trip of whale watching out of Anacortes, WA. The end of July, we had an “end of the year sendoff” for Bergen and his wife, Clara. It was a special time for everyone who was there. During August, the Intern House was cleaned and re-stocked for our new incoming intern. In September, Anna Ferro was welcomed during worship with a welcome basket containing gift cards and cards of welcome from the congregation.

Past Interns

This year, our church recognized the ordination and installation of Rev. Jenna Bergeson with the gift of a liturgical stole. Several team members as well as other members of the congregation attended.

Conclusion

Though the calendar year may be coming to a close, our time with Intern Anna is only at the mid-year point. We as a team look forward to continuing our mission and growing in our relationship with our current intern, Anna.

Memorial Garden Committee

The Grace Memorial Gardeners have had a ‘different’ experience the past three years because of the Corona Virus.

In January of 2021 a possible amendment was brought to us. The question was asked whether a second urn of allowable (according to the Garden Rules and Regulations) ashes could be placed in a niche with a single contract urn in it. We discussed the proposal and decided to ask the Church Council for an amendment to allow for it. We submitted our request and with the help of Chad DuLac the amendment was passed along with updating the regulation’s wording without altering any of the original meaning.

For our Spring Garden cleanup, many gardeners dropped by on their own to rake leaves, pull weeds and trim the tall grass clumps. This was all done before Easter. At Easter, lilies were purchased and placed on the arch to welcome Easter as well as to honor the church family that is remembered there. Later, spring/summer annual flowers were planted at the arch.

During the summer, Gardeners have been stopping by, on their own, to check on the Garden and do some light weeding when possible.

In August, the Garden was the site of two happy events. Two baptisms were held there and televised on Facebook Live.

We were fortunate enough to have a third matching bench donated in the Fall.

November saw the walkway asphalted to give it more endurance and navigability along with a cleaner look.

In 2021, we have had three commitments to the niches. Also, the Garden greenery was well groomed thanks to Betsy Dudash and the efforts of the landscape maintenance company. The Garden is beautiful once again.

Flowers were placed at the arch for Easter and the Garden was also decorated for Christmas by Vera Curtis.

Thank you to all who worked hard in big as well as small ways this past year.

Just to let everyone know, we have some available niches if you are interested. The Memorial Garden Committee welcomes your inquiries about inurnment in the niches, the remembrance name plates and the scatter garden. Application packets are also available in the Church copier room.

Respectfully Submitted
Jane Dunbar for the Committee

Social Concerns Team

Social Concerns Team Report of Accomplishments 2021 and Acknowledgements

Looking back on this past year with regards to the Social Concerns Team one cannot help but think of all the random acts of kindness that were accomplished in hopes we will impact a lifetime of change.

From helping a family recover from losing everything in a house fire, to helping those with food insecurities and homelessness, the Social Concerns Team had the opportunity to help change a situation for the better and have a positive impact on our own lives at the same time.

Perhaps one of the greatest accomplishments of the team was the sorting, tagging, and distributing of 1,000 Coats for Kids. At first an overwhelming task, but as members of the congregation and the Social Concerns Team worked together, we were able to accomplish a monumental task.

Unexpected kindness is the most powerful, least costly, and most underrated agent of human change. – Bob Kerrey ELCA.

The team would like to say a special thank you to the staff at Grace. Especially Pastor James, Intern Anna, Roxanne Reindl, Jen Pearson-Gale, Beth and Rich Smallbeck. Without their assistance some of our giving would not have happened. Below is a list of all the organizations and the amount of giving the Social Concerns Team was able to do in a time of a pandemic. Again, words cannot express enough how much the team appreciates the support of the congregation, council, and staff.

The following spreadsheet does not include any in kind contributions such as food or clothing drive items or volunteer time.

Social Concerns Team Money Distribution 2021	QTY	Mission	Discretionary	Family in	Higgins	Food	COVID19	Congregation	Miscellaneous	Total Monies	
	Benevolence	Account	Fund/Needs	Needs	Memorial	Drive/Congregation	Block	Donations			
Dec-21											
Atiyon Refugees		\$1,000.00								\$1,000.00	
Altothena Biding Center	\$2,100.00									\$2,100.00	
Avenue of Hope - Nampa Idaho - Homeless Shelter		\$1,500.00	\$250.00							\$1,500.00	
Baptists										\$250.00	
Chelan Douglas Community Action Council	\$2,100.00									\$2,100.00	
Chelan Douglas Community Action Council - Food Drive		\$3,000.00						\$507.50		\$3,507.50	
Cold Weather Drive										\$0.00	
Disaster Relief								\$5,100.00		\$5,100.00	
Fans for hot weather/smoke relief		\$1,050.00						\$1,000.00		\$2,050.00	
Faith Action Network		\$1,800.00						\$1,000.00		\$1,800.00	
Families in Need		\$5,000.00						\$515.00		\$11,530.00	
Food Drive						\$6,015.00				\$6,015.00	
Grace House								\$21,000.00		\$21,000.00	
Heaven of Hope	\$2,100.00									\$2,100.00	
Honduras Family		\$3,000.00		\$1,240.38						\$4,240.38	
LCC International Fund		\$4,000.00								\$4,000.00	
Lighthouse Ministries - Food Drive		\$1,000.00						\$3,335.00		\$1,000.00	
Lighthouse Ministries - Food Drive		\$5,795.54						\$2,000.00		\$11,130.54	
Lutheran World Relief - Border Crisis		\$2,500.00								\$2,500.00	
GLC Packing Friendship		\$4,392.71						\$2,990.00		\$7,382.71	
GLC Shirts - Christmas		\$217.00								\$217.00	
Power House Ministry	\$2,100.00	\$420.60								\$2,520.60	
Serve Wenatchee Valley - Food Drive		\$1,000.00						\$507.50		\$1,507.50	
Tanzania Companion Synod	\$2,100.00							\$600.00		\$2,100.00	
Temporary Cold Weather Shelter/Cold Weather Drive								\$1,530.00		\$6,530.00	
Thruway Action Team Card Food Drive		\$5,000.00								\$5,000.00	
Valentines for Heroes - CWH COVID Floor Stoffs - Starbucks Cards		\$1,500.00								\$1,500.00	
Valentines for Timmigrant Justice	\$1,050.00									\$1,050.00	
Wenatchee High School Panther House	\$2,100.00									\$2,100.00	
Wenatchee High School Homeless Students - Christmas		\$2,459.73	\$3,413.33					\$1,930.00		\$7,803.06	
Women's Resource Center	\$2,100.00	\$600.00						\$2,700.00		\$1,800.00	
Women's Resource Center - Street Ministries - sleeping bags		\$1,800.00								\$1,800.00	
Women's Resource Center - Temporary Emergency Housing - Cold Weather		\$6,196.14								\$6,196.14	
Women's Resource Center - Cooling Centers for Hot Weather		\$4,471.34					\$1,758.54		\$25,466.26	\$33,420.94	
World Relief Border Crisis		\$2,500.00						\$300.00		\$4,471.34	
Leveraged Funds		\$15,750.00	\$60,203.06	\$3,663.33	\$1,240.38	\$28,000.00	\$6,015.00	\$1,758.54	\$16,785.00	\$50,996.26	\$184,411.57
COVID 19 Block Grant & Folios						\$1,758.54				\$1,758.54	
Congregation Donation						\$16,785.00				\$16,785.00	
Miscellaneous						\$57,011.26				\$57,011.26	
Total Leveraged Funds			\$75,554.80							\$75,554.80	
Church Funds											
Missionary Funds (Commonly known as Fox Trust)			\$61,443.44							\$61,443.44	
Discretionary Funds - Operational Budget			\$3,663.33							\$3,663.33	
Benevolence - Operational Budget			\$15,750.00							\$15,750.00	
Huggins Memorial			\$28,000.00							\$28,000.00	
Huggins Memorial			\$108,856.77							\$108,856.77	
Total Church Funds			\$184,411.57							\$184,411.57	
Total Funds Distributed 2021			\$184,411.57							\$184,411.57	
* Make A Difference Day 1,000 Coats distributed to Eastmont/Wenatchee Schools											
* Make A Difference Day three truck loads of coats, blankets and gloves collected for Powerhouse											
* Several Food Drives for GLC Pantry											
* Diaper/Wipe Drive for GLC Pantry											
* Packing Friendship Food Collection Drive											
* Reorganizing Pantry and Packing Friendship Room											
* Collecting Furniture and clothing on an as needed basis from congregation											
* Reviewing Member in Need and Families in Need Policies to meet IRS standards											
* Sent out applications for funding and made benevolence decisions based on SCT and Church guidelines.											

Youth and Education

GLC Youth/Education Team mission statement: *To further the mission of the Minister of Youth by educating and advocating for the youth of Grace Lutheran Church.*

Once again, 2021 proved to be another Covid year meaning that we did not meet in person. Despite the shutdown continuing, your Youth Team and GLC Youth programming never wavered in our support and education of the youth of Grace.

Following are some of the things that have taken place during 2021:

- We sent out an Easter scavenger hunt for families to complete together;
- Honored our 2021 Graduates with a parking lot celebration;
- Sent Baptismal anniversary cards to all youth ages 1-18;
- During the continuing Covid shutdown, our faith formation program has remained active via Zoom, with us delivering supplies to individual homes; and created our Sunday Funday, which includes Biblical stories and lessons and provides an opportunity for youth and families to get together in person outside;
- Vacation Bible School was held on the front lawn;
- Confirmation classes were active, including an 'outside' retreat at the church leading up to the Rite of Confirmation in October;
- Youth groups for all ages kept active via Zoom and/or socially distanced meetings;
- We continued an Alumni bimonthly zoom check-in, through May;
- Christmas parties for 6-9 grade and Alumni youth took place socially distanced at church;
- Summer of Service will take place in New Orleans in 2022. This type of program builds relationships with youth and adults from Ecumenical congregations outside of Grace;
- Our Jr/Sr high school youth are involved in a community ecumenical youth group that supports LBGTQ Youth who may not be supported at home or in the community;
- Our youth program continues to build relationships not only with youth of Grace, but youth in our community and other communities (Zoom has allowed us to reach kids across the country). At least one of these youth will be joining our group in New Orleans this summer;
- Our youth program supports kids' interests, whatever they may be: attending sporting events, music recitals, plays, ice shows, etc.

We would like to thank Shannon Salter for keeping the Preschool-Grade 2 faith formation group active via Zoom during the year (including story time during the summer months).

I would personally like to thank the wonderful, caring, and supportive members of the GLC Youth/Education Team: Ann Bartlett, Sue Coe, Della Dulac, JuLee Fiebelkorn, Jen Gale, Sue Garness, Shannon Salter, and of course, Beth Smallbeck.

If you ever have any questions regarding the Youth Team, please feel free to contact any of our members (you can find contact information in your church directory). We'd be happy to visit with you.

Our hope for 2022 is that that we can meet face-to-face and get back to 'normal', whatever that may mean.

Respectfully submitted, Cheryl Salter, Chair

Worship Team

The Worship Team collaborates with the Pastoral Staff to keep the worship space beautiful and in good working order, to enable the congregation to worship in a meaningful way for the Glory of God.

Our new Worship Team meeting time is the second Thursday of each month, at 7 p.m. at GLC. Date/time may change due to other events scheduled, so check with the church office or worship team members if you are planning to join us.

At our monthly team meetings, we discuss budget items to purchase, review minutes, plan for upcoming liturgical events, and often have “work party” meetings. We share the duties of cleaning, decorating, repairing, and taking care of items used for worship services. Planning for Lent/Easter and Advent/Christmas are our “busy seasons”.

New kneeling cushions for communion at the chancel steps/railing were purchased in 2021, to replace those that were worn and no longer repairable. Pew cushions to match will be added to the sanctuary in 2022.

An important part of the Worship Team responsibilities is to schedule/coordinate worship assistants for worship services. We are grateful for all who volunteer at worship services to make things run efficiently. Assisting and participating in worship is an enriching experience and we invite all members, of all ages and abilities, to consider volunteering to serve.

The Worship Team has a small group who bake communion bread for worship. We could always use a few more bakers! Here is a chance to volunteer for worship while baking from home, when it is most convenient for you. Prayerfully consider this service opportunity if you enjoy baking! Jan Herman is our current Communion Bread Baking Coordinator.

Anyone interested in joining our team? We would love to welcome a few new members in 2022! Come to a meeting at church and bring your great ideas! We are excited to hear about them!

Submitted by Denise Miller, Worship Team

Evangelism Team

Despite not having an Evangelism Team, we welcomed new members to the congregation on two separate occasions. Please find a listing earlier in this report packet.

The primary function of this team is to be a welcoming presence to people who visit GLC and are new to our congregation. If you feel led to this type of welcoming ministry, please reach out to one of our church council members or any of the pastoral staff.

Wenatchee Valley Intern

Our congregation was approached late summer 2021 to provide mentorship for Dane Breslin, Luther Seminary student and resident of Wenatchee. He was at a midpoint of a two-year, half time internship. The Church Council agreed, understanding that Intern Dane would divide his time among GLC, First United Methodist, St. Luke's Episcopal, and the community at large. Funds were earmarked from our dedicated accounts (not operational funds). Dane has a special emphasis on the developing ecumenical youth gathering called Wenatchee Youth Community, a group that is intentionally welcoming and affirming of all youth including those who identify as part of the LGBTQIA+ community.

Dane's formation at GLC includes pastoral care opportunities, worship leadership and preaching and other administrative tasks. Because his time is divided, he is often "out and about" developing connections to see what might be possible in the upcoming months and beyond as people gather around common interest and themes such as justice and equity.

Dane has an internship committee made up of the following:

Tracy Faulkner Carlson	First United Methodist Church
Dusti Mahoney	WYCA Wenatchee
Rev. Frances Twiggs	St. Luke's Episcopal Church
Faye DeJong	GLC
Rich Smallbeck	GLC
Advisory: Rufus Woods	Wenatchee community member