



2024 ANNUAL REPORT

This Annual Report is dedicated to the
members of our congregation who joined
the Church Triumphant during 2024:

Ann Alewine
Barbara Beers
David Bockstege
Harry Hazen
Sara Johnson
Bea Lockwood
Joy Nettles
Eric Schmidt
Bill Yoos

SERVING CHRIST, CAMPUS, AND COMMUNITY
SINCE 1923

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2024 CONGREGATION LEADERSHIP

CHURCH STAFF

Ministers	All the People of Grace
Senior Pastor	The Rev. Gregg Hoffman (12/05/2018)
Pastor	The Rev. Rachel Hoffman (12/05/2018)
Director of Music	Dr. Jeremy Mims (05/06/2018)
Parish Administrator	Katherine Romero (12/06/2023)
WELCM Campus Minister	The Rev. Dr. Norbert Hahn (09/13/2023)

CONGREGATIONAL OFFICERS

President	Jeff Ranges
Vice President	Justin Anderson
Secretary	Theresa Miller
Treasurer	Ruth Wasserman
Financial Secretary	Lori Brown
Asst. Financial Secretary	Karen Harris

CHURCH COUNCIL

Term expires December 31 of:

2024

Bob Goodbar
Carla Harrison
Mary Hinson
Jeff Ranges

2025

Justin Anderson
Ron Hartman
Irene Pointon
Traci Quinn

2026

Sabrina Blanks
Mike Dunnett
Farran Holland
Theresa Miller

2024 CABINET / COMMISSION ROSTER

COUNCIL

Meets monthly (term expires)

President - Jeff Ranges(2024)

Sabrina Blanks (2026)

Carla Harrison (2024)

Farran Holland (2026)

Vice President - Justin Anderson(2025)

Mike Dunnett (2026)

Ron Hartman (2025)

Irene Pointon (2025)

Secretary – Theresa Miller(2026)

Bob Goodbar (2024)

Mary Hinson (2024)

Traci Quinn (2025)

EXECUTIVE

Meets monthly

Jeff Ranges, President

Pastor Gregg Hoffman

Lori Brown, Financial Secretary

Justin Anderson, Vice President

Pastor Rachel Hoffman

Ruth Wasserman, Treasurer

Theresa Miller, Secretary

Sabrina Blanks, Council Rep.

COMMUNITY RELATIONS

WELCM

Chair - Bob Stonebraker

Council Rep - Farran Holland

Pastor Gregg Hoffman

New Members

Chair - Kathy Schwandt

Council Rep - Mike Dunnett

Pastor Gregg Hoffman

Outreach

Chair - Linda Ranges

Council Rep - Jeff Ranges

Pastor Rachel Hoffman

Place of Grace

Chair - Doug Cole

Pastor Gregg Hoffman

Public Relations

Chair - Donna Richter

Council Rep - Traci Quinn

Pastor Gregg Hoffman

Technology

Chair - *vacant*

Council Rep - Theresa Miller

Pastor Gregg Hoffman

OPERATIONS

Audit

Chair - *Vacant*

Council Rep - Bob Goodbar

Pastor Rachel Hoffman

Endowment

Chair - Bob Goodbar

Council Rep - Justin Anderson

Pastor Rachel Hoffman

Finance

Chair - *vacant*

Council Rep - Ron Hartman

Pastor Gregg Hoffman

Personnel

Chair - Karen Warmoth

Council Rep - Theresa Miller

Pastor Gregg Hoffman

Property

Chair - Walker Stockley

Council Rep - Bob Goodbar

Pastor Gregg Hoffman

Safety

Chair - Elsa Edwards

Council Rep - Justin Anderson

Pastor Gregg Hoffman

Stewardship

Chair - *vacant*

Council Rep - Council

Pastor Rachel Hoffman

SPIRITUAL FORMATION

Health and Wellness

Chair - Rick Richter

Council Rep - Traci Quinn

Pastor Gregg Hoffman

Learning

Chair - Tammie Harbert

Council Rep - Sabrina Blanks

Pastor Rachel Hoffman

Nursery

Chair - *vacant*

Council Rep - Farran Holland

Pastor Gregg Hoffman

Parish Life

Co-Chairs - Adele Evans/Dawn Hartman

Council Reps - Carla Harrison

and Irene Pointon

Pastor Rachel Hoffman

Worship and Music

Chair - Nora Sliney

Council Rep - Mary Hinson

Pastor Gregg Hoffman

Youth & Family

Chair - Elsa Edwards

Council Rep - Mike Dunnett

Pastor Rachel Hoffman

THE PARISH REGISTER

Baptized Members: 521

Average Weekly Attendance: On-site: 134
On-line: 52

Baptism: 4

Trevor Ketih Putnam	05/26/24
Adriana Lucia Briceno	05/26/24
Charlotte Lee Dickerson	09/22/24
Griffyn James Edward Pearson	10/20/24

First Communion:

Confirmation: 10

Austin Bigger	05/19/24
Aiden Dunnett	05/19/24
Madi Dunnett	05/19/24
Reid Goodbar	05/19/24
Alec Hrabovsky	05/19/24
Cole Johnson	05/19/24
Olivia Lowrance	05/19/24
Bailey Palermo	05/19/24
Ella Robinson	05/19/24
Cameron Litzinger	06/02/24

Weddings: 1

Douglas and Charisma Ludwig	12/07/24
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Deaths: 9

Ann Alewine	05/11/24
Barbara Beers	07/21/24
David Bockstege	07/09/24
Harry Hazen	07/26/24
Sara Johnson	12/04/24
Bea Lockwood	08/07/24
Joy Nettles	12/31/24
Eric Schmidt	03/05/24
Bill Yoos	10/24/24

Funerals: 6

	Date of Funeral
Ann Alewine	05/16/24
David Bockstege	08/17/24
Harry Hazen	08/01/24
Sara Johnson	12/13/24
Bea Lockwood	11/24/24
Eric Schmidt	03/15/24

Transfer In - Affirmation of Faith: 5

Dave and Laura Brenneman	4/21/24
Evelyn Eickmeyer-Quinones	4/21/24
Michael Laflin	4/21/24
Brendan Quinn	4/21/24

Transfer In - Letter: 18

Kyle, Kristy, Jaidyn, and Lexi Harris	4/21/24
Justin, Annie, Lily, and Elliott Hiller	4/21/24
Chris, Austin, and Mickie Lange	4/21/24
Justine Holm	4/21/24
Trish Kemper and Thomas Ludlow	4/21/24
Tim and Marilyn Sitts	12/08/24
Henry and Susanne Gaines	12/08/24

Transfer In - Reinstated:

Transfer Out: 1

Lynn Eickmeyer Geist	02/06/23
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SENIOR PASTOR THE REV. GREGG HOFFMAN

"A congregation does exist to serve its owner—but the members are not owners in the same way stockholders own business corporations. Who, then, is the owner? Jesus? God? Perhaps, but a more useful answer, I believe, is: The owner of a congregation is its mission. A congregation exists to serve its mission."

Dan Hotchkiss, "Who Owns a Congregation?," the Alban Institute, April 2008.

<https://alban.org/archive/who-owns-a-congregation/>

I was first introduced to the concept above – that the owner of a congregation is its mission – when I was part of a senior pastor training program. I thought the idea made sense at the time. After this past year, I am even more appreciative of the direction and framework it offers. We discerned a new mission statement in 2023 and began incorporating it in our Council meetings. This was helpful and important. Then in 2024, we began to proclaim this mission at the beginning of worship, and we have continued ever since. Now, the most important thing we do as a congregation (worship) begins with all of us centering ourselves on why we have come. One could worship in any congregation. One could even worship from the comforts of home. But we gather for worship at Grace because our mission is best fulfilled when we are physically present. Together, we can share God's grace by welcoming all people, growing together in faith, and joining God's work in our community. We proclaim these emphases in worship so that each of us is reminded who we are and what we are all about at Grace. Everything we do is measured against that mission.

So, looking back on 2024, how did we serve our mission? Frequently. Joyfully. Faithfully.

Welcoming All People

We welcomed quite a few people this year. We were exceedingly glad to welcome 23 new members to Grace this year, and by itself, this is wonderful news. I believe this was the first time every new member household reported having first experienced Grace online, rather than walking through our doors as a visitor.

We were equally glad to see so many unfamiliar faces around Grace's facilities this year. I think we might have welcomed more people through these doors than in any previous 12-month period. We were one of the host sites for a church music conference, an Eagle Scout banquet, a fundraiser for Mercy House, SC Synod meetings, Main Street Theatre performances, student recitals, a variety show, an *Inspirar* concert, a podcast or two, a chorale retreat, the NC Baroque Orchestra, Rock Hill Christmas Parade-goers, and a group of 'Parrot Heads' who came to see Peter Mayer and his band in for another fantastic Christmas concert. In all these events, there is good reason to be confident that Grace remains a place people want to be!

Of course, the desire to visit Grace is secured by the trust that our facilities will be safe and accessible. In this regard, we faced some challenges. Our roof surfaces sustained significant damage during the hailstorm that blew through Rock Hill in April. All surfaces – flat and pitched alike – received the kind of damage that required replacement. We faced challenges with our insurer, which not only minimized the initial estimate of the damage but promptly dropped us thereafter, too. I am glad to report we were able to find insurance with another provider, so our ministry continued unabated. Plus, the diligent effort of Walker Stockley and Glenn Wise eventually prevailed with our former insurance company, so we enter 2025 poised to have the funds necessary for all repairs.

The trouble with our elevator presented a similar challenge this year. When a water pipe from the kitchen caused a massive leak down into the elevator control room, we lost the use of this vital bit of infrastructure for months. The significant delay in obtaining the necessary parts for this repair meant that some of our people could not access the Sanctuary for worship nor the bathrooms on lower levels without needing to use the ramp outside our building. Once again, the persistence by some of our Property crew finally yielded the results we needed, but not before we all obtained a much greater appreciation for the way the elevator makes all the difference for so many of the people who come to Grace.

Finally, we made a technical shift that was likely imperceptible to most folks, but vital for our ongoing ministry to members and visitors alike; we changed website platforms. We were able to migrate most of the content formerly attached to the WordPress website building platform to Squarespace. This move reduced the costs associated with the former provider, giving us a tool that was not only more secure, but easier to operate, too. For almost every new member, our congregation's website is the first interaction they have with Grace. It is vital, therefore, that our website remains current and easy to use, as an integral part of the welcome we seek to offer. Based on feedback I've been hearing, we are accomplishing that welcoming task effectively at our 'digital front door'.

Growing Together in Faith

We grew together quite a bit this year, and in that vein, I immediately think of the enthusiasm around our Lenten series, From Dust to Dawn. This program was initially attempted in Lent of 2020, but we all know the dramatic changes that altered what was possible that year. We put that series on the proverbial back burner until we felt the congregation was ready to revisit the subject. Throughout our anniversary year, people would ask me when we were going to revisit that end-of-life programming, so the decision for a Lenten theme in 2024 was easy enough to make. Together we explored funeral planning, key health care decisions at the end of life, local community partners from Hospice, probate considerations, and the nature of the legacy we hope to leave behind (both as individuals and in our ministry together). We began in the dust of Ash Wednesday, acknowledging our mortality, and celebrated the dawn of Resurrection together on a very festive Easter Sunday.

Some of that growth included intentional efforts to connect with our Synod and ELCA partners, who might not be physically near to us, but we know they accompany us on the journey of faith. This year we welcomed Pastor Nathan Gragg from NovusWay to lead worship with us on Transfiguration Sunday. His leadership not only celebrated the festival occasion but also allowed us to hear more about an important resource – camp and outdoor ministry – that continues to help us grow in our faith.

This year we grew in our capacity to connect with one another. We bolstered the efforts of the Home Communion Ministry, sending the sacrament out monthly to those who could not be present with us in worship at Grace. The efforts of Hilary Mullins, Louise Schmidt, and Frances Stockley allowed the Rachel's Ring Card Ministry to resume its work of connecting with people who are experiencing illness and grief, as well as those who are new to our community, and several others who could use a cheerful card as an extension of our love. I was blessed to meet with these dedicated card makers each month, praying with them over the messages that would be sent out to our friends. Know that there is room for more to participate in this project, too! The Extending Church ministry continued its work in 2024, meeting monthly to plan for a variety of ways to contact and connect with people on our prayer lists. People in this ministry also wrote cards, in addition to making phone calls, planning visits, and breaking bread with those who are in need of prayer and community. Their work continued to be important pastoral care, serving as a witness that pastors are not the only care providers in this community! Fortunately, the capacity to be pastoral is the Spirit's gift to ALL the baptized children of God, and the more we engage these opportunities, the closer our congregation can be!

I think one of the most important ways we grew together in 2024 was in greater understanding of who Grace is as a community. We received an updated history of our congregation, thanks to the efforts of Karen Warmoth, Linda Horst, Wally and Betty Sue Seigler, Kathy Bridges, and several others, who collaborated on the important task of telling the story of Grace's last 25 years. This massive undertaking allowed complete strangers to get up-to-speed on who we have been by reading their helpful telling of Grace's history, captured in a book that is easy to read and inspiring, too.

Part of understanding Grace as a people is knowing their generosity; no attempt to describe this congregation would be complete without spending some time on that subject. Grace once again supported their Youth by sending eight of them to New Orleans for the ELCA Youth Gathering, accompanied by Lori Brown, Megan Goodbar, and the pastors. Together this group was inspired, informed, and able to grow in their relationships with each other and with the larger church. We learned about other cultures and our own, growing together in faith, and we returned poised to strengthen the community that supported our trip. Continuing that generosity theme, our congregation was challenged to grow its giving to meet the increasing financial needs for ministry in 2025. Not only did we meet that goal, but we exceeded the amount we were projected to need! This already-generous congregation is not shy about growing in generosity, which we know means growing in faith, too.

Finally, I need to say a word about the strength of our community in a difficult, divisive cultural climate. Many pastors would agree with the assessment that ministry is significantly more difficult in election years (certainly, I have noticed this). The partisan wedge between neighbors seems to be further separating us from one another in this country and ordinary political discourse seems to be antiquated, replaced by embittered, entrenched hostility. In contrast to the norm, I am enormously proud of the culture we have at Grace, which absolutely includes a diverse spectrum of political perspectives, but in 2024 did not allow worldly animosity to invade our family of faith. How we voted did not impact how we treated one another, and our growing together in faith represented a witness that the world would do well to emulate.

Joining God's Work in Our Community

Joining God's work means that God is already doing quite a bit all around us. We don't need to bring God into a world God made, one which God fully inhabits. Instead, we identify where God is up to something and lend our gifts to work already underway. One of the best ways Grace has continued to do this is with the Place of Grace property next door. For more than a decade now, we have offered below market rate space to the local free health clinic and another community medical provider, allowing our disadvantaged neighbors better access to quality care. We continued to reinvest in this ministry of property, finding a new, more responsive management company to ensure our tenant-partners have adequate facilities in which to offer their care. We can look forward to a bright future of continuing to partner with our community care providers, thanks to this important part of Grace's ministry.

We also joined God's work at Winthrop, thanks to our Winthrop Ecumenical Lutheran Campus Ministry (WELCM). This year we welcomed a new Campus Minister in the Rev. Dr. Norbert Hahn. Pr. Hahn came to us having recently served in Philadelphia, PA and a brief stint ministering in his native Germany. He brought not only a wealth of experience, but also a renewed enthusiasm for the work of campus ministry, showing a passion for engaging with students from the start. For their part, the students really seemed to appreciate the opportunity to connect with Pr. Hahn and with their faith. We all expect continued success in this part of Grace's ministry, which furthers the legacy upon which our congregation was built.

Turning to the summertime, we brought back VBS in 2024, with a nautical theme in which children and volunteer staff alike seemed to delight. It was inspiring – and yes, a bit tiring – to engage with so many children each morning. Each day we all grew together and by the end learned that God’s love and community were the real treasures to seek.

Finally, I should mention the way our community joined God’s work through synodical service. Pastor Rachel’s continued service on Synod Council was an important way for Grace to give back to our synod, which already supports our congregation so well with its financial gifts for WELCM. For my part, this year I was elected to another term as the Dean of the Upstate Conference, a role in which I convene monthly meetings of the pastors in the upstate region, who share wisdom, joys, and challenges of ministry. Oftentimes following our gatherings, I am inspired by the many diverse ways the Spirit continues to move among our friends in other congregations, and occasionally I come away with a new opportunity for us at Grace. I continued serving as the Treasurer for the South Carolina Lutheran Retreat Centers (SCLRC) in 2024, a role that allows me to give back something to these local ministries of holy space where the children of God can encounter their creator in inspiring ways. My work with SCLRC is a gift on Grace’s behalf and an important way for our congregation to join in supporting this key component of what our synod has to offer.

In closing, I thank you, Grace Family, for the opportunity to serve as your Senior Pastor in 2024. This was a very full year, and I have summarized only a portion of it with this report. Your continued prayers and your commitment to the mission we share here is the reason we can do so much in the name of Jesus for the Kingdom. Thank you for welcoming, growing, and joining the call in his name.

Peace in Christ,
Pr. Gregg

PASTOR
THE REV. RACHEL HOFFMAN

2024 was the first full year spent working towards Grace's Strategic Plan! Our theme for this year was "Renewing Our Purpose", as we focused on three Strategic Initiatives that are central to who we are as a congregation. These initiatives are Growing Volunteers and Leaders, Increasing Congregational Connections, and Serving Campus and Community. Our year of ministry together involved great strides in each Initiative.

Growing Volunteers and Leaders

Opportunities for volunteers to connect with ministry continued to grow this year! Our participation in Family Promise, with a more frequent hosting schedule, led to a number of members participating for the first time, and then returning for subsequent weeks to serve with our existing volunteer group. This influx of volunteers has been vital, as it allows us to continue with the more frequent weeks while not overwhelming a small volunteer group.

In weekly worship, we have also seen people stepping up and trying new roles. Our A/V team, who operates the cameras and sound during worship, has welcomed several new members, both youth and adults, and we are so grateful to those people for making worship accessible to those joining us from outside the building. In the Sanctuary, we have welcomed new Acolytes, Crucifers, and other Worship Assistants, across a variety of age groups. This is especially exciting, because we are breaking down perceived age barriers (for example, we can now clearly see it's not just kids who can be an Acolyte!).

With the return of Vacation Bible School in summer 2024, we knew we would need many volunteers for this program to work well, and Grace showed up! We had 36 volunteers participate in the weeks leading up to and during the week of VBS. Many of these volunteers recruited one another through personal invitations to come and join in on the fun, which made a big difference. And in the time since VBS, several volunteers have become Young Youth and Youth volunteers, having discovered how fun it was to be with the kids and wanting to do more. It's amazing how one opportunity can lead to others!

The way we communicate as volunteers and leaders has also improved this year, with increased use of technology. Our Realm participation has grown, with more people using the platform to share information across teams and committees and keep track of resources. We've used SignUpGenius for multiple projects and events, allowing people who aren't part of specific committees or on-site each week to see what's happening, identify where their gifts meet open needs, and sign up to take part!

Increasing Congregational Connections

More and new volunteers means new connections in many situations. We saw that happen particularly with VBS, when some new members got to know more people quickly, and our youth volunteered with different adults than usual, while our youngest kids got to know so many more adults they can count on!

In the summer, we were lucky to have Bob and Vicky Goodbar volunteer their time and effort to take church directory photos. We will soon be able to connect more names to faces in print, allowing for those "oh I do know them!" moments to bring us together.

Our Parish Life Committee made a big effort to increase consistency for our Hospitality time between worship services, and their work is visibly paying off. People spend time in the Fellowship Hall between services, sitting around coffee and snacks, catching up and sharing life with each other; those consistent connections over daily life are often the cement that holds us together.

During our Fall Stewardship Drive, seven members gifted us with their stories of connecting in the congregation, through temple talks and written pieces. As we heard their stories, we thought about our own, and we shared those with each other, continuing the ripple effects of encouragement through experience!

Spanning much of the year, the ELCA Youth Gathering preparation, trip, and return offered countless connections throughout the congregation. Grace was incredibly generous to our Youth, financially and prayerfully, as we hosted several fundraisers to send them to New Orleans. The Variety Show and Raffle particularly highlighted the congregation's support, as numerous items were donated, so many people showed up for the fun, and fourteen members or groups shared their acts! In all of it, our Youth tangibly experienced that their congregation cared about their growing faith, and that care was especially shown by the adult volunteers who went with them to the Gathering. The Youth were excited to share what they had learned and experienced when we returned, and the Thank-You Presentation for the congregation was a great cap to the whole adventure.

Serving Campus and Community

This was our fourth year of our Grace Outreach Grant Partnership program, and I believe it was the most smoothly coordinated year yet, which allowed even more people to be involved. We partnered with Better Bound Bookstore, Children's Attention Home, and Habitat for Humanity. In the summer, we welcomed leaders from each organization to share their mission with us in presentations after our combined worship services. These presentations led us to dedicate God's Work Our Hands Sunday in September to gathering donations and creating messages of encouragement for each of our Partners. Our connections since then have continued in a positive way, too.

Our connection to Winthrop continues in several branches. Our WELCM program is growing as students invite friends and members offer support by providing the meals each week. Our Winthrop Music Interns are a blessing in our worship services. Plus, we enjoyed supporting Winthrop sports through congregational outings to the games.

Our commitment to offering our space as God's House for All People has been a gift to our community and to us as well. In 2024, we welcomed over 25 different groups into our buildings to host programs, including Family Promise, Master Gardeners, our Cub Pack and Scout Troop, York County, Winthrop, and Race & Reconciliation in Rock Hill.

We offer our space to these groups at no charge, as it is an important part of our ministry to the community. To get a sense of this impact, this year we calculated the market rate for comparable space rental in our area, and discovered that in our hosting, we extended \$75,405 worth of space to our community – which means those organizations were able to keep that amount for their ministry! When we add our Outreach Partnership Grants and the Endowment Grants given to the community, we extended over \$100,000 in space and financial gifts to our community this year, which is incredible!

2024 has been wonderfully full of ministry, and as a congregation, we have grown together, in leadership, and in service. As we enter our second full year of our Strategic Plan, I know that there is so much more good work to be done, and I am grateful to be able to do this work alongside all of you, God's people at Grace.

Peace in Christ,
Pr. Rachel

DIRECTOR OF MUSIC
DR. JEREMY MIMS
GRACE LUTHERAN CHURCH MUSIC MINISTRIES

No Report Submitted.

WELCM CAMPUS MINISTER
THE REV. DR. NORBERT HAHN

The year 2024 was a transition year as I was handed the “ministry baton” by Pastors Gregg and Rachel Hoffman when I began to serve as campus minister on January 1st. They had served as campus ministers in 2023 after the resignation of the previous campus minister.

The first few months of 2024 were a time of getting my “campus ministry feet” wet and learning the layouts and rhythms of Winthrop University, Grace Lutheran Church, and WELCM. I am very grateful for the support given to the campus ministry and me by the students, the members, staff and pastors at Grace, the WELCM Committee, as well as staff, leaders, and colleagues at Winthrop. It made my first year substantially easier and provided a firm foundation for the ministry.

WELCM said “goodbye” to several students who were graduating at the end of the 2024 Spring Semester. At the beginning of the Fall semester, God blessed WELCM with the return of all non-graduating students and six regular new students as well as several guests who attended occasionally. As a result, quite often all the seats at the huge dinner table in the White House were taken.

Throughout 2024, the meals provided by members of Grace and Amazing Grace Lutheran Church in Waxhaw were yummy and greatly appreciated by the students who also appreciated being able to take home leftovers. I am grateful that dinner hosts made special provisions for three of the students who are vegetarians.

The topics of the program section of the Tuesday gatherings were selected by the students. They included “coping with grief” and “dealing with bullying.” The students were blessed by the encouragement and inspiration provided by a guest speaker and information received from a documentary movie. One of the Tuesday evenings became a “community service evening” when the students served at HOPE across the street. Since most of the students either work on weekends or return home, it is difficult to organize retreats or weekend activities. However, the students organized a trip to a local orchard.

New give-away gifts were acquired to advertise WELCM at tabling events on the Winthrop campus. These gifts (pens, cups, and stickers) identify WELCM as “A Joyful, Affirming, and Safe Campus Ministry.

I expanded my professional horizons and networking by participating in a weeklong campus ministry conference in Chapel Hill (in June) as well as monthly Zoom meetings with campus pastors in Region 9 and online workshops offered by the LuMin campus ministry network.

A grant from the SC Synod enabled the WELCM Committee to subscribe to an 18 month long online training course in fundraising for campus ministry.

For 2025, I envision adding an Evening Prayer at 7:00 PM on Sundays, a stronger emphasis on Bible study, and the possibility of collaborating with the Wesley Foundation campus ministry.

Thanks again to all supporters of the WELCM campus ministry!

COMMUNITY RELATIONS

WELCM - (WINTHROP ECUMENICAL LUTHERAN CAMPUS MINISTRY)

Campus Minister: The Rev. Dr. Norbert Hahn

Chair(s): Bob Stonebraker

Council Representative: Farran Holland

Grace Members: Sabrina Blanks, Lori Brown, Farran Holland, Doug Gay, Pr. Gregg Hoffman, Brendan Quinn, Kathy Schwandt, Bill Sliney, Bob Stonebraker

Student Peer Minister Members: Emmie Tatum, Savannah Rennell

The WELCM Committee supports the campus minister and students in developing and running programs and activities. In 2024 committee members:

- Formulated and monitored an approximately \$60,000 budget and secured increased funding from the South Carolina ELCA Synod.
- Hosted a Christmas party as well as cookouts at the start and end of the academic year for WELCM students.
- Took the lead in providing weekly meals for the students.
- Participated in various WELCM activities
- Provided for the upkeep of the white house

WELCM Highlights for 2024:

- We welcomed Pastor Norbert Hahn as our new campus pastor.

Moving from a full-time campus pastor (Olga-Maria Cruz) to a part-time person (Pastor Hahn) inevitably led to a drop in overall programming. However, we enjoyed several successes:

- We added a strong contingent of new students (including six freshmen).
- Attendance at the weekly Tuesday Meal and Gathering was strong.
- Students enjoyed a service project helping at Hope Food Pantry.
- We have been participating in a fund-raising program for ELCA campus ministries.
- We were able to involve other area ELCA congregations. Members of Amazing Grace Lutheran in Waxhaw provided two of our weekly meals, Reformation Lutheran in Lancaster Fairfax Lutheran Parish sent a monetary contribution, and Epiphany Lutheran in Rock Hill provided significant funding assistance, and two of its members have agreed to serve as liaisons with our committee.

Looking Ahead to 2025:

- We will try to improve the connections between our WELCM students and Grace.
- We plan on developing additional weekly activities for the students, for example by reinstituting Sunday Evening Prayer.
- We will try to increase our visibility on campus with tabling, advertising, and improved social media.

COMMUNITY RELATIONS NEW MEMBER

Chair(s): Kathy Schwandt

Council Representative: Mike Dunnett

Members: Pastor Gregg Hoffman, Sabrina Blanks, Donna Richter, Traci Quinn

Ministry Highlights in 2023:

- Welcomed 2 new families in December 2024
- Held a special reception in between services

Looking Ahead to 2024:

- Will continue to introduce new members with short bios in our Grace Weekly Newsletter
- The committee continues to encourage all Grace members to personally greet and welcome those they have not met. Their outreach may also be touching those seeking a church home.
- Looking for a new leader of this committee
- Looking for new committee members

COMMUNITY RELATIONS OUTREACH

Chair(s): Linda Ranges

Council Representative: Jeff Ranges

Members: Pastor Rachel Hoffman, Doug Gay, Larry Winsch, Bob Wasserman, Bob Schavey, Frances Stockley, Michele Minor, Mary Vettorel

Ministry Highlights for 2024:

- We had a successful fourth year of the Grace Outreach Partnership Grant Program. The goal of the program is to partner with a few local charities, financially and through volunteerism, to better serve our community.
- After two years with our partners Bethel Men's Shelter, The Life House Women's Shelter and Palmetto Health Care in which we saw increased volunteerism from the congregation, we decided to partner with new organizations to create new relationships and new opportunities for volunteer participation.
- A grant in the amount of \$10,000 was given to Children's Attention Home. Members of the committee and the congregation participated in a number of events at CAH this year. Katy Motsinger, Director of Development and Marketing for CAH gave a Temple Talk followed by a presentation after the service.
- A grant in the amount of \$10,000 was given to Better Bound Bookstore. A very inspiring Temple Talk and post-service presentation was given by Sharon Floyd, Founder and Executive Director of BBS. BBS continues to look for a large space and members of the congregation of reached out to assist with this effort.
- Our third grant in the amount of \$5,000 was given to Habitat for Humanity of York County. Summersby Oakey, Director of Development and Advocacy for HfHofYC gave a Temple talk and presentation. The Earl Gatlin build was dedicated this fall in honor of Earl, a longtime supporter of habitat for Humanity.

- Grace continued its participation in the Family Promise program for homeless families in Rock Hill and sponsored families for seven weeks in 2024. We often received feedback from hosted families that Grace is very welcoming and hospitable.
- Bob Wasserman again coordinated the collection and distribution of 50 Christmas gifts for adults with the York County Council on Aging and 25 children's Christmas gifts for the Angel Tree at Market Place Apartments. Bob also coordinated collection of Easter Baskets for Senior Services for York County Council on Aging.
- The committee again supplied popcorn and hot cocoa for the Rock Hill Christmas Parade this year.
- The Scouts served and had a donation box at the parade.
- Race and Reconciliation – The mission of this subcommittee is to create relationships among diverse people in the community, raise awareness of prejudice and privilege, and work for reconciliation and a just society.
- We had one member step aside this year- Ron Hartman

Looking ahead to 2025:

- Continued support of current and previous existing grant partnerships.
- Identifying possible new partnerships with outside organizations that address the basic human needs of food, shelter, economic assistance, etc.
- Increase exposure to the congregation of our Grace Outreach Partnership Grant Program partners to increase member participation.
- Grace Lutheran Church is called to serve our neighbors following the example of Jesus Christ. In following this call, Grace again intends to partner financially with local non-profit organizations in our community. Grant applications will be solicited in the first quarter of 2025. A total of \$20,000 will be distributed to the selected organizations.

COMMUNITY RELATIONS PLACE OF GRACE

Chair(s): Doug Cole

Council Representative: Pastor Gregg Hoffman

Members: Doug Gay (Treasurer), Nancy Meyer (Secretary), Doug Pointon, Neal Barber, Bob Wasserman

No Report Submitted.

COMMUNITY RELATIONS PUBLIC RELATIONS

Chair(s): Donna Richter

Council Representative: Traci Quinn

Members: Pastor Gregg Hoffman, Chris Sherk, Amy Cassidy, Windy Cole, Donna Richter

Ministry Highlights for 2024:

- After a busy year working closely with the 100th anniversary committee publicity for anniversary related events, the committee considered how Grace could preserve and share its history.
 - Reviewed the excellent printed compilation of Grace's history given to members.
 - Began thinking of how portions of the church's first 100 years could be captured in a visual format throughout the church a/k/a "History Wall Project."
 - Began compiling succinct highlights of Grace's history for the "History Wall" and reviewing documents and photos to be used with such content.
 - Discussed possible options to finance the one-time cost of producing a "History Wall."
- The committee continues periodically to review the church website and offers suggestions for content. The committee is pleased with the more updated website, which is more secure and stable which, in turn, causes less work for our pastors and parish administrator.
- Promoted church events and outreach work on social media accounts.
- Supported the New Member Committee by sharing background information about new members in Grace's e-news.
- Continue to discuss the possibility of a historical street marker for Grace.
- Discussed the use of providing members an option to scan a QR code for the worship bulletin in lieu of using a printed version.

Looking Ahead to 2025:

- Continue to help promote worship opportunities and outreach ministries and other church sponsored events via the website and social media.
- Continue to share ideas with church leadership about ways to promote Grace and its activities both to our members and to the community.
- Begin to discuss the "History Wall" project with one or more graphic designers to learn about next steps to create and produce such a project, and to obtain a general cost estimate. Work on content and photos is underway, but work is limited until we discuss in more detail the feasibility of this project with a graphic designer. Will continue to consider funding sources for this work.
- Will continue to envision a Visitor Information area in the Fellowship Hall.
- Continue to assist the New Member committee with introductions via Grace e-news.

OPERATIONS ENDOWMENT

Chair(s): Bob Goodbar

Council Representative: Justin Anderson

Members: Karen Warmoth; Ronald Cartner; Bob Goodbar; Don Horst; Wally Seigler (recording secretary); Doug Gay (financial coordinator); Pastor Rachel Hoffman (ex-officio and advisor)

Ministry Highlights for 2024:

- Our Extended Ministry Endowment Fund grew! Total funds (checking account plus the ELCA Endowment Fund Pooled Trust) at beginning of 2024 was \$208,639. Approximate total at end of the year was \$240,651. Gifts, along with investment returns led to growth.
- 4% of the amount in the EFPT is transferred to the checking account each year, making funds available for grants. Per our guidelines, \$6,433 was available and given in grants in 2024. Three grants were given. Our church had observed its 100th anniversary in 2023. At the request of Karen Warmoth and other members of the Grace Lutheran history writing team, we elected to allocate \$3,086 so that the updated church history could be printed and distributed. \$1000 was given to Bethel Shelters to help with supplies for its clients. \$2,337 was sent to Lutheran Disaster Relief for North Carolina to aid Hurricane Helene recovery.
- Pastor Rachel created an updated version of the 1923 Grace Society brochure, and it includes the current Grace Mission Statement.

Looking Ahead to 2025:

- We anticipate that \$7,774 will be available for grants in 2025, a significant increase year-over-year!
- We will continue to encourage interested individuals and families to refer to the brochure, copies of which are available in the narthex. It explains the Endowment Fund and gives a history of its beginnings. It delineates ways in which donors can make gifts and explains how the Fund is carefully administered. For those who may wish to include the Grace endowment in their estate plans, the brochure explains the 1923 Grace Society.
- Incremental increases in the fund balance will, over time, lead to increased dollar value of returns. Therefore, we are reminded that any gift is a perpetual gift which continues to contribute to the Fund's growth and continues to support grants in the future!

OPERATIONS FINANCE

Chair(s): Vacant

Council Representative: Ron Hartman

Members: Pastor Gregg Hoffman, Karen Harris (Assistant Financial Secretary), Floyd Ritchie, Wally Seigler, Bill Sliney, Bob Stonebraker, Lori Brown (Financial Secretary), Ruth Wasserman (Treasurer), and Jean Winsch.

No Report Submitted.

OPERATIONS

FINANCIAL SECRETARY

Financial Secretary: Lori Brown

December 2024			
<i>Lori L Brown, Financial Secretary</i>			
	December	Year to Date	Needed for
Budgeted Items:	(5 Sundays)	2024	YTD budget
Building Use	\$35.00	\$2,978.74	
Current	\$77,082.43	\$597,872.32	
Initial Offering	\$0.00	\$96.00	
Loose Offering	\$573.30	\$2,323.99	
Online Processing Costs	\$134.91	\$1,276.76	
Sanctuary Candles	\$25.00	\$275.00	
Thrivent Choice	\$0.00	\$205.00	
Total: Budgeted Items	\$77,850.64	\$605,027.81	\$7,735
Other Giving:			
Boy Scouts	\$0.00	\$1,000.00	
Capital Expense	\$255.00	\$33,230.00	
Cremains Garden	\$0.00	\$5,000.00	
Disaster Relief	\$210.00	\$3,775.00	
Easter Flowers	\$0.00	\$150.00	
Endowment Fund	\$115.00	\$8,479.90	
Future Pledged	\$33.00	\$5,733.00	
Good Samaritan	\$1,275.00	\$1,740.00	
Memorial Fund	\$215.00	\$4,210.00	
Miscellaneous Designated Gift	\$0.00	\$3,535.88	
Natl Youth Gathering Gift	\$0.00	\$10,368.56	
Place of Grace Loan Repay	\$255.04	\$3,570.56	
Place of Grace Gifts	\$50.00	\$50.00	
Quilters	\$0.00	\$60.00	
Staff Gifts	\$1,965.00	\$1,965.00	
Weekly Flowers	\$180.00	\$3,623.00	
WELCM Programs	\$1,030.00	\$9,194.69	
Worship and Music Fund	\$0.00	\$245.00	
Total Giving:	\$83,433.68	\$700,958.40	
Other Receipts:			
Anniversary Dinner	\$0.00	\$152.91	
Church Picnic	\$0.00	\$985.00	
GYM Beach Retreat	\$0.00	\$400.00	
GYM Ski Trip	\$0.00	\$1,424.00	
Interest on Investments	\$0.00	\$1,369.13	
LIFT	\$0.00	\$1,316.00	
Natl Youth Gathering Payments	\$0.00	\$1,817.00	
Parish Life Event Offering	\$0.00	\$40.00	
Parish Events-Miscellany	\$0.00	\$100.00	
Reimbursements/Refunds	\$34.64	\$34.64	
Weddings	\$0.00	\$200.00	
WELCM Salaries	\$4,574.75	\$53,722.22	
Winterfest	\$3,552.00	\$4,552.00	
Total Receipts:	\$91,595.07	\$767,071.30	
<i>We almost made budget. Giving was strong in December as anticipated</i>			
Annual Budget:	\$ 612,763		
Monthly Budget	\$ 51,064		
YTD Budget	\$ 612,763		

OPERATIONS

TREASURER

Treasurer: Ruth Wasserman

Grace Lutheran Church Treasurer's Report December 31, 2024

	<u>Month-to-Date</u>	<u>Year-to-Date</u>
Received toward 2024 Budget in 2023		\$13,505.86 *
Received Toward Budget in 2024	\$71,932.64	\$604,809.81
Interest Earned on Checking Account	\$16.96	\$146.82
Interest Earned on TIPS thru 10/17/24		\$1,369.13
Budgeted Expenses (ACTUAL)	\$58,859.59	\$572,831.33
Revenue minus Budgeted Expenses	\$13,090.01	\$47,000.29
Good Samaritan Checking- South State	\$3,054.24	
Endowment Fund Checking - South State	\$10,723.32	
Place of Grace Checking - South State	\$51,974.71	
General Operating Checking - South State Investments	\$238,646.89 **	
TIPS ...IAAAA opened 10/31/2022	\$19,909.37 maturity 2027	
TIPS ...IAAAB opened 10/31/2022	\$18,913.91 maturity 2027	
TIPS ...IAAAC opened 10/31/2022	\$40,814.21 maturity 2027	
Sum of GenOp Checking and investments:	\$318,284.38	
<u>Commitments Within General Fund</u>	<u>Dec 31, 2024</u>	
87401 - Memorials - Restricted	\$8,367.64	
87403 - Flowers	\$1.92	
87406 - Worship and Music Fund - Restricted	\$3,497.80	
87408 - Cremains Garden Fund - Restricted	\$11,324.89	
87409 - Extended Ministry Endowment Fund	\$0.00	
87412 - Learning Flow-thru	\$86.65	
87413 - POG Loan Repayment	\$3,570.56	
87414 - WECLM Reimbursements	\$1.00	
87418 - Parish Events Free Will Offering	\$1,745.24	
87422 - Womens LIFT Retreat	\$147.56	
87424 - GYM Beach Retreat	\$1,370.61	
87425 - GYM Ski Retreat	\$559.54	
87426 - GYM Mission Trips	\$413.93	
87427 - GYM National Youth Gatherings	\$5,811.36	
87428 - Youth Flow-Thru	\$98.88	
87430 - Public Relations Grant	\$823.12	
87432 - Campus Ministry	\$1,281.13	
87433 - Winterfest	\$43.00	
87435 - Scout troupe/cub pack	\$1,000.00	
87436 - Campfirmation	\$198.00	
87439 - Equipping for Hospitality	\$27.01	
87440 - Health Cabinet - Memorials	\$937.89	
87441 - Parish Nurse Grant - Cannon	\$1,708.80	
87442 - Grace-C Quilters	\$218.70	
87443 - Race Relations - Restricted	\$783.91	
87444 - Capital Expense Fund	\$102,263.84	
87499 - Pledged Offerings for next year	\$5,733.00	
87500 - Miscellaneous Designated - Restrict	\$528.62	
87532 - Disaster Relief (Hail Storm)	\$310.00	
Summary of Commitments	\$152,854.60	
Net Amount Available in General Fund(Checking + Inv- Commitments	\$165,429.78	
2 Month's Budget in reserve	\$102,127.17	
Amount available beyond 2 month reserve	\$63,302.61	

PLACE OF GRACE		
	Original Loan	\$42,086.65
	Current payment	12/1/2024
Payment + Interest	\$255.04	
Loan Balance	\$40,444.90	
Mortgage on POG	\$225,674.51	12/31/2024

*Please note the inclusion of the 2024 pledges given in 2023 on the opening line of the report.
 The Checking acct balance does not include **\$8758.58 in uncleared expenses from Dec 2024.
 Also included in **Checking account** balance is **\$5733.00** in pledged for 2025.

Grace Lutheran Church

December Statement of Activities 1_16_25

Date Range: Dec 1st 2024 - Dec 31st 2024 | Filtered by: Fund, Core Account

Accounts	Actual Month	Budget Month	Budget Remaining Month	Actual YTD 2024	Annual Budget 2024	Annual Budget Remaining 2024
Revenues						
Offerings						
Tithes & Offerings						
47100 Pledged Offerings	71,359.34	0.00	(71,359.34)	602,485.82	0.00	(602,485.82)
47200 Loose Offerings	573.30	0.00	(573.30)	2,323.99	0.00	(2,323.99)
Total Tithes & Offerings	71,932.64	0.00	(71,932.64)	604,809.81	0.00	(604,809.81)
Total Offerings	71,932.64	0.00	(71,932.64)	604,809.81	0.00	(604,809.81)
Non-budgeted Income						
47600 Interest Income - General	16.96	0.00	(16.96)	146.82	0.00	(146.82)
47601 Interest on Investments	0.00	0.00	0.00	1,369.13	0.00	(1,369.13)
Total Non-budgeted Income	16.96	0.00	(16.96)	1,515.95	0.00	(1,515.95)
Total Revenues	\$ 71,949.60	\$ 0.00	(\$ 71,949.60)	\$ 606,325.76	\$ 0.00	(\$ 606,325.76)
Expenses						
Benevolence						
Church Wide						
52102 Mission Support/ Benevolence	5,194.08	5,194.12	0.04	62,844.96	62,329.00	(515.96)
Total Church Wide	5,194.08	5,194.12	0.04	62,844.96	62,329.00	(515.96)
Total Benevolence	5,194.08	5,194.12	0.04	62,844.96	62,329.00	(515.96)
Ministry Operations						
Worship						
54101 Worship Materials	245.44	250.00	4.56	2,325.06	3,000.00	674.94
54102 Music Materials	2,245.74	208.37	(2,037.37)	2,434.57	2,500.00	65.43
54103 Childrens' Music	0.00	41.63	41.63	0.00	500.00	500.00
54104 Handbell Music	425.86	33.37	(392.49)	425.86	400.00	(25.86)
54105 Supply Organist	400.00	150.00	(250.00)	1,550.00	1,800.00	250.00
54106 Guest Musicians	2,950.00	272.88	(2,677.12)	3,425.00	3,275.00	(150.00)
54107 Instrument Service	0.00	208.37	208.37	1,275.16	2,500.00	1,224.84
54108 Copyright Licenses	0.00	91.63	91.63	1,010.00	1,100.00	90.00
54110 Robes	0.00	50.00	50.00	0.00	600.00	600.00
54111 Flowers	552.30	125.00	(427.30)	1,252.11	1,500.00	247.89
Total Worship	6,819.34	1,431.25	(5,388.09)	13,697.76	17,175.00	3,477.24
Learning						
54201 Sunday School	19.99	133.37	113.38	1,194.58	1,600.00	405.42
54202 Vacation Bible School	0.00	166.63	166.63	2,676.41	2,000.00	(676.41)
54204 Confirmation	0.00	250.00	250.00	2,827.65	3,000.00	172.35
54205 Milestone Ministry	0.00	83.37	83.37	903.80	1,000.00	96.20
Total Learning	19.99	633.37	613.38	7,602.44	7,600.00	(2.44)
Outreach						
54301 Outreach Opportunities	113.28	208.37	95.09	325.57	2,500.00	2,174.43
54302 Bereavement	43.42	83.37	39.95	270.71	1,000.00	729.29
54303 Outreach Grant Requests	0.00	2,083.37	2,083.37	25,000.00	25,000.00	0.00
54304 Family Promise Ministry	0.00	104.13	104.13	0.00	1,250.00	1,250.00
54305 Family Promise - partnership	0.00	125.00	125.00	0.00	1,500.00	1,500.00
54307 Cub Pack	250.00	20.87	(229.13)	250.00	250.00	0.00
54308 Scout Troop	250.00	20.87	(229.13)	250.00	250.00	0.00
Total Outreach	656.70	2,645.98	1,989.28	26,096.28	31,750.00	5,653.72
Parish Life						
54401 Parish Events	0.00	116.63	116.63	1,695.44	1,400.00	(295.44)
54402 Rachel's Ring	0.00	20.87	20.87	0.00	250.00	250.00
Total Parish Life	0.00	137.50	137.50	1,695.44	1,650.00	(45.44)
Youth and Family						

Accounts	Budget			Actual		Annual
	Actual	Budget	Remaining	YTD	Budget	Budget
	Month	Month	Month	2024	2024	Remaining
						2024
54405 Youth Programs	149.38	183.37	33.99	1,475.44	2,200.00	724.56
54406 Youth Retreats/Conferences	0.00	375.00	375.00	5,058.23	4,500.00	(558.23)
54407 Mission Trip/Youth Gathering	0.00	166.63	166.63	1,604.13	2,000.00	395.87
54408 Novus Way Scholarship	0.00	208.37	208.37	635.00	2,500.00	1,865.00
54409 Young Youth	135.44	41.63	(93.81)	277.63	500.00	222.37
54410 Transportation Expense	0.00	83.37	83.37	264.31	1,000.00	735.69
54411 Adult/Family Programs	0.00	166.63	166.63	637.21	2,000.00	1,362.79
Total Youth and Family	284.82	1,225.00	940.18	9,951.95	14,700.00	4,748.05
New Members						
54426 New Member Committee	94.64	41.63	(53.01)	189.60	500.00	310.40
Total New Members	94.64	41.63	(53.01)	189.60	500.00	310.40
Campus Ministry						
54450 Campus Ministry	0.00	1,458.37	1,458.37	17,500.00	17,500.00	0.00
Total Campus Ministry	0.00	1,458.37	1,458.37	17,500.00	17,500.00	0.00
Total Ministry Operations	7,875.49	7,573.10	(302.39)	76,733.47	90,875.00	14,141.53
Administrative Operations						
Property						
54501 Utilities	2,424.15	2,583.37	159.22	28,998.92	31,000.00	2,001.08
54502 Maintenance	2,582.67	833.37	(1,749.30)	10,416.92	10,000.00	(416.92)
54503 Lawn & Garden	432.00	416.63	(15.37)	5,476.00	5,000.00	(476.00)
54504 HVAC Maintenance	3,531.00	458.37	(3,072.63)	3,872.00	5,500.00	1,628.00
54505 Janitorial Service	1,983.58	1,983.37	(0.21)	23,802.96	23,800.00	(2.96)
54506 Floor Maintenance	362.20	362.00	(0.20)	4,346.40	4,344.00	(2.40)
54507 Beautification	160.05	83.37	(76.68)	267.96	1,000.00	732.04
54508 White House Garden	0.00	8.37	8.37	0.00	100.00	100.00
54509 Property Expense Contingency	0.00	1,250.00	1,250.00	0.00	15,000.00	15,000.00
Total Property	11,475.65	7,978.85	(3,496.80)	77,181.16	95,744.00	18,562.84
Finance						
54601 Supplies/Publications	0.00	16.63	16.63	82.50	200.00	117.50
54602 Offering Envelopes	0.00	20.87	20.87	290.26	250.00	(40.26)
54603 Bank Expenses	194.29	208.37	14.08	2,722.25	2,500.00	(222.25)
54604 Insurance on Buildings	5,023.75	1,166.63	(3,857.12)	16,645.75	14,000.00	(2,645.75)
54605 Direct Deposit	53.44	54.13	0.69	646.60	650.00	3.40
54606 Background Checks	0.00	41.63	41.63	0.00	500.00	500.00
Total Finance	5,271.48	1,508.26	(3,763.22)	20,387.36	18,100.00	(2,287.36)
Stewardship						
54621 Stewardship Events	0.00	62.50	62.50	147.58	750.00	602.42
54622 Stewardship for All Seasons	315.40	300.00	(15.40)	3,425.68	3,600.00	174.32
Total Stewardship	315.40	362.50	47.10	3,573.26	4,350.00	776.74
Administrative Expenses						
54701 Postage	(350.04)	208.37	558.41	2,240.82	2,500.00	259.18
54702 Office Supplies	174.61	458.37	283.76	4,715.05	5,500.00	784.95
54703 Telephone/Internet	645.48	625.00	(20.48)	7,192.29	7,500.00	307.71
54704 Equipment Purchase	0.00	41.63	41.63	106.99	500.00	393.01
54705 Equipment Maintenance	0.00	8.37	8.37	0.00	100.00	100.00
54706 Copier Lease	1,027.03	541.63	(485.40)	5,968.89	6,500.00	531.11
54707 Copier Supplies	303.63	333.37	29.74	4,593.18	4,000.00	(593.18)
54708 ACS	400.18	416.63	16.45	4,779.83	5,000.00	220.17
54709 Kitchen Supplies/Equipment	0.00	50.00	50.00	0.00	600.00	600.00
54710 Nursery Supplies	0.00	12.50	12.50	54.80	150.00	95.20
54711 Technology Committee	3.20	166.63	163.43	333.72	2,000.00	1,666.28
54712 Technology/Software	0.00	208.37	208.37	1,354.76	2,500.00	1,145.24
54713 Public Relations Committee	72.76	125.00	52.24	357.92	1,500.00	1,142.08
Total Administrative Expenses	2,276.85	3,195.87	919.02	31,698.25	38,350.00	6,651.75
Council						
54801 Synod Assembly/Events	0.00	125.00	125.00	182.00	1,500.00	1,318.00
54802 Leadership Retreat/Resources	0.00	41.63	41.63	183.12	500.00	316.88
54803 Supply Pastors	0.00	116.63	116.63	250.00	1,400.00	1,150.00
54804 Staff Bonus FICA Church Match	150.32	25.00	(125.32)	150.32	300.00	149.68
Total Council	150.32	308.26	157.94	765.44	3,700.00	2,934.56
Personnel						
54998 FICA /Medicare Church Match - nonPastor	648.65	612.38	(36.27)	7,371.16	7,349.00	(22.16)

Accounts	Budget			Actual		Annual
	Actual	Budget	Remaining	YTD	Budget	Budget
	Month	Month	Month	2024	2024	Remaining
						2024
55020 Workers Comp all employees	225.25	125.00	(100.25)	1,181.75	1,500.00	318.25
Senior Pastor Compensation						
54901 Senior Pastor's Salary	3,389.08	3,389.12	0.04	40,668.96	40,669.00	0.04
54902 Senior Pastor's Housing	1,338.58	1,338.62	0.04	16,062.96	16,063.00	0.04
54903 Sr. Pastor's Business Expense/Phone	418.92	418.88	(0.04)	5,027.04	5,027.00	(0.04)
54904 Senior Pastor's Pension	660.70	660.63	(0.07)	7,928.40	7,928.00	(0.40)
54905 Senior Pastor's Health Insurance	735.03	735.12	0.09	8,820.36	8,821.00	0.64
54906 Senior Pastor's Continuing Ed	788.41	91.63	(696.78)	1,087.40	1,100.00	12.60
54907 Senior Pastor's FICA Allowance	778.16	778.13	(0.03)	9,337.92	9,338.00	0.08
54909 Sr. Pastor's Synod Events Expense	0.00	41.63	41.63	407.22	500.00	92.78
Total Senior Pastor Compensation	8,108.88	7,453.76	(655.12)	89,340.26	89,446.00	105.74
Pastor's Compensation						
54910 Pastor's Salary	3,389.08	3,389.12	0.04	40,668.96	40,669.00	0.04
54911 Pastor's Housing	1,338.58	1,338.62	0.04	16,062.96	16,063.00	0.04
54912 Pastor's FICA Allowance	778.16	778.13	(0.03)	9,337.92	9,338.00	0.08
54913 Pastor's Business Exp/Cell Phone	252.26	252.25	(0.01)	3,027.12	3,027.00	(0.12)
54914 Pastor's Continuing Education	250.91	91.63	(159.28)	1,100.50	1,100.00	(0.50)
54916 Pastor's Health Insurance	735.03	735.12	0.09	8,820.36	8,821.00	0.64
54917 Pastor's Pension	660.70	660.63	(0.07)	7,928.40	7,928.00	(0.40)
54918 Pastor's Synod Events	0.00	41.63	41.63	524.66	500.00	(24.66)
Total Pastor's Compensation	7,404.72	7,287.13	(117.59)	87,470.88	87,446.00	(24.88)
Music Director's Compensation						
54951 Music Director's Salary	4,150.34	4,150.37	0.03	49,804.08	49,804.00	(0.08)
54952 Music Director's Retirement	415.00	415.00	0.00	5,395.00	4,980.00	(415.00)
54954 Music Director's Continuing Educ	411.95	70.00	(341.95)	411.95	840.00	428.05
54955 Music Director Professional Dues	125.00	16.63	(108.37)	125.00	200.00	75.00
Total Music Director's Compensation	5,102.29	4,652.00	(450.29)	55,736.03	55,824.00	87.97
Parish Admin Compensation						
55001 Parish Admin Salary	2,736.76	2,736.75	(0.01)	32,841.12	32,841.00	(0.12)
55002 Parish Admin Retirement	273.67	273.63	(0.04)	3,284.04	3,284.00	(0.04)
55003 Parish Admin Health Insurance	416.66	416.63	(0.03)	4,999.92	5,000.00	0.08
55004 Parish Admin Continuing Education	0.00	16.63	16.63	0.00	200.00	200.00
Total Parish Admin Compensation	3,427.09	3,443.64	16.55	41,125.08	41,325.00	199.92
Other Personnel Compensation						
54956 Music Intern Wages	750.00	666.63	(83.37)	7,000.00	8,000.00	1,000.00
55010 Nursery Worker - Toddlers	0.00	351.00	351.00	2,000.00	4,212.00	2,212.00
55011 Nursery Worker - Infants	633.44	351.00	(282.44)	8,422.27	4,212.00	(4,210.27)
Total Other Personnel Compensation	1,383.44	1,368.63	(14.81)	17,422.27	16,424.00	(998.27)
Total Personnel	26,300.32	24,942.54	(1,357.78)	299,647.43	299,314.00	(333.43)
Total Administrative Operations	45,790.02	38,296.28	(7,493.74)	433,252.90	459,558.00	26,305.10
Total Expenses	\$ 58,859.59	\$ 51,063.50	(\$ 7,796.09)	\$ 572,831.33	\$ 612,762.00	\$ 39,930.67
Net Total	\$ 13,090.01	(\$ 51,063.50)	(\$ 64,153.51)	\$ 33,494.43	(\$ 612,762.00)	(\$ 646,256.43)

OPERATIONS

2025 MISSIONAL SPENDING PLAN

Approved Missional Spending Plan for 2025 (detail version)			
Ministry Area and Account Code		Approved 2025	NOTES
BENEVOLENCE			
SC Synod / ELCA Churchwide			
52102	Mission Support / Benevolence	\$61,328	<i>10% of previous year's total MSP</i>
	Sub-Total Mission Support	\$61,328	
	Sub-Total BENEVOLENCE	\$61,328	
MINISTRY			
Worship			
54101	Worship Materials	\$3,200	
54102	Music Materials	\$2,500	
54103	Children's Music	\$500	
54104	Handbell Music	\$400	
54105	Supply Organists	\$1,800	
54106	Guest Musicians	\$3,275	
54107	Instrument Service	\$2,500	
54108	Copyright Licenses	\$1,100	
54110	Robes	\$600	
54111	Flowers (In/Out)	\$1,500	
	Sub-Total Worship	\$17,375	
Learning			
54201	Sunday School	\$1,500	
54202	VBS	\$3,000	
54203	Special Events	\$0	
54204	Confirmation	\$3,000	
54205	Milestone Ministry	\$1,000	
	Sub-Total Learning	\$8,500	

Ministry Area and Account Code		Approved 2025	NOTES
Outreach			
54301	Outreach Opportunities	\$2,500	
54302	Bereavement	\$1,000	
54303	Outreach Grant Requests	\$20,000	
54304	Family Promise Ministry	\$1,250	
54305	Family Promise - partnership	\$1,500	
54307	Cub Pack	\$500	
54308	Scout Troop	\$500	
	Sub-Total Outreach	\$27,250	
Parish Life			
54401	Parish Events	\$1,400	
54402	Rachel's Ring	\$250	
54403	Health and Wellness	\$0	
	Sub-Total Parish Life	\$1,650	
Youth and Family			
54405	Youth Programs	\$2,000	
54406	Youth Retreats / Conferences	\$5,500	
54407	Mission Trip/Youth	\$1,500	
54408	NovusWay Scholarship	\$2,000	
54409	Young Youth	\$500	
54410	Transportation	\$500	
54411	Adult/Family Programs	\$2,000	
	Sub-Total Youth and Family	\$14,000	

Ministry Area and Account Code		Approved 2025	NOTES
New Members			
54426	New Members	\$500	
	Sub-Total New Members	\$500	
Campus Ministry			
54450	Campus Ministry	\$17,500	
	Sub-Total Campus Ministry	\$17,500	
	Sub-Total MINISTRY	\$86,775	

Ministry Area and Account Code		Approved 2025	NOTES
OPERATIONS			
Property			
54501	Utilities	\$32,900	
54502	Maintenance	\$10,000	
54503	Lawn & Garden	\$5,200	
54504	HVAC Maintenance	\$5,500	
54505	Janitorial Service	\$24,500	
54506	Floor Maintenance	\$4,475	
54507	Beautification	\$1,000	
54508	White House Garden	\$100	
54509	Property Expense Contingency	\$15,000	
	Sub-Total Property	\$98,675	
Finance			
54601	Supplies and Publications	\$275	
54602	Offering Envelopes	\$300	
54603	Bank Expenses	\$3,000	
54604	Insurance on Buildings	\$20,065	
54605	Direct Deposit	\$650	
54606	Background Checks	\$500	
	Sub-Total Finance	\$24,790	
Stewardship			
54621	Stewardship Events	\$500	
54622	Stewsp. for All Seasons	\$3,500	
	Sub-Total Stewardship	\$4,000	

Ministry Area and Account Code		Approved 2025	NOTES
Administration			
54701	Postage	\$2,750	
54702	Office Supplies	\$5,500	
54703	Telephone/Internet	\$7,500	
54704	Equipment Purchase	\$500	
54705	Equipment Maintenance	\$100	
54706	Copier Lease	\$6,500	
54707	Copier Supplies	\$4,500	
54708	ACS	\$5,000	
54709	Kitchen Supplies / Equipment	\$600	
54710	Nursery Supplies	\$150	
54711	Technology Committee	\$2,000	
54712	Technology / Software	\$2,500	
54713	Public Relations Committee	\$1,500	
	Sub-Total Administration	\$39,100	
Council			
54801	Synod Assembly/Events	\$2,000	
54802	Leadership Retreat/Resources	\$500	
54803	Supply Pastors	\$1,400	
54804	Staff Bonus FICA	\$300	
	Sub-Total Council	\$4,200	
	Sub-Total OPERATIONS	\$170,765	

Ministry Area and Account Code		Approved 2025	NOTES
STAFF			
Senior Pastor			
54901	Senior Pastor's Salary	\$43,781	
54902	Senior Pastor's Housing	\$15,710	
54903	Senior Pastor's Business Exp/Cell	\$5,000	
54904	Senior Pastor's Pension	\$8,314	
54905	Senior Pastor's Health Insurance	\$9,249	
54906	Senior Pastor's Continuing Ed.	\$1,100	
54907	Senior Pastor's FICA Allowance	\$9,792	
54909	Senior Pastor's Synod Events	\$500	
	Sub-Total Senior Pastor	\$93,446	
Pastor			
54910	Pastor's Salary	\$43,781	
54911	Pastor's Housing	\$15,710	
54912	Pastor's FICA Allowance	\$9,792	
54913	Pastor's Business Exp/Cell	\$3,000	
54914	Pastor's Continuing Education	\$1,100	
54916	Pastor's Health Insurance	\$9,249	
54917	Pastor's Pension	\$8,314	
54918	Pastor's Synod Events	\$500	
	Sub-Total Pastor	\$91,446	

Ministry Area and Account Code		Approved 2025	NOTES
Lay Staff			
54951	Music Director's Salary	\$50,302	
54952	Music Director's Retirement	\$5,030	
54954	Music Director's Cont. Ed.	\$840	
54955	Music Director's Professional dues	\$200	
54956	Music Intern Wages	\$8,000	
54998	FICA Church Match	\$7,763	
55001	Parish Administrator Salary	\$33,169	
55002	Parish Administrator Retirement	\$3,317	
55003	Parish Administrator Health Ins.	\$5,000	
55004	Parish Administrator Cont. Ed.	\$200	
55006	Bookkeeper	\$0	
55007	Financial Recorder	\$0	
55010	Nursery Attendant - Toddlers	\$6,500	
55011	Nursery Attendant - Infants	\$6,500	
55020	Workers' Comp	\$1,500	
	Sub-Total Lay Staff	\$128,321	
	Sub-Total STAFF	\$313,212	
	TOTAL SPENDING PLAN	\$632,080	

OPERATIONS

PERSONNEL

Chair(s): Karen Warmoth

Council Representative: Theresa Miller

Members: Sabrina Blanks, Anne Johnson, Theresa Miller, Kathy Taylerson, Karen Warmoth, Pastor Gregg Hoffman

Ministry Highlights for 2024:

- Continued meeting on an as-needed basis during 2024.
- Followed the established evaluation process for discussions of each of the following positions: Senior Pastor, Pastor, Director of Music, Campus Minister, and Parish Administrator.
- Continued staffing the Nursery during both Sunday worship services by working with Sitter Tree as an innovative means for Nursery staffing (two positions).
- Revisited on an as needed basis the Employee Handbook (2023) in order to meet needs of Grace Lutheran Church.
- Submitted staff compensation recommendations for 2025 Ministry Plan for Council approval.

Looking Ahead to 2025:

- Remain open to hiring a permanent Nursery attendant since that position is currently open. Continue using Sitter Tree on a weekly basis to provide needed staffing for the Nursery during Sunday services.
- Facilitate use of established evaluation process for both mid-year and year-end dates.
- Revisit Employee Handbook as needed.
- Submit staff compensation recommendations for 2025 Ministry Plan.

OPERATIONS

PROPERTY

Chair(s): Walker Stockley

Council Representative: Bob Goodbar

Members: Floyd Ritchie, Rick Kirby, Doug Pointon, Glenn Wise, Skeeter Mills, Kathy Schwandt, Brian Beer, Doris Lourigan, Wally Seigler, Ronald Cartner, Karlo Waataja, and Pastor Gregg Hoffman.

Ministry Highlights for 2024:

- Common area restrooms re-tiled with leftover tile at a cost of around \$1,000.
- Significant roof leaks occurred especially following the hailstorm at the end of April 2024. After much discussion with Church Mutual Insurance, the claim was resolved with payments provided for all shingled roofs of the church and White House and flat membrane roof over the office area. Total payments were \$86,818.12 and \$30,754.50 in recoverable depreciation. Work will begin when 3 quotes are obtained from roofers and approved vendor voted on from Council.

- Flooding of the Youth Room and stairwell occurred during Helene and sealing areas outside the entrance (\$550 cost) stopped exterior leakage but revealed water entering from under the floor, and source yet to be determined. This is ongoing work resolution. Sandbags have been added to reduce flooding and divert water away from the Youth Room during heavy rain events.
- New drywall was applied to the two back walls in the Youth Room with furring strips behind wallboard, where paint was peeling from moisture. Floor tiles replaced the at were broken. Total cost \$4,923.00
- Replaced one of the original 7.5 ton gas pack HVAC units that provide cooling and heat to 1/2 of the Fellowship with a new Trane unit due to failure of the bearings and motor drive in the original unit. Replacement cost \$22,474 completed by Lighthouse Heating and Air.
- Workday in March spread pine needles and cleaning of the WH front porch and exterior, and included re-painting of the ramp.
- The Playground was permanently closed with locks on gates due to liability. The equipment will be disassembled in 2025.
- A water line broke at the kitchen 3-basin sink, causing water to leak to the basement level of the church and in turn soaked the electronics within the elevator control box in October. The broken line was repaired by Winston and Skeeter Mills. Numerous service visits by TK Elevator eventually resumed operation of the elevator after 2 months of downtime and a cost in excess of \$18,000.
- CAT 5 inspection completed on the main elevator (once every 3 years) and wheelchair lift was inspected (required once every 5 years). A safety switch had to be repaired on the lift.
- Fire inspections completed, extinguishers checked and replaced as needed.
- Fence around the WH garden was repaired
- Dehumidifier was replaced in WH basement. Minor flooding of WH basement occurred during hurricane Helene not observed occurring previously, but no damage.
- \$102,098.18 in Capital Expense fund year end Dec 2024
- Budget was underspent with lower expenses on utilities, beautification and floor maintenance than budgeted. However, utility costs have increased, and Lawn and Garden contract increased for 2025.

Quarterly jobs completed:

- Inspect fire extinguishers monthly, replenish water bottles for water coolers with quarterly assignment, clean the moat as needed, inspect elevator pit and sump pumps monthly.

Looking Ahead to 2025:

- Complete roof replacement with little or no money out of pocket.
- Secure approval from the city for an awning over the Fellowship Hall and exterior doors.
- Continue to seek source water incursion in GYM stairwell or install a sump pump
- Replace burned out lights in the FH and Sanctuary with a rented lift.
- Inspect and secure plexiglass on exterior of all stained glass windows.

OPERATIONS

PROPERTY - BEAUTIFICATION

Chair: Kathy Schwandt

Council Representative: Bob Goodbar

Members: Pastor Rachel Hoffman, Frances Stockley, Dee Westbrook, Diane Dasher, Betty Sue Seigler, Nancy Meyer, Chris Sherk, Leslie Dunnett

Ministry Highlights for 2024:

- Painted and decorated office area
- Had extra ceramic installed in 2 single occupant bathrooms.
- Decorated church for various holidays
- Added faux greenery to planters on Oakland Ave. at red doors.

Looking Ahead to 2025:

- Find new members to join this committee

OPERATIONS

STEWARDSHIP

Chair: Vacant

Council Representative: Council

Members: Pastor Rachel Hoffman, Wally Seigler, Betty Sue Seigler, Brian Beer, Melissa Tucker

No Report Submitted.

SPIRITUAL FORMATION

PARISH LIFE

Chair: Adele Evans

Council Representative: Irene Pointon

Members: Shirlee Alfors, Carla Harrison, Dawn Hartman, Pam Kirk, Brenda Mills, Terri Schavey, Nora Sliney, Jean Winsch

Ministry Highlights for 2024:

Planning, purchasing, cooking, serving food for the following church functions:

- Easter Breakfast
- Church Picnic
- Annual Meeting
- Winthrop Baseball Game
- Winthrop Basketball Game
- Hospitality

Looking Ahead to 2025:

- Winthrop Baseball Game
- Winthrop Basketball Game
- Easter Breakfast
- Church Picnic
- Annual Meeting Brunch
- Hospitality

SPIRITUAL FORMATION PARISH LIFE - HEALTH AND WELLNESS

Chair(s): Rick Richter**Council Representative:** Traci Quinn

Members: Frances Stockley, Pastor Gregg Hoffman, Luci Vasseur, Tracy Quinn, Karen Brown, Linda Herring, Judy Fry, Evelyn Eickmeyer-Quinones, Amy Ruff, Mary Vettorel, Stefanie Charles.

Ministry Highlights for 2024:

- February 11th Blood Drive
- August 11th Blood Drive
- Health bulletins in Grace Notes – Heart Disease, Mental Health resources
- Continued First Aid kit upkeep.
- Blood Pressure screening clinic
- Narcan made available for resuscitation

Looking Ahead to 2025:

- Continued Health Updates in Grace Notes
- Mini seminar about diabetes – will continue to reach out for scheduling a seminar.
- Blood drive – Plan February and a second Autumn date
- Continued monitoring of health emergency equipment and supplies

Budget request for \$1000 to cover cost of AED battery and pads as well as first aid kit supplies.

SPIRITUAL FORMATION LEARNING

Chair: Tammie Harbert**Council Representative:** Sabrina Blanks

Members: Adele Evans, Katie Romero, Luci Vasseur, Rachel Wasserman, Hope Guffey

No Report Submitted.

SPIRITUAL FORMATION SENIORS @ GRACE

No Report submitted.

SPIRITUAL FORMATION NURSERY

Chair(s): Vacant

Council Representative: Farran Holland

Members: Pastor Gregg, Farran Holland

No Report submitted.

SPIRITUAL FORMATION WORSHIP AND MUSIC

Chair(s): Nora Sliney

Council Representative: Mary Hinson

Members: Mary Hinson (Council Liaison), Linda Horst, Dr. Jeremy Mims (Director of Music), Betty Sue Seigler, Wally Seigler, Kathy Taylerson, Dee Westbrook, Karen Warmoth, Ruth Wasserman, and Pastor Gregg Hoffman.

Ministry Highlights for 2024:

- Reinstated Home Communion to be distributed on the 1st Sunday of each month for as many as nine (9) recipients with four (4) groups providing the communion. A new outline for the Home Communion service follows that Sunday's bulletin and each group is encouraged to summarize the sermon from that day. Purchased four (4) new Home Communion Trays.
- Welcomed volunteers to serve on the Altar Guild committee, and as Ushers, Readers, Crucifers, and Acolytes.
- Commissioned a new Ordinary (Green) Season banner. The committee worked with the Grace Quilters to design the banner that the Quilters lovingly created for Grace. The Quilters also repaired and cleaned other banners.
- Purchased New Paschal Candle for 2024
- Held mid-week Lenten and Advent services
- Held three (3) services on Easter 2024: 7:00/9:00/11:00 a.m.
- Performed Rite for a new Paschal Candle at the 7:00 a.m. service on Easter.
- Decided to continue having one service at 10:00 a.m. during the summer months of June and July.
- Sponsored four (4) music interns from Winthrop: Kaylee, James, Josiah, and Deja. (Deja served in the Spring only). These interns helped with the children's drama and choir, sing in Grace Alone, Parish Choir, and Handbell choirs.

- Discovered the gluten-free wafers we have purchased for years have been discontinued and others that are available proved to be too small. A decision was made that we will make our own gluten-free wafers until a better option is available.
- Discussed replacing or restuffing the current kneelers in the Sanctuary. They were scheduled to have new foam in November, however; the upholsterer determined there wasn't enough material to accomplish what we needed. This will continue in 2025.
- Spoke with a consultant about our "Sound System" for both in person and on the video. Received several suggestions and the committee will continue working with Craig Allen and Pastor Gregg to make changes in 2025 to enhance the sound.
- Hosted a Peter Mayer Concert on December 12, 2024. All members and the public were invited.
- Held Christmas concert with the Festival choir, Music Interns, Handbell choir, and a string quartet December 21, 2024.
- Decorated the Sanctuary for Easter and Christmas.

Looking Ahead to 2025:

- Purchase a new Paschal Candle for 2025
- Purchase material to repair existing kneelers
- Continue to invite members to become Worship Assistants, Committee members, Home Communion teams, etc. and provide training.
- Conduct one (1) Worship Service at 10:00 a.m. during the summer months.
- Continue to improve our sound system
- Consider asking the Grace Quilters to create another banner
- Determine the best combination of flowers for our Easter Services

SPIRITUAL FORMATION YOUTH AND FAMILY

Chair(s): Elsa Edwards

Council Representative: Mike Dunnett

Members: Pastor Rachel Hoffman, Justin Anderson, Sabrina Blanks, Lori Brown, Adele Evans, Hope Guffey, Heather Litzinger, Sarah Lowrance, Amy Ruff

Ministry Highlights for 2024:

- In-person Young Youth (K-5th grade) meetings about twice a month and Grace Youth Ministry (6th - 12 grade) meetings weekly during the school calendar year
- Children's Word Time led by Pastor Rachel and Pastor Gregg
- GYM ski retreat in February
- Shrove Tuesday pancake supper cooked and served by GYM in February

- Easter Egg Hunt in March set up by GYM for younger children
- GYM raised money for The Gathering with a variety show and raffle in April, a plant sale (coordinated by Sabrina Blanks) in May, and an envelope fundraiser
- GYM led Youth Sunday in May
- GYM level Dramatic Arts & Worship Engagement performed in May during both services
- NovusWay (Lutheridge and Lutherock) camp scholarships
- Several committee members and youth volunteered with Vacation Bible School put on by the Education Committee in June
- GYM beach retreat in July
- The ELCA Youth Gathering in New Orleans in July attended by 8 youth and 4 adults
- GYM pool party in August hosted by Stephen and Megan Goodbar
- Fall Fest party with Trunk or Treat in October led by Sabrina Blanks
- Some members of the committee as well as Pastor Rachel completed Reconciling In Christ training and decided that this work needs its own committee.

Looking Ahead to 2025:

- YY and GYM continue
- GYM winter retreat at Lutheridge
- Shrove Tuesday Pancake Supper
- Easter Egg Hunt
- Youth Sunday
- NovusWay camp scholarships
- GYM beach retreat
- Fall Fest with Trunk or Treat
- Weekly volunteer opportunities for members of the congregation to help with YY, GYM, and Children's Word Time. Please see Pastor Rachel or another committee member for more information.



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