



*Grace*  
LUTHERAN CHURCH  
*connect • belong • serve*

**Grace Lutheran Church**  
**2024 Mid-year Progress Report**  
**June, 2024**

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## Message from the President

Dear friends in Christ,

Once again, we present a Mid-Year Progress Report to provide you with a summary of how things are going at Grace Lutheran Church.

Your Church Council and Ministry Teams (Education, Facilities, Management, Outreach, and Worship) focus our attention on these key questions:

1. What is God up to here? At Grace? In Waseca?
2. What are we called to do?
3. What actions can we take to bring the Gospel of hope to others?

Our response continues to focus primarily on PEOPLE – educating, growing, nourishing, connecting, inspiring, and delivering relief and hope through faith in God. We have reviewed our published 2024 goals and gratefully acknowledged where progress has been made in this past year. We also sharpened our focus on unmet community needs. We continue to support the Waseca Area Neighborhood Center’s work with provisions for those experiencing food insecurity. We are adding more support to the Bethlehem Inn and The Soap Closet – please watch for special events.

Recognizing our deliberate attention to the broader needs of Grace and the Waseca area community, we have slightly edited three of our Strategic Objectives and Priorities:

1. Increase engagement, belonging, and diversity among the community of Grace.
2. Help all ages of the community of Grace grow in faith.
3. Determine underserved segments in Waseca and develop ministry with them.

This report also includes our most recent accounting for operational income and expenses. As in previous years, we are mindful that the financial support for operations tends to be soft in the summer months. Everyday obligations like payroll, utilities, insurance, and supplies don’t stop; and we often need to tap into our reserves to keep up at this time of year.

Since our January annual meeting, we have had a vacancy on our Church Council. In accordance with the instructions of our Constitution, the Council elected a member to serve the remainder of the 2024 term until the next annual meeting. Please welcome Carlene Rosenthal to the Council.

You are welcome to raise questions at any time with members of your Church Council, as shown on the final page of this report.

Thank you for your daily support, actions, and prayers as we join together to do God’s work and bring hope to others.

God’s peace,  
Joyce Thompsen, Council President

Message from the Pastors

### **Senior Pastor's 2024 Mid-year Report**

As I reflect on the first few months of this year, I am reminded of the work the people of Grace have done to be welcoming, open, authentic and curious. I think it's important that we continue to be intentional to find ways to cultivate welcome, openness, authenticity, and wonderment in worship, education, and in offering activities within the walls of our building and beyond. God's Spirit is moving. The Church as we have known it is transforming in a powerful way and this is an exciting time to be a part of what God is up to in the world. Let us continue to offer meaningful ways to live our faith by loving God and loving our neighbor as we connect, belong, and serve.

-Pastor Jillene Gallatin

### **Associate Pastor's 2024 Mid-Year Report**

2024 sounds so futuristic, doesn't it? I remember when shows would reference a far-off future where we all had flying cars or could teleport, and they would pick a year that sounded like 2024. So here we are in the future. As God's people and the church, in and with a world that's changed a lot but maybe not in the ways we expected. Here in the future and yet present, we pause mid-year to ask some questions. How are individuals and households connecting with the church in 2024? How do we prevent leadership burnout, but still fill important roles at Grace? I think one of the ways Jesus models for us is to try things, even if they might not be an instant success. The things that Jesus taught and did were both groundbreaking, but also faithful. And maybe in 2024 it's our time to see what that looks like for Grace Lutheran. And we might ask ourselves, 'This place/ministry/faith/people are important to me. And I wonder if I can share my gifts by....'

Thank you for wondering with us. Thank you for trying new things and carrying on valued traditions. Thank you for loving like Jesus in 2024.

-Pastor Paige Whitney



Grace Lutheran Church, Waseca, MN

Strategic Fulfillment Map: July 2023 – December, 2024 (Priorities Highlighted)

Group	2023												2024											
	July	August	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	March	April	May	June	July	August	Sept.	Oct.	Nov.	Dec.						
Worship Ministry Team	<p>Invite guest musicians, artists, or worship leaders 2-3 times per year. Include a short concert same day in 3<sup>rd</sup> &amp; Elm Gathering Space.                      Conduct special summer services. E.g., Northeast Park picnic and worship, food truck after VBS, 1-2 times per year</p>																							
	<p>Install brightly colored cloth banners in sanctuary and/or narthex</p>																							
Education Ministry Team	<p>Install interactive informational screen near entrance.</p>																							
	<p>Research best practices for faith education of youth for 2023-2024 school year</p>																							
Outreach Ministry Team	<p>Incorporate mindfulness/faitH-based monthly events with trained instructors for Wed. youth.</p>																							
	<p>Conduct adult-based activities with themed events and learning opportunities, using the 3<sup>rd</sup> &amp; Elm Gathering Space when possible.</p>																							
Management Ministry Team	<p>Assess the Grace Food Shelf and evaluate Grace Lutheran Church's role in assisting with Waseca area food insecurity needs. Started with survey May. 2023.</p>																							
	<p>Clarify other unmet community needs and our role in addressing those needs.</p>																							
Facilities Ministry Team	<p>Organize group activities to be conducted in the 3<sup>rd</sup> &amp; Elm Gathering Space 2-3 times per year. E.g., community well-being, education, or public information events.</p>																							
	<p>Develop a plan for growing financial support for operational expenses. Introduce ways to make giving easier and attractive. E.g., promote use of QR code.</p>																							
Worship Ministry Team	<p>Identify and implement a role for Grace Lutheran Church in promoting mental health. Started May 2023.</p>																							
	<p>Implement a key employee retention plan.</p>																							
Facilities Ministry Team	<p>Create a plan for leadership cultivation.</p>																							
	<p>Implement safety/security plan. Grace Garden by Sept.</p>																							
Facilities Ministry Team	<p>Complete phased equipping of audio, video, catering kitchen, and northwest entry of 3<sup>rd</sup> &amp; Elm Gathering Space as funds become available.</p>																							
	<p>Complete exterior water proofing. Replace AC units.</p>																							

**Grace Lutheran Church  
Waseca, MN**

**Strategic Dimensions: April, 2024**

<p style="text-align: center;"><b>Mission</b></p> <p>Grace is a Christ-centered welcoming place in service to our community.</p>	<p style="text-align: center;"><b>Vision</b></p> <p>Grace seeks to be a vibrant, welcoming and diverse, Christ-centered leader in this community.</p>
<p style="text-align: center;"><b>Tag Line</b></p> <p style="text-align: center;">Grace Lutheran Church: Connect – Belong – Serve</p>	
<p style="text-align: center;"><b>Core Values</b></p> <ul style="list-style-type: none"><li>• Christ-centered compassion<ul style="list-style-type: none"><li>• Rooted community</li><li>• Grace-filled generosity</li><li>• Healthy relationships</li><li>• Spirit-led service</li><li>• Inclusive welcoming</li></ul></li></ul>	
<p style="text-align: center;"><b>Core Competencies</b> (Skills, knowledge, abilities, and motivations that differentiate Grace Lutheran Church)</p> <ul style="list-style-type: none"><li>• Theological and Biblical witness<ul style="list-style-type: none"><li>• Passionate teaching</li></ul></li><li>• Welcoming hospitality toward all</li></ul>	
<p style="text-align: center;"><b>Strategic Objectives and Priorities</b></p> <ol style="list-style-type: none"><li>1. Increase engagement, belonging, and diversity among the community of Grace.</li><li>2. Help all ages of the community of Grace grow in faith.</li><li>3. Determine underserved segments in Waseca and develop ministry with them.</li><li>4. Improve communications, especially between Ministry Teams, Council, and Congregation. Develop and implement process to enculturate the Vision Statement, Mission Statement, Core Values, and Strategic Initiatives into the life of the Congregation.</li></ol>	

## GLC Budget (through May 2024)

<i>Grace Lutheran Church Budget (through May 2024)</i>			<i>2024 Pledges \$207,715</i>			
	2024 Budget	May Actual	YTD Actual	YTD Budget		
<b>Congregational Support</b>						
<b>1</b>	Endowment Matching Fund	\$ 20,000	\$ 6,000	\$ 6,000	\$ 8,333	<b>1</b>
<b>2</b>	Offerings	\$ 358,219	\$ 29,008	\$ 146,196	\$ 149,258	<b>2</b>
<b>3</b>	Other	\$ 5,000	\$ 309	\$ 2,976	\$ 2,083	<b>3</b>
<b>4</b>	Ministry Reserve	\$ -	\$ -	\$ -	\$ -	<b>4</b>
<b>5</b>	<b>Total Income</b>	<b>\$ 383,219</b>	<b>\$ 35,317</b>	<b>\$ 155,172</b>	<b>\$ 159,674</b>	<b>5</b>
<b>Administration</b>						
<b>6</b>	Accounting	\$ 900	\$ 50	\$ 200	\$ 375	<b>6</b>
<b>7</b>	Conferences/Meetings/Cont. Ed	\$ 800	\$ 400	\$ 550	\$ 333	<b>7</b>
<b>8</b>	Office (Supplies, copier, etc.)	\$ 7,100	\$ 538	\$ 2,437	\$ 2,958	<b>8</b>
<b>9</b>	Technology	\$ 5,000	\$ 343	\$ 1,033	\$ 2,083	<b>9</b>
<b>10</b>	<b>Total Admin./Mgmt</b>	<b>\$ 13,800</b>	<b>\$ 1,331</b>	<b>\$ 4,220</b>	<b>\$ 5,749</b>	<b>10</b>
<b>Cost of Ministry</b>						
<b>11</b>	Education	\$ 1,850	\$ -	\$ 602	\$ 771	<b>11</b>
<b>12</b>	Worship	\$ 5,000	\$ 29	\$ 2,108	\$ 2,083	<b>12</b>
<b>13</b>	<b>Total Cost of Ministry</b>	<b>\$ 6,850</b>	<b>\$ 29</b>	<b>\$ 2,710</b>	<b>\$ 2,854</b>	<b>13</b>
<b>Management</b>						
<b>14</b>	Wages, Salaries, Benefits	\$ 267,269	\$ 22,438	\$ 110,296	\$ 111,364	<b>14</b>
<b>15</b>	<b>Total Management</b>	<b>\$ 267,269</b>	<b>\$ 22,438</b>	<b>\$ 110,296</b>	<b>\$ 111,364</b>	<b>15</b>
<b>Outreach</b>						
<b>16</b>	Outreach	\$ 600	\$ -	\$ 202	\$ 250	<b>16</b>
<b>17</b>	Stewardship	\$ 1,650	\$ 61	\$ 410	\$ 687	<b>17</b>
<b>18</b>	Synod Mission Support	\$ 6,000	\$ -	\$ 2,000	\$ 2,500	<b>18</b>
<b>19</b>	<b>Total Outreach</b>	<b>\$ 8,250</b>	<b>\$ 61</b>	<b>\$ 2,612</b>	<b>\$ 3,437</b>	<b>19</b>
<b>Facilities</b>						
<b>20</b>	Insurance	\$ 29,000	\$ 2,192	\$ 11,590	\$ 12,083	<b>20</b>
<b>21</b>	Custodial Service	\$ 5,000	\$ 535	\$ 2,421	\$ 2,083	<b>21</b>
<b>22</b>	Utilities	\$ 41,300	\$ 2,706	\$ 16,882	\$ 17,208	<b>22</b>
<b>23</b>	Repairs/Maint/Supplies	\$ 11,750	\$ 1,080	\$ 6,872	\$ 4,896	<b>23</b>
<b>24</b>	<b>Total Facilities</b>	<b>\$ 87,050</b>	<b>\$ 6,513</b>	<b>\$ 37,765</b>	<b>\$ 36,270</b>	<b>24</b>
<b>25</b>	<b>Total Expense</b>	<b>\$ 369,905</b>	<b>\$ 30,372</b>	<b>\$ 153,571</b>	<b>\$ 154,127</b>	<b>25</b>
<b>26</b>		<b>2024 Budget</b>	<b>May Actual</b>	<b>YTD Actual</b>	<b>YTD Budget</b>	<b>26</b>
<b>27</b>	Total Income	\$ 383,219	\$ 35,317	\$ 155,172	\$ 159,674	<b>27</b>
<b>28</b>	Total Expense	\$ 383,219	\$ 30,372	\$ 157,603	\$ 159,674	<b>28</b>
<b>29</b>	Net Income	\$ -	\$ 4,945	\$ (2,431)	\$ -	<b>29</b>



## GG Budget (through May 2024)

<i>Grace Garden Budget (through May 2024)</i>						
	2024 Budget	May Actual	YTD Actual	YTD Budget		
<b>Income</b>						
<b>1</b>	Tuition (inc. subsidized)	\$ 261,021	\$ 21,366	\$ 116,608	\$ 108,759	<b>1</b>
<b>2</b>	Registration Fees	\$ 1,700	\$ 55	\$ 1,075	\$ 708	<b>2</b>
<b>3</b>	Fundraising	\$ 4,000	\$ -	\$ 1,980	\$ 1,667	<b>3</b>
<b>4</b>	Meals	\$ 8,000	\$ -	\$ 3,758	\$ 3,333	<b>4</b>
<b>5</b>	Other Income/Interest	\$ -	\$ 10	\$ 84	\$ -	<b>5</b>
<b>6</b>	State of MN Grant	\$ 18,000	\$ -	\$ 20,998	\$ 7,500	<b>6</b>
<b>7</b>	<b>Total Income</b>	<b>\$ 292,721</b>	<b>\$ 21,431</b>	<b>\$ 144,503</b>	<b>\$ 121,967</b>	<b>7</b>
<b>Expense</b>						
<b>Administrative Expenses</b>						
<b>8</b>	NSF Return/Misc.	\$ 1,600	\$ 25	\$ 214	\$ 667	<b>8</b>
<b>9</b>	Professional Fees/Dues	\$ 3,000	\$ 460	\$ 955	\$ 1,250	<b>9</b>
<b>10</b>	Advertising/Supplies	\$ 500	\$ 92	\$ 92	\$ 208	<b>10</b>
<b>11</b>	<b>Total Admin.</b>	<b>\$ 5,100</b>	<b>\$ 577</b>	<b>\$ 1,261</b>	<b>\$ 2,125</b>	<b>11</b>
<b>Classroom Expenses</b>						
<b>12</b>	Consumables	\$ 2,900	\$ 83	\$ 1,617	\$ 1,208	<b>12</b>
<b>13</b>	<b>Total Classroom</b>	<b>\$ 2,900</b>	<b>\$ 83</b>	<b>\$ 1,617</b>	<b>\$ 1,208</b>	<b>13</b>
<b>Food</b>						
<b>14</b>	Food	\$ 30,000	\$ 950	\$ 11,508	\$ 11,875	<b>14</b>
<b>15</b>	<b>Total Food</b>	<b>\$ 30,000</b>	<b>\$ 5,059</b>	<b>\$ 13,757</b>	<b>\$ 12,500</b>	<b>15</b>
<b>Salaries</b>						
<b>16</b>	Wages/Salaries/Benefits	\$ 236,738	\$ 22,544	\$ 105,527	\$ 98,641	<b>16</b>
<b>17</b>	<b>Total Salaries</b>	<b>\$ 253,521</b>	<b>\$ 22,704</b>	<b>\$ 104,983</b>	<b>\$ 105,634</b>	<b>17</b>
<b>18</b>	Repairs/Maint.	\$ 1,200	\$ -	\$ 388	\$ 500	<b>18</b>
<b>19</b>	<b>Total Repairs/Maint.</b>	<b>\$ 1,200</b>	<b>\$ -</b>	<b>\$ 388</b>	<b>\$ 500</b>	<b>19</b>
<b>20</b>	<b>Total Expense</b>	<b>\$ 292,721</b>	<b>\$ 28,423</b>	<b>\$ 122,006</b>	<b>\$ 121,967</b>	<b>20</b>
<b>21</b>	Total Income	\$ 292,721	\$ 21,431	\$ 144,503	\$ 121,967	<b>21</b>
<b>22</b>	Total Expense	\$ 292,721	\$ 28,423	\$ 122,006	\$ 121,967	<b>22</b>
<b>23</b>	<b>Net Income</b>	<b>\$ -</b>	<b>\$ (6,992)</b>	<b>\$ 22,497</b>	<b>\$ -</b>	<b>23</b>



Grace Lutheran Church Council Members\* & Officers

Joyce Thompsen*	President
Karen Simmons*	Vice-President
Dana Kingsley*	Secretary
Erin Sime*	Education Team Liaison
Mark Gallea*	Facilities Team Liaison
Chuck Brenner*	Outreach Team Liaison
Carlene Rosenthal*	Outreach Team
Kristie Biehn*	Worship Team Liaison
Al Kingsley	Treasurer