



University Lutheran Church

Annual Report

November 12, 2017

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Annual Congregational Meeting Agenda

Sunday, November 12, 2017

- Call to Order
- Opening Devotion and Prayer
- Approval of Agenda
- Appointment of Parliamentarian and Tellers
- Introduction of ULC Officers, Church Council, Lead Management Team
- Approval of Congregational Meeting Minutes –
 - Annual Congregational Meeting Sunday, December 11, 2016
 - Special Congregational Meeting Sunday, October 8, 2017
- Report from Members in Ministry, Introduction of Candidates and Election of Officers
- Receipt of Written Reports of the Annual Meeting Packet
- Proposed Approval of 2018 Budget
- Proposed Constitution Update
- Report of Election Results (and motion to destroy ballots)
- Closing Prayer
- Adjournment

Minutes for Approval

2016 Annual Meeting Minutes-Sunday, December 11, 2016

- Call to Order: The meeting was called to order by Council President Larry Wagenknecht at 12:15pm. A quorum of greater than 50 members was in attendance.
- Opening Devotion and Prayer: Pastor John Schleicher led a devotion about patience, reminding us that with trust in God all things will come in their right time. He ended in prayer.
- Approval of Agenda: A motion was made to approve the agenda. Motion/Second/Carried (MSC)
- Appointment of Parliamentarian and Tellers: Lisa Swem appointed as parliamentarian of the meeting with Jeff Andresen, Tom Kissling, Russ Erickson and Mary Werkman as tellers if needed.
- Introduction of ULC Officers, Church Council, Lead Management Team: President Wagenknecht asked the current ULC Officers, Council members and Lead Management Team members to stand and be recognized.
- Approval of Congregational Meeting Minutes – Sunday November 15, 2015: A motion was made to approve minutes of the November 15, 2015 congregational meeting. MSC
- Report from Members in Ministry, introduction of Candidates and Election of Officers:
 - A. Keith Harder presented the ballot – attached herein
 - B. Addition of David Wiggert to the Endowment Committee portion of the ballot.
 - C. Council Secretary, Council At-Large Member, Council Student Member, Members in Ministry Member, Finance Committee Member and Endowment Committee Student Member position vacancies.
 - i. Keith Harder asked if any present congregational members would like to volunteer to fill any vacant positions.
 - ii. No volunteers came forward.
 - iii. It was noted that Council will appoint members to vacancies during the year.
 - D. A motion was made to accept the ballot. **MSC**
 - E. Due to no contested positions a motion was made to approve the entire ballot by unanimous acclamation. **MSC**
- Receipt of written reports of the Annual Meeting Packet:

- A. Seeking a team leader for Vacation Bible School and Habitat for Humanity Team. Other leaders are as listed in reports.
 - B. Newly Created Security Team is not listed in annual report. It will be submitting reports in the future.
 - C. A motion was made to accept the written reports, as written and reviewed by the congregation. This does not include the 2016 ULC Budget. **MSC**
- Call Committee Update:
 - A. Jeff Andresen as chair of the Call Committee gave verbal summary.
 - B. Web based survey is still open for member participation, it will be closing next Sunday.
 - i. Thank you for good quality feedback to date.
 - ii. Hard copies are in the Narthex if people prefer to answer the survey questions in that fashion.
 - C. Next task is to finish the Ministry Site Profile document.
 - i. There is a training for the call committee on January 18th 2017 that will prepare the committee for this task.
 - ii. Plan is to present a formal document in February for review by council and congregation.
 - D. Hope to begin looking at candidates in March.
 - E. Response to member question: There are no restrictions on the position, it is open to all ELCA rostered pastors.
 - ULC strategic Planning update:
 - A. Identified 7 focus areas for ULC, the following is a non-prioritized list:
 - i. Hospitality
 - ii. Worship and Music
 - iii. Campus Ministry
 - iv. Small Group Ministry
 - v. Young People/Family Ministry
 - vi. Communications, both internal and external
 - vii. Ministry Development and Alignment
 - B. Information from Strategic Planning will be used to help develop the Ministry Site Profile.
 - C. Will be continuing the process in 2017
 - D. Questions from congregation:
 - i. Is campus ministry limited to MSU? – Response: No, the campus ministry focus is intended to be broader than just our neighbor campus.
 - ii. Seems we are missing “Growth” as a focus. Are we looking at getting more members? – Response: Growth is embedded in all the focus areas and not ignored. The purpose behind all the focus areas is to make ULC more vibrant and reach out to more people. However, wording will be added so that growth is more easily seen as a focus.
 - iii. Concern that “Spirituality” is not listed as a focus. – Response: Current teams would continue to support spirituality and member growth.
 - iv. Who is the point person that ULC members should bring ideas to regarding this? – Response: Council President. Current Council President is Larry Wagenknecht and beginning January 2017 the Council President will be Vicki Anderson.
 - v. Does Strategic Planning have specific goals at this point? – Response: Strategies and details are still in process.
 - vi. Has a Vision Statement been finalized? – Response: There is not clarity among the group at this time, the vision statement is still being discussed.
 - vii. Vicki Anderson noted that on January 14th there will be a Leadership Retreat. If team leaders are interested in doing more work on this project, please plan on attending.

- Proposed 2017 Budget:
 - A. Treasurer Mike Lenkowski reviewed the proposed 2017 budget on pp 28-32 in the ULC Annual Report dated December 11, 2017.
 - i. The proposed budget predicts a deficit balance of \$27,000.00.
 - ii. The budget should not drive the ministries of the congregation but rather the other way around. Until we have solid goals we are unable to make good estimates of finances that will be needed.
 - iii. If all pledged dollars and predicted unpledged amounts come in for 2016 it looks like we will have a break-even year. If the pledged amount and non-pledged amounts fall short, we will also have a deficit balance in 2016.
 - iv. Lots of uncertainty and “What ifs” exist.
 - v. Council is presenting the budget as a “Challenge Budget” seeing if the congregation can increase their pledged amounts from 2016 to 2017. Council is committed to monitoring income and expenses in 2017 and will make changes as necessary.
 - B. Floor opened for questions. There were no questions, however one member asked for, and all members responded with, applause for Mike’s work as ULC Treasurer and on this budget.
 - C. Motion to receive and approve the budget as presented. MSC

- Update: ULC constitution & bylaws task force:
 - A. Task force was established by Council to bring ULC’s Constitution and Bylaws into line with the ELCA synod’s general guidelines.
 - B. There will be a special congregational meeting in March to present the recommended changes
 - C. Task force will also be assessing ULC’s existing management structure to see if it is working or not.

- Update: Marilyn Pierce Bequest:
 - A. ULC is very thankful Marilyn Joy Pierce thought of us in her will.
 - B. Amount of bequest is approximately \$89,000.00.
 - C. Council will distribute funds with congregational input.
 - i. Have reached out to team leaders and looking at ULC needs
 - ii. Information is still being collected. Please let council members know your thoughts.
 - D. Due to musical interests of Marilyn, Council is considering to put a portion of the bequest towards ULC’s organ repair.
 - i. Organ is 150 years old with some of the original parts that need replacing.
 - ii. Estimate comprehensive renovation of the organ would take \$220,000.00.
 - iii. Considering doing a feasibility study in the first of the year to see if a capital campaign for this is something the congregation is behind.
 - 1. Might consider aiming for \$300,000.00 to cover the repairs are covered and to provide additional capital improvements.
 - E. Other options for spending the bequest include but are not limited to:
 - i. Repairing the retaining wall
 - ii. Paying down mortgage
 - iii. Purchase a T-loop system to help hearing impaired people listen in the sanctuary
 - iv. Purchase a new sign

F. Question: Please explain why Council is thinking of starting a capital campaign when we have had two years of budget deficits.

i. Response: The council is still studying the idea of a capital campaign and wanted to present it during the annual meeting to see congregational response.

ii. The feasibility study would determine if the campaign would go forward or not.

G. Idea presented from congregation: We could start an endowment to the Choir Student Scholarship Fund with Marilyn's name on it.

H. Please give ideas to council members for consideration in how to distribute this generous bequest.

- Report of election results (and motion to destroy ballots):
 - A. Due to entire ballot being voted in this is not applicable.
 - B. Congregation took a moment to thank outgoing council members: Mike Lenkowski, Treasurer; Terri Christian, Secretary; Coreen Williams; Keith Harder, Past President; and Larry Wagenknecht, President.
- Closing Prayer: Pastor John Schleicher offered the closing prayer.
- Adjournment:
 - A. Motion to Adjourn meeting. MSC
 - B. Meeting Adjourned by Larry Wagenknecht 1:14pm.

Special Congregational Meeting Minutes - Sunday, October 8, 2017

- Call to Order: The meeting was called to order by Council President Vicki Anderson at 12:29 pm. A quorum of greater than 50 members was in attendance.
- Appointment of Secretary Pro-Tem: Due to ongoing medical issues, Sheila Nicholas was unable to perform her duties as Council Secretary for this meeting. President Anderson moved to appoint Nancy Lindman as Secretary Pro-Tem. Without objection, Lindman was appointed as Secretary Pro-Tem.
- Opening devotion and prayer: Pastor Haley Vay Beaman led a devotion on the Great Commissioning from Mathew 28 about how God invites and equips us to be the church of Christ showing Gods love in this world. She ended in prayer.
- Approval of agenda: A motion was made to approve the agenda. Motion made by Loran Bieber, Second Jim Lorenz, motion carried.
- Appointment of Parliamentarian and Tellers: Bill Trevarthen was appointed as parliamentarian of the meeting with Sandy Davis, Gail Riegle and Debbie Gift as tellers.
- Introduction of Call Committee and Report from Call Committee Chair: President Anderson asked the current Call Committee Team members to stand and be recognized. Call Committee Chair, Jeff Andresen, reviewed the Call Process to date, including the unanimous recommendation to Council of Pastor Gary Bunge for consideration as Lead Pastor.
- Approval of Congregational Meeting Minutes – Sunday, November 17, 2013: A motion was made to approve minutes of the November 17, 2013 congregational meeting. **MSC**
- Resolution One: President Anderson read the following as moved by the Church Council: Shall Pastor Gary A. Bunge, of Lansing, Michigan, be called to serve as lead Pastor of University Lutheran Church? Dale Harpstead seconded. Discussion followed. A vote by paper ballot was taken.
- Hymn: Hymn #579 was sung by the congregation while the votes were tallied.

- Report of results: Voting results for Resolution One is as follows: 71 yes, 23 no. The vote was passed by 76% of the votes. Motion was made by Dale Harpstead and seconded by Laura Appel to destroy ballots, carried.
- Resolution Two: President Anderson read the following as moved by the Church Council:

Shall the initial compensation of the leader be:

- Base Compensation: \$80,469
- Pension, Medical and Dental at ELCA recommended levels plus \$1,500 towards medical deductible
- 5 weeks paid vacation

The congregation will encourage Pastor Bunge's ministry in the following ways:

- a. Ongoing care through a Mutual Ministry Committee or alternate upon request
- b. Promise to partner in all aspects of ministry
- c. Assist with settling in and transition
- d. Regular supportive prayer
- e. Provide a detailed position description

Jeff Andresen seconded, no discussion, carried.

- Description of Next Steps: President Anderson described the next steps in the process. She will contact Bishop Satterlee and Pastor Bunge. Pastor Bunge has 30 days to accept the call and initial compensation package. Expectation is for Pastor Bunge to start as ULC Lead Pastor in mid-November with an installation service in early December.
- Closing Prayer: Pastor Hayley Vay Beaman offered the closing prayer.
- Adjournment:
 - A. Motion to adjourn meeting made by Wilbur Mahoney, seconded by Michael Anderson, motion carried.
 - B. Meeting Adjourned by President Anderson 1:25 pm.

Respectfully submitted,
Nancy Lindman, Secretary Pro-Tem

Reports from the Officers

Report from the President

It has been my privilege to be President of ULC during a very challenging year. I have learned much about myself and the congregation! I have learned to stop asking God to be with me (realizing that God does not abandon us) and to instead ask that I trust in and recognize God's constant presence. And, many times, God's presence has been manifested through you – members of the ULC community who give of themselves to carry on God's mission.

This entire year has greatly been defined by the Lead Pastor call process. In January, we were already working on our Ministry Site Profile. It is an important document that describes a current and desired description of the congregation. I am so appreciative of the work that went into listening to the congregation in order to capture the essence of ULC. Interviews of candidates occurred March through August. It was hard work and the Call Committee faithfully spent many hours developing questions that were used to probe each candidate's experience, theology and philosophy. In September, we voted to call Pastor Gary Bunge and we eagerly await his arrival in mid-November.

As a congregation, we wrestled with how to deal with a deteriorating pipe organ. The organ is central to our current worship services. After much listening and discussion, including the "Round Table" listening session held in May, Council made two major decisions. One was to establish a Director of Worship and Music position that includes "foster diverse expressions and genres of worship" in the position description. This position will help us enrich and expand the ULC worship experience. The other Council decision was to capitalize on the existing

support to renovate the organ. Council established a designated fund, allowing people to contribute toward the cost of the organ renovation; and Council earmarked up to \$61,000 of the Marilyn Pierce bequest toward the organ. This honors Marilyn's great love of music. Based on verbal intentions expressed, we anticipate having adequate funding by the end of January 2018 that will enable us to enter into a contract to renovate the organ. While the organ is being renovated, we will have a several month's long opportunity to experience other worship styles.

Pastor John has been a blessing as Interim Lead Pastor. But, he was contracted at 1/3 time before Pastor Sara Cogsil and Pastor Sarah Midzalkowski left in July for other calls. Since then, Pastor John has been contracted at 1/2 time. We are blessed to have Pastor Haley Vay Beaman as our Campus Pastor. She continually expresses God's love to all through her compassion, enthusiasm, and joy. She is contracted at 3/4 time. Plus, Britny Pollard came onboard as Administrative Assistant in June. All this is to say that we have been operating with reduced rostered staff throughout the past year and with a new Administrative Assistant. Our institutional knowledge has taken a hit! As a result, some things didn't get done this year. All of this change can be challenging at times, but it also provides an opportunity to look at things without the lens of "how we have always done it." I appreciate your patience and understanding through this time of major changes.

Your fellow servant in Christ,

Vicki Anderson
ULC President

Report from the Past-President

2017 has been a very exciting year for ULC! As Past President, I have the honor of serving as a member of the ULC Council, ex-officio, non-voting member of the Call Committee, chair of the Members in Ministry Committee, and chair of the Personnel Committee. The activities of each of the committees will be provided elsewhere within this Annual Report.

I sincerely want to thank all of the members of ULC who have been involved with any aspect of the life of ULC! Without you, we would not have a church community that means so much to me and many other members of ULC! It is the involvement of the team leaders, team members, worshipers and all of the many volunteers who contribute their time, their talents and a portion of their possessions to the Church. I also want to thank the members of Council who have worked so diligently to represent all of you and participate in the very important role of governance for ULC. Lastly, I want to personally thank Pastor John Schleicher for helping us through the transition to a new lead pastor and current President Vicki Anderson and President-Elect Lisa Swem for their leadership and dedication to ULC. It has been a true honor to serve. Thank you!

Larry Wagenknecht, Past-President

Report from the Treasurer and the Finance Committee – see page 31

Reports from Committees

Report from ULC Call Committee

ULC's Lead Pastor Call Committee was organized and began its search in June 2016. Committee members are Jeff Andresen, Beeper Baswell, Erin Frisch, Jeff Guilfoyle, LaVon Miller, Annette Stanley, and Vicki Anderson and Larry Wagenknecht who serve as ex-officio members. We also had significant advisory input from Pastor John Schleicher in the early stages of the search.

During the fall of 2016, the Committee held three separate open meetings and conducted a web-based survey with the congregation to determine the type of pastoral leader being sought as well as identification of ministry task and ministry gift priorities. Priority tasks (as defined by the ELCA) identified were: Preaching/Worship Self Care/Family Life, Pastoral care and visitation, Spiritual Formation/Direction, Administration, and Youth and Family Ministry. Priority gifts for Ministry included: Effective communicator, Helps people develop their

spiritual life, Builds a sense of community among the people with whom he/she works, Effective administrator, and Brings joy and good humor to relationships.

During the spring of 2017, after submitting our completed Ministry Site Profile to the ELCA, we started with the names of 6 potential candidates. 3 were submitted by individuals at ULC and 3 came from the Synod Office. Of those, 3 indicated serious interest in our position and we conducted multiple interviews with all three. The committee found 2 of those candidates a good match for ULC and was ready to recommend to council for their approval (the committee voted for a first and second choice. For a variety of reasons, neither candidate decided to continue the call process with us.

At the beginning of June, we asked the synod for a new list of candidates. The synod came up with 2 names. The interview process with those candidates began in July and was completed in August. Based on the interviews and interaction with him, Pastor Gary Bunge quickly rose to the top of the committee's list. Following continued contact with references and additional discussion, the committee unanimously voted on September 12th to forward a recommendation of Pastor Bunge to ULC council for their consideration. That presentation to council was made on the 19th of September. While no candidate had all of the desired traits and skills identified earlier in the search process, Pastor Bunge has many. Desirable attributes identified by the committee included: Theological and spiritual grounding, type and quality of preaching, interest in teaching, interest in community support, approachable personality, breadth and length of professional experience (inc. administrative), and music background.

The Call Committee would like to express our thanks and gratitude to the congregation for their help, support, and prayers during the call process.

Report from ULC Endowment Committee

Our committee voted to update our application review dates for Campus Ministry funds to September 1. This change was to allow our grant processing times to be in alignment with their school year.

We made multiple announcements that we would be accepting applications from March thru October. The committee has \$16,503.00 available for distribution from the General Endowment Fund and \$9,752.00 available from the Campus Ministry Fund.

Campus Ministry Endowment Fund received 1 application which has already been approved. General Endowment Fund has received 4 applications which will be reviewed by December 1st.

Annette Stanley, Chair
The Endowment Committee

Report from the Members in Ministry Committee

The 2017 Members in Ministry Committee consisted of Phyllis Andersland, Michael Anderson, Miriam Minshall, Pastor John Schleicher, and Larry Wagenknecht. With the input and active participation of all members of the Committee, the Committee has filled several vacancies within the various teams, committees and Council during 2017. Additionally, the Committee has worked to identify and match the skills and talents of ULC members with the various mission teams at ULC. Lastly the Committee has worked diligently to present a ballot for the various ULC elected positions that will be vote on during the 2017 Annual Meeting. The ballot is included elsewhere in this report.

Larry Wagenknecht, Chair

Report from the Mutual Ministry Committee

The Committee did not have any issues to consider, so no meetings were held. Submitted by Loran Bieber.

Report of the Personnel Committee

The 2017 Personnel Committee consisted of Mark Johnson, Jennifer Tracy, Pastor John Schleicher and Larry Wagenknecht. The Personnel Committee was involved with review of ULC job descriptions, including the revisions for the administrative assistant, director of music and the lead pastor. The Personnel Committee was

also involved with the mid-term evaluation of Pastor John. All recommendations of the Committee were forwarded to Council for adoption and implementation. A sincere thank you is extended to the members of the Personnel Committee for their insights, commitment and dedication to fulfill this very important role for ULC.

Larry Wagenknecht, Chair

Reports from Pastor Interim Lead Pastor, John Schleicher

Pray like it all depended on God. Work like it all depended on you.

It was 50 years ago when I as a seminarian first heard those words. They're not a biblical quotation. They may not be exactly true. But for me they point to a truth. Everything we do that bears the imprint of God is conceived by God, is birthed by God, is brought to maturity by God and ends in God's time and way.

I preached a sermon about 15 years ago that included a scenario about how I imagined the next couple decades of my life on earth might be shaped. About the only part of that scenario that came true was that I am still on my earthly pilgrimage. I did not know, could not have known that my life would include the privilege of being a shepherd at ULC. I could not have known that I would be able to spend part of my "retired" life with a congregation aptly described at a leadership retreat a few months ago as a beautiful blend progressive and traditional, rooted in the gospel faith of our Lutheran forebears and open to the new ways that this liberating gospel can be expressed in our day.

I could not have known that I would walk with Sarah M. and Sarah C., with past president Larry and current present Vicki, with Haley Vay, with Amanda and Britny, with Kristy, with Janine, Louise, Kristie, and Julie, and with very rich variety of other thoughtful members and friends of ULC.

15 years ago I had never heard the words *lectio divina*. I had not yet experienced what it meant for people to sit together in silence pondering what a few words in scripture would evoke and create.

Pray like it all depended on God... Frequently, but not always and hopefully not in a rigid, wooden way, many of my experiences with members and members-to-be of ULC this past year were framed in prayers shaped by a brief passage of scripture. I have sensed in this past year that many of you have had this same experience of listening to God speaking in your hearts and in and through the hearts of your brothers and sisters in Christ. These prayers created a readiness for ever new levels of joy, love, and service to others freely given.

Work like it all depended on you... Out of a prayerful life, ideas are born, insight and energy is given to do ministry each day of our lives. The Spirit is present to guide us to minister to one another with love, joy, peace, patience, kindness, generosity, faithfulness, gentleness, and self-control (Galatians 5). I witnessed this at the October Council meeting. To a person these fruits of the Spirit were present as we discussed the complexities of the organ renovation process, a proposed solar garden, and a 2018 budget that reconfigures our staffing model, moving toward two pastors instead of three but enhancing the number and gifts of lay staff persons. Always it was about striving to be transparent, to act respectfully, to lead boldly but not recklessly.

I have loved being with you, working with you to manifest God's presence and power transforming/reforming us and all whose lives we have been privileged to touch. I have struggled (and this is about my only regret) when parts of the Body of Christ are missing on Sunday morning, our prime moment each week to collectively be made new. I pray that you will work diligently *like it all depended on you* at encouraging one another to show up for worship as often as possible, not just for your own spiritual nourishment, but for the sake of your brothers and sisters. I will pray for Pastor Bunge as he enters into your lives as lead pastor. I will continue to pray for ULC with a very full and grateful heart.

ULC Membership Changes November 2016 – October 2017

December

- Transfer Alan Kamens © to the Church Triumphant.
- Received Marilyn © and Dale Wagenknecht © as associate members they are retaining ELCA membership with Zion Lutheran Church of Summerfield, Petersburg, MI.

January

- Received Lupe Saucedo © as a member.
- Received Theo Stanley © as a member.

February

- Transfer Kristy Stuart © to Unitarian Universalist Church, Lansing, MI.

April

- Transfer Annette Ophaug © into the Church Triumphant.
- Received Nicholas Alec Hill © through Holy Baptism.
- Received Aubrey Ann Gervasi © through Holy Baptism.
- Received Emily Heidrich © by transfer from Christ the King Lutheran Church, Chester OH.
- Received Bill © and Sheila Nicholas © as members.

May

- Receive John ©, Delphina ©, Xander ©, and Maristella Miyares © by transfer from Bethlehem Evangelical Lutheran Church (ELCA), Lansing, MI.
- Received Mary Margaret Foley © by transfer from Messiah Evangelical Lutheran Church, Bay City, MI.

June

- Transfer Joanne Bennett © to the Church Triumphant.
- Received Marie Kylie Ann ©, Joseph Ashton Lee ©, and Mckayla Joy Margaret McPhall © by baptism.
- Received Don Armstrong © through Affirmation of Baptism.
- Received Dave © and Joy Oslund © by transfer from Prince of Peace Lutheran, Marquette, MI.
- Receive Hannah Oslund © by transfer from Bethel Lutheran Church (ELCA), Ishpeming, MI.

July

- Received Lena Oslund © through Holy Baptism.

August

- Transfer Sara Cogsil ©, and Laura Kuntz © to Trinity Lutheran Church (ELCA), Lakewood, OH.
- Transfer Walter Appel © to the Church Triumphant.
- Received Marian Macbeth © by transfer from First Congregational United Church of Christ, Elyria, OH.

September

- Transfer Emly Horne © to the Church Triumphant.
- Transfer Virginia Ellefson © to the Church Triumphant.
- Received Marian Macbeth © through Affirmation of Baptism.
- Received Jack Walsh © as an associate member.

October

- Transfer Richard and Linda Triemer © to Williamston United Methodist Church, Williamston, MI.
- Received Vy Van Dao © through Holy Baptism.
- Received Brock Henry Gallagher © through Holy Baptism.

- Received Timothy Schmidt © through Affirmation of Baptism.

Received	Transferred	Died
27	5	6

Year-To-Date Attendance Comparison 2014-2017

	2014	2015	2016	2017
January	556	686	883	677
February	701	691	632	574
March	1,092	1,017	961	691
April	1,045	1,040	658	1793
May	611	712	837	460
June	662	554	457	482
July	458	420	554	580
August	605	603	492	445
September	687	626	824	621
October	807	729	820	*669
November	1,680	866	683	
December	2,873	1,196	689	
Total	9,512	9,140	8,490	*6,992

*As of Oct. 23, 2017

2017 ULC Ministry Team Reports

Outreach Teams

Bryan Rahe & Linda Trevarthen – Teams Coordinators

Bicycle Ministry:

“We are the spokes with Christ as our hub.”

Gary Garbarino, team leader

The Bike Ministry Team prepares and repairs used bicycles for distribution to persons of need.

Activities to date since December 2016 Annual Meeting:

- Thanks to the generosity of Gary Garbarino who contributes his cost for minor repairs. International students, children of international students, ability challenged individuals, refugees, and low income persons needing work transport may receive bikes. Referrals came from the ISM-Friendship House, and members of the congregation. The sole team member is Gary Garbarino.

Plans for 2018:

- Continue responding to needs as they arise.
- Planning to see if the bikes at Friendship House can be repaired right there instead of bringing them to ULC.
- Recruit two new team members.

Campus Ministry

Sue Kamens & Jeff Guilfoyle, team leaders

Pastor Haley Vay Beaman, campus pastor

The campus ministry team coordinates ministry with and for the MSU campus community including students, faculty, and staff. This team reports to the synod council and congregation councils, both at ULC and All Saints

Episcopal Church. We intentionally connect with ELCA and Episcopal students to help keep them nurtured and sustained in faith and life while attending the university. We are not reserved to solely minister among people like us, but we make it our mission to be open in every way. As One Community, it is part of our mission to be a people and place of radical welcome for all students who seek a safe and meaningful community of faith where together we are fed and nourished for the journey.

One Community is dedicated to discipleship; sharing an expansive message of God's love to all students, especially those who identify with multicultural, ecumenical/interfaith, international, and LGBTQ communities at MSU through faithful conversation, prayer, service-learning activities, and invitations to worship. We value our relationship with Friendship House and those connections made through members at ULC. In collaboration with campus ministers across Michigan, with the help of our campus ministry team, and the 2017-2018 student associates, we seek to provide safe, expansive, and thought-provoking weekly opportunities for students to gather and reflect in One Community of faith.

Prior to the time that I began serving as interim campus pastor at ULC in August, my understanding is that there was a wonderful pilgrimage to Germany that took place with about 12 people, lay members and students alike, in preparation for the 500th anniversary of the Reformation. Pastor Sarah Midzalkowski also reports providing support for Pastor John and the call committee as they faithfully discerned a new candidate for lead pastor at ULC.

When I arrived and assumed the role of interim campus pastor, along with the campus ministry team, we established monthly meeting times to carry out the work and planning of campus ministry as One Community. We meet on the fourth Sunday of each month as a team; students associates and the campus pastor meet the following week (as well as various other times, as needed); and our weekly student gatherings called "FRIDAY @ FIVE" occurs each Friday at 5pm at ULC. Our time together generally includes fellowship activities, a meal, and a faithful reflection on scripture and/or a hot topic for conversation. Along with our student associates, we created welcome packets that were delivered to new students in the residence halls at MSU advertising and inviting students to our weekly, monthly, and yearly events.

Efforts are underway to create a care team ministry with our campus ministry team. Please check out the One Community display in the narthex and let us know if you or someone you know would appreciate a care package twice a year, as well as periodic phone calls and possibly visits from me and our team as we seek to build and strengthen relationships with university students, faculty, and staff. Additionally, we will use that contact information to touch base throughout the year as not only an outreach/discipleship opportunity, but a way to stay connected no matter the distance as one family of faith. A sign-up sheet for donations is also available in the narthex and your help is much appreciated!

Free Prayer is a grassroots ministry "planted and sewn" by a colleague of mine who currently serves a bedroom community/suburban congregation in Connecticut. Recently he sent me the "Free Prayer" table tent to use in our university setting and I must say, it's been pretty amazing. Since receiving the sign in the mail in September, I have made it a weekly practice to set up my "Free Prayer" sign in various locations across campus. I am humbled by the response, so far from dining hall staff and students.

Teaching, preaching, and administering the sacraments continue to be an integral part of who I am called to be among you here at ULC and in my own journey of faith. It is my joy and delight to receive every opportunity for sharing the Word creatively in worship, as well as baptizing and gathering with the saints in the mystery of the Eucharist. I had the awesome opportunity to teach our AOB students this month and teaching, particularly confirmation curriculum, continues to be a ministry that brings me great joy.

Looking ahead, we have a spring break trip planning for March 5-9, 2018 to participate in gulf coast hurricane relief efforts with the Lutheran-Episcopal Disaster Response and Habitat for Humanity organizations. Cost to students is minimal and financial assistance is available. Until students have completed their registration in December, we will reserve the opportunity to open registration to members and friends of the congregation. On a personal note, I'd like to take this opportunity to wholeheartedly thank Pastor John Schleicher for his deeply compassionate and engaging ministry shared, particularly with me in these past three months. I feel unbelievably blessed and grateful to have served alongside Pastor John. I'm humbled by the gratitude I feel for the humility of his life and call, which has become more and more apparent to me each of these past 90 days of ministry. I can't

imagine beginning my time at ULC with anyone greater as a colleague in ministry, whom I look up to in faith and leadership, and whom I will honor as a colleague and friend my whole life through.

Evangelism

Michael Anderson, Clarke Anderson, team leaders

Our purpose is to encourage activities that share the Good News of Christ through outreach activities that invite people to Christian faith. Our team is focused on fostering the formation of relationships between the community and our living God and other Christians, and stimulating active participation in the church. This team is pursuing a variety of forms of communication in addition to traditional methods in accomplishing these goals.

Our team this past year included Clarke Anderson, Michael Anderson, Bryan Rahe, Pastor John Schleicher, Annette Stanley, and Gavin Witter.

Activities to date since December 2016 Annual Meeting:

- Monthly meetings.
- Promoting ULC events through social media, print media, press releases, and flyers.
- Updated Church brochures.
- Led a Vacation Bible School program in June. Micheal Anderson and Barb Kisslings were the School Directors. Planned & promoted the program. Recruited volunteers. Fifteen campers participated including two children from ULC-member families.
- Organized the ULC summer Lugnuts game in July.
- Studied the book: *Evangelism for Normal People*.
- We continue to advertise our Special Seasonal Worship Services in the Lansing State Journal and other local newspapers.
- Our team is working with the Welcome Team to coordinate follow up with visitors, improving greeting at services.
- Our team is also supporting the formation of a new ULC Communications Team to improve communications (Lux, press releases, email lists, advertising, and social media).
- Established a system of continual free advertising using Google Ads Grants which places ULC into keyword searches.

Our team enjoyed the strong leadership of Michael Anderson and Pastor John Schleicher and would welcome other members to help join Evangelism. Clarke Anderson has assumed chairman duties and Gavin Witter is now drafting minutes as secretary.

Plans for 2018:

- Continue to spread the Good News through social media, our website, programs for the “non-churched”, ULC promotions (gifts for visitors with the Welcome Team).
- Do more to support ULC’s Campus and Youth Ministries.
- Help with the transition of new pastoral leadership.
- Increase collaboration with other teams to provide Sunday morning outreach to visitors.
- Update church literature with relevant biographical information.

Mission Builders

No current team leader

Habitat for Humanity

No current project leader

Habitat for Humanity is a non-profit Christian ministry dedicated to eliminating worldwide poverty housing. A partner family is selected to take over the mortgage of the house after working 300-500 hours of sweat equity. Volunteer opportunities for ULC members include praying for the workers and partner family, providing food for the volunteers, working on the site, serving as site host (registering volunteers and starting the work session with prayer/devotions), and providing funds for the build. ULC has participated in Habitat projects since 2003.

Activities to date since December 2016 Annual Meeting:

- ULC didn't participate with Habitat for Humanity this past year as there was no team leader.

Plans for 2018:

- Find a new leader for the Habitat for Humanity Team. Don Armstrong has agreed to lead the team.

Rebuilding Together Ingham County

Jim Lorenz, project leader

Rebuilding Together Ingham County, previously known as Christmas In April, is a volunteer organization involved in a yearlong effort that culminates in a one-day blitz to repair and rehabilitate the homes of either low-income elderly or disabled homeowners. The work day is the last Saturday in April. Volunteers, 14 years and older, can help with home repairs, provide lunch for volunteers, provide financial support for the repairs and pray for the homeowner. ULC has participated in this project since 2000.

Activities to date since December 2016 Annual Meeting:

- Participated in Rebuilding Day, on April 29, 2017.

Plans for 2018:

- Participate in Rebuilding Day, April 2018.

Prayers & Squares - Chapter 163

Ann Booren and Bobbie Davis, team leaders

Team Description: The prayer quilt ministry is dedicated to promoting an active prayer life among our participants. Men, women, children, young folks, seniors, quilters and non-quilters help make quilts to give to those who are seriously ill. Fabric is purchased, donated, washed, cut and sewn into quilts. Threads are put in for tying by the members of the congregation as they add their prayers for the individual who is to receive the quilt.

Activities to date since December 2016 Annual Meeting:

- From 12/7/2003 through 10/8/2017 1569 prayer quilts were made and delivered to seriously ill people and veterans of our Armed Forces near and far. 87 quilts were given in the 11 months since the 2016 report. More than 90% have been given to people who are not ULC members.
- We receive completed quilt tops from former members who now reside in Florida and Wisconsin as well as a friend from Ohio. Residents of the area, Friendship House participants and folks who have found us on the internet have come to help make prayer quilts and Quilts of Valor.
- Regular scheduled sewing days are the 2nd Tuesday morning of each month and 4th Saturday morning of, January, February, March and April in 2018.
- In response to a request by the Therapeutic Activities Director at the Medical Care Facility & Rehabilitation Services of Ingham County, prayer quilts were given to their sensory care program throughout the year. Close to twenty quilts have been donated so far this year.
- Eight of our own Veterans were each presented with a Quilt of Valor on the Sunday preceding Veteran's Day, November 8, 2016. In addition, four quilts have been given through the Quilts of Valor program.
- The first Saturday of February was designated National Quilts of Valor Sewing Day. Here at ULC, more than 25 people spent the day making quilts that will be given to our ULC veterans in November as well as several that will be sent to VA hospitals to honor men and women for their service to our country.
- Small "pocket-sized" prayer quilts were made available at the Healing Services and on the Welcome Table in the narthex.
- In April, 10 children's quilts were sent to the Royal Family Kids Summer Camp for foster children in northern Oakland County. The camp is operated by the Brightmoor Christian Church. The quilts were used at the camp and are given to each foster child at the end of the week. This is the 3rd year we have provided quilts.
- Mr. Steve Cooper serviced all seven of Prayers & Squares sewing machines to keep them in good working order.
- We wrapped the three graduating Student Associates: Elizabeth Althouse, Leah Auchter, and Nick Reynolds, two graduating Choir Scholarship students: Aaron Petrovich and Lindsay Snyder, and two graduating Bell Ringing Choir students: sisters Elizabeth and Lynn Kotnik in prayer quilts during the closing of the academic year liturgy.

- Four quilts were made and presented to the graduating ULC High School seniors Kendall Bubolz, T.J. Christian, Nathaniel Dalton, and Nicholas Guilfoyle. This marks the sixteenth year we have recognized our graduates by wrapping them in quilts.
- May 6, 2017 we hosted a sewing day where participants made folded fabric wreaths that can be used on a table or hung on a door for decoration.
- Special good-by quilts were presented to Pastor Sara Cogsil and Pastor Sarah Midzalkowski on July 23, 2017 as they moved on to their next assignments.
- Seven fleece blankets were tied with young men from the Samaritas Summer Program for refugee and immigrant youth. An 8th quilt was made for a young man who was entering the program the following week. ULC hosted this group during the summer. They were pleased to take their blankets with them at the completion of the activity.
- A donated sewing machine was given to a 4-H family
- Children's fleece blankets were tied during God's Work Our Hands Sunday, September 10, 2017. More will be completed by the youth groups this fall. The blankets will be given to Pastor Jan Hite at Redeemer Lutheran Church in Lansing, MI for their neighborhood outreach program.
- Four quilts were given to the Well Spring Foster Care program through ULC member Brie McPhall.
- Fund raising activities include selling fabric baskets, table runners, placemats, bean soup mix, ULC note cards, ULC magnets, and fabric bags here at ULC two Sundays in December and at the Meridian Township 175th Anniversary Celebration in July.
- Nine pillow/beds made from our scraps were donated for the animals at the Humane Society.

Plans for 2018:

- Commit ourselves to making at least one Quilt of Valor each month for a wounded service person or veteran. Local quilter John Putnam has generously volunteered to machine quilt these quilts without charge.
- Present Quilts of Valor to veterans who are ULC members.
- Continue meeting monthly to make prayer quilts.
- Continue the "pocket prayer quilts" for the Healing Services and the Welcome Table.
- Make 7 quilts for the 2018 graduating high school seniors.
- Make a quilt to present to a Habitat for Humanity homeowner.
- Donate prayer quilts to the Ronald McDonald House across the street from Sparrow Hospital.
- Host a Christmas Project Sewing Day November 11, 2017.
- Participate in the craft show at St. Martha's Catholic Church in Okemos on November 18, 2017.

Social Action Team

Bryan Rahe, team leader

The Social Action Team works to identify social issues and directs resources to those areas. This includes, with input from congregation and final approval by the church Council, recommendations for distribution of Local Benevolence funds to local nonprofit organizations.

Activities to date since December 2016 Annual Meeting:

Hunger

- Collaborated with other ULC hunger initiatives.
- CROP Walk – October 8, 2017. We had 4 walkers.
- Food Movers food distribution program at ULC (45-63 households per month).
- Excess Food Movers food was taken to St. Paul's Lutheran, Haven House, VOA, and the City Rescue Mission.
- Christ Lutheran Soup Kitchen on the 5th Saturday of a month.
- Provided manpower for the Kids Against Hunger food packing with the Islamic Center at ULC on September 10, 2017.

Fundraising

- Continued "Change for Change" during Lent in which the congregation is asked to take a ULC green water bottle home to collect coin change. The congregation is asked to return the bottles with the

collected change on Easter. About \$1300 was raised and donated to Citizens for Prison Reform. This group is focused on helping the families of the incarcerated negotiate the Michigan prison system.

- Habitat for Humanity as Offering of the Month raised \$610.
- St Paul's Lutheran Food Pantry as Offering of the Month raised \$515.
- Lutheran World Relief as Offering of the Month raised \$325.

Collections

- School kits collected for LWR and distributed.
- Darra and Steve Haase organized a collection of household items for Samaritas refugee youth.
- Bi-annual personal care items drive for the Macedonian Church Personal Needs Closet.

Outreach/collaboration/collection

- Christmas Giving Tree for Samaritas foster children and Tri-County Office on Aging needy seniors. Over 100 total names in 2016.
- Christian Services, Love, Inc.
- Tight Knit Small Group was formed in November 2015 and meets most Mondays at ULC for fellowship and their service project of knitting or crocheting warm winter accessories such as hats, scarves, mittens, headbands,, blankets, and Knitted Knockers(for breast cancer survivors). The items were distributed to the Homeless Angels, Food Movers clients, McLaren Radiology, World Vision, and McLaren Hospice-Lansing. Over 1000 items were knitted and crocheted this year. All are welcome to participate regardless of religious affiliations. Foreign countries represented include: Italy, Austria, Iran, Indonesia, Turkey, and China. They have participants from age 8 on up. Each week between 12-15 individuals gather at ULC in this "judgment free zone" where everyone's contributions are accepted and welcomed. If you don't know how to knit, or crochet, members of the group will teach you. Contributions to the "Tight Knit" designated fund enables the group to purchase yarn.

Local Benevolence fund distribution recommendations to Council in 2016:

- | | |
|---|--------|
| • Friendship House | \$1000 |
| • Helping Hands Christian Learning Center | \$1000 |
| • Boys and Girls Club of Lansing | \$1000 |
| • Pastors' Discretionary fund | \$1000 |

Plans for 2018:

- Review 2017 projects/activities for continuation.
- Facilitate collaboration with other ULC groups/member to achieve social action goals.

Vacation Bible School

No current team leader

This year Vacation Bible School was held Monday June 19-Thursday June 22nd. Barb Kissling and Michael Anderson were directors. It was decided that we would try to have our sessions begin at 5:30pm and end at 8pm each night.

First the Good News: we had excellent help in all areas. Pastor Sara Cogsil led the opening and closing each night. Lindsay Snyder and Aaron Petrovich from the ULC Senior Choir provided music. Barb Kissling, Delphina Miyares, Sue Kamens, and Deanna Milligan were our teachers. Darra Haase had leadership in the kitchen. Mary Werkman led the crafts. Michael Anderson and Deanna Milligan were in charge of recreation. When we counted everyone who came and helped with registration, crafts and kitchen we had over 30 people involved in VBS. What we did not have were enough children. The most we had were 14. We also would like to thank the Evangelism team for all the support and encouragement.

Plans for 2018:

- Are we going to have VBS in 2018?
- What kind of changes can we make to have more children?

Welcome Team

Barbara Riegle, Emily Heidrich, Linda Trevarthen, team leaders

The Welcome Team serves as the face of ULC and provides a welcoming and inclusive atmosphere to all ULC members, visitors, and guests.

Activities to date since December 2016 Annual Meeting:

- Recruited, trained, and scheduled coffee hosts.
- Prepared coffee and other breakfast drinks and snacks at weekly Sunday coffee fellowship.
- Ordered coffee supplies for Sunday mornings.
- Created Visitor Brochure.
- Revitalized the Welcome Table with new signage, appropriate brochures, et al.
- Submitted Endowment Grant proposal for purchase of Visitor & New Member gifts.
- Held joint meeting of Welcome/Evangelism teams to brainstorm ways of increasing our attention to and care of visitors and new members.

Plans for 2018:

- We hope to revitalize coffee hosting by increasing membership of the Welcome Team to approximately 25 members who will share the duties of coffee hosting over the course of the year. The larger the team, the fewer times anyone has to host.
- We plan to provide small gifts to all first time visitors and encourage them to fill out a pew card with contact information.
- We will work with Evangelism to disseminate new member contact information to both our teams on a regular and timely basis in order for our team members to interact more actively with new members during their repeat visits to ULC.
- We will re-institute New Member Sunday three times a year (a formal welcoming/honoring of new members during that time period)
- We plan to re-institute a small gift for new members (as well as visitors) along with pertinent information about ULC membership (either hard copy or electronic, depending on preference)
- We will continue to work with Evangelism to expand our attention to and care of visitors, new members, continuing members, and lapsed or “missing” members.

Resource Teams

Ann Booren – Teams Coordinator

Communications Task Force

Amy Wagenknecht, team leader

The Communications Task Force (CTF) was created at the request of the Lead Management Team and Council to help to provide a unified and consistent face to ULC communications. The focus of the CTF will be to develop guidelines, coordinate work groups and possibly make staffing proposals as related to communications.

The CTF has met three times thus far, beginning on Sept. 13. We have identified several communication areas and have begun working on them in the following priority: Bulletin and weekly email announcements, Directory, Press Releases, Outdoor signage, Advertising, Website, Social media, Communication coordination/calendar, and Communication staffing. As the CTF develops a strategy for each of these areas, other ULC members will be recruited to join in specific work groups. The CTF requests input and feedback from the congregation throughout this project.

Task Force Core Members: Melissa Andresen, Pastor Haley Vay Beaman, Britny Pollard, Linda Trevarthen, and Amy Wagenknecht.

Design & Arts – No report submitted

Earthkeeping

Judy Kindel, team leader

The Earthkeeping Team met about 6 times during the year along with Dale Romsos of the Facilities Team. Pastor John Schleicher was present for most of the meetings and offered great expertise and suggestions. The Earthkeeping Team regularly has a bi-monthly column in Lux and keeps the congregation informed of events such as recycling and other “green” activities in the community.

The major focuses this year were:

- Continuation of energy saving measures throughout the facility
- Replacement of Styrofoam cups for hot drinks with a biodegradable, compostable cup with a plant based lining.
- Exploration of possible solar garden on ULC property to be shared with the Islamic Center.

Electronic Resources

Will Mahoney, Luke Reese, Jim Lorenz, team leaders

The Electronic Resources Team made two upgrades to the sound system using designated funds. First, the sound system requires good audio in for broadcasting good audio out. We upgraded three wireless microphone receivers, so all individual wireless microphones (5) are on the same equipment. The two units we replaced were quite dated. In addition, we dedicated a third new receiver to a hand-held wireless microphone. This upgrade allows us to dedicate a wireless microphone to each of our three pastors so we can adjust them specifically for the person’s voice. The other two individual wireless microphones will be rotated between deacons and guest speakers. The sixth receiver allows us to always have a dedicated hand-held wireless microphone available. This can be used for children sermons, when someone is up front and needs a quick audio enhancement, and when audio is needed for the bell choir. Before the upgrade, the handheld wireless microphones shared a receiver which caused problems when switching back and forth.

The second upgrade is quite exciting. We added an option to broadcast the output audio by FM radio to personal receivers. These receivers have a standard output jack for plugging in ear buds, a head set, or a personal T-loop hearing aid assist. We purchased 6 personal T-loop assist units. We are testing these with individuals in the congregation who have T-loop enabled hearing aids. The units are available at the back of the sanctuary when you enter.

One additional upgrade was to replace the CD burner used to record church services with a digital recorder. Music CD media was difficult to obtain. The digital format allows us to transfer files easier plus we can create CDs from standard CD media.

The team also began upgrading our equipment used to extend a Wi-Fi stronger and more consistent signal into commonly used area of our facility. Currently, our Wi-Fi is provided using a series of dissimilar routers. These products occasionally don’t work well together and each router has a different name which can lead to confusion when connecting in different parts of the building. The upgrade we have begun will eventually replace all routers with Ubiquiti Wireless Access Points. We currently have two access points and are experimenting with placement. The advantage of access points are: 1) one SSID name will be used throughout the building vs multiple named devices, 2) improved coverage and, 3) remote management.

In addition to supporting sound and the network, the team also manages the phone system, trouble shoots office computers and manages the church website.

Facility

Dale Ramsos, team leader

The Facility Team (Al Booren, Sandy Davis, Dave Wiggert, and Dale Romsos) maintains the ULC physical plant.

Activities to date since December 2016 Annual Meeting:

- Problems remain with minor roof leaks. Multiple patches were applied over the Chapel roof this past summer and we are awaiting a major rain/snow to determine if the leaks have stopped.

- We need to remain cognizant that the roof-top HVAC units are reaching their life cycle. One air conditioning compressor failed this year and needed to be replaced.
- Both water coolers in the Atrium failed within months of each other and were subsequently replaced.
- Traps were installed in the floor drains in the Boiler Room and the Kitchen and this has reduced the odors that had been noted in the basement area.
- A central dehumidifier was installed to service the Choir Room and this has reduced the musty odors in this area.
- Multiple cracked floor tiles in the Atrium and Fellowship Hall were replaced. The Fellowship Hall floor was then stripped and resealed.
- Tile was installed in front of the Narthex Kitchen area to replace the worn carpet and make it easier to clean this area.
- An epoxy-type sealer was applied to the Outside Storage Room floor to reduce damage from the sidewalk salt stored in this room and to make it easier to clean the floor.
- A grant was obtained from Consumers Energy to cover 75 % of the cost to install LED tubes in the Atrium and Fellowship Hall. The payback for this project is less than one year.
- Annual inspections of the boiler, elevator, water backflow valve, and fire extinguishers were performed and found to be satisfactory.

Plans for 2018:

- Continue working to identify the source of the leaks in the roof and to devise a plan to stop them.
- Apply for another grant from Consumers Energy to offset up to 75% of the cost to replace fluorescent light tubes with LED tubes in the Choir Room, Library, Kitchen, and Class Rooms.

Grounds

Betsy Prince, team leader

The grounds team maintains all landscaping and the parking lot.

Activities to date since December 2016 Annual Meeting:

- Maintained all garden and landscaped areas.
- Trimmed trees and bushes.
- Mowed yard and snowplowed parking lot as needed (contracted).
- Supervised and worked with employee in Memorial Garden.
- Coordinated spring and fall work days.
- Continue to replace wood mulch with rubber mulch in playground.
- Repaired playground equipment.
- Continue landscaping the south hillside by church.
- Contracted fertilizing of lawn.

Plans for 2018:

- Maintain parking lot, yard, and flower beds.
- Mow yard and snowplow parking lot as needed and fertilize (contracted).
- Redesign compost area.
- Continue landscape on south slope by church.
- Organize spring and fall work days.

Library/Archives

Connie Lenkowski, team leader

Library

The Library Team manages the ULC Library so that church members and guests have access to information and materials relating to the gift of the gospel and the sharing of that gift among members of the congregation and throughout the world.

Activities to date since December 2016 Annual Meeting:

- Acquired various new items for the library collection from both new purchases and donations.

- Purchased items on a regular schedule.
- Displayed materials upstairs on the library cart.
- Held a used book sale fundraiser.

Plans for 2018:

- Promote and increase the use of the library.
- Consult with various teams and staff about library needs.
- Purchase new materials for the library collection.
- Sponsor a used book sale fundraiser.

The Library Team: *Laura Brown, Judy Kindel, Connie Lenkowski and Sharon Bandlow*

Archives

The Archives Team identifies, arranges and describes, preserves and makes available for research the historical records of University Lutheran Church and related historical collections. These documentary materials provide the basis for better appreciating our past, understanding the present and planning for the **future**.

Activities to date since December 2016 Annual Meeting:

- Cleaned out, merged and maintained files in the collection.
- Updated the location guide for the archives collection and created a contents list.
- Wrote a monthly article for LUX about the archival collection.
- Changed the display case on a regular basis.

Plans for 2018:

- Continue to write a monthly article for LUX using information from the archives.
- Continue to review documents, place in appropriate folders and update the location guide.
- Change the display case on a regular basis.
- Work with staff to establish procedures for preserving ULC's history.

The Archives Team: *Tom Kissling, Jan and Olie Mace, and Mike and Connie Lenkowski.*

Lux

Amy Wagenknecht, team leader

The Lux Team produces the (almost) monthly newsletter of University Lutheran Church and One Community Campus Ministry.

Activities to date since December 2016 Annual Meeting:

- Printed 10 issues – combined June/July and August/September.
- All issues printed in-house and in color. An average of 225 copies per month, of which about 200 are mailed. Printing in-house allows us to print additional copies as needed throughout the month, which reduces waste.
- Lux is posted on the ULC website and an email reminder that it is available on-line is sent to all ULC members

Plans for 2018:

- Continue wider conversation regarding communications at ULC
- Recruit additional team members. All areas are needed: planning, writing, editing and photographer.
- Encourage members to write feature articles such as book reports, opinion pieces, spiritual reflections, etc.
- Continue to print the Lux in-house and in color.
- Combine the June/July, and August/September issues.

The Lux Team: *Michael Anderson, Loran Bieber, Mark Johnson, Connie Lenkowski, Britny Pollard, & Amy Wagenknecht.*

Memorial Garden

Pat Lee, team leader

The Memorial Garden is ready for winter. Mary Letvenow, our caretaker, does the actual upkeep of the garden. Eight people have had their ashes spread on the grounds with Joanne Bennett's ashes spread this year. Three people who have prepaid. (\$1000 is the price for internment in the garden). In the fall and spring the garden is part of the larger church clean-up. Basically the Memorial Committee is a one-person committee with the responsibility of hiring a caretaker and ordering and placing the plaques on the memorial stone. The garden is a great place for meditation and contemplation for any who would like to visit.

Nursery – No report submitted

Office Helpers

Britny Pollard, team leader

The Office Helpers Team provides hospitality and information to visitors, guests and members. The team welcomes and directs those who enter or telephone the church office, and assists the church staff (pastors, financial administrator, administrative assistant, etc.) in a variety of office tasks.

Activities to date since December 2016 Annual Meeting:

- Assist visitors in need, and /or connect them to Christian Services.
- Maintain visitor and member databases.
 - Send cards to visitors
 - Send cards to members in the prayers
- Provide support for Staff, Council, Teams and Committees – i.e. Stewardship pledge packets, Annual Meeting packets, Council packets.
- Facilitate congregational mailings – i.e. various packets mailed to all ULC members, Contribution Statements, for Members in Ministry and for Annual meeting information.
- Produce weekly bulletins, local directory.
- Update website on-line calendar.
- Prepare monthly calendar, celebrations, and also write articles for Lux.
- Expand and implement current methods for improved efficiencies to assist the church office, other ULC ministry teams, groups, committees and officers.
- Maintain pews with Communion cards, giving and designated envelopes, pencils.
- Print parking tickets for MSU home games – football and men's basketball.
- Print monthly Lux in-house.
- Provide support for annual Giving Tree project.
- Maintain/water indoor plants.
- Order/maintain Fair Trade coffee and candy bars for sale.
- Maintain catalogs and reading carousels.
- Emphasize and actively recycle products not limited to paper, Styrofoam, boxboard, cardboard etc. within the church community.
- Expand team members with additional weekly volunteers and substitutes.
- Maintain kitchen and clean up on a weekly basis

Plans for 2018:

- Continue to combine and implement data files to improve efficiencies.
- Reduce paper wherever possible.
- Reduce duplication of data wherever possible.
- Continue to recruit/train team members.
- Maintain organization in the office.

Office Helpers Team: Diane Appel, Melissa Andresen, John Foley, Michael Anderson, Mark Johnson, LaVon Miller, Loran Bieber. Thank you all!

Security

Barbara Kissling, team leader

This team will assess the needs and resources required to maintain the security of the ULC building and grounds. It will respond to security issues, implement new technology, and develop appropriate policies.

Activities to date since December 2016 Annual Meeting:

- Installed a digital video surveillance camera system with a capacity for 8 cameras
- Purchased 3 video cameras that are motion based and placed them to cover the front doors, narthex, and lower level stair area
- Applied for an endowment grant to purchase 3 more video cameras to be located in the office hallway, nursery and sanctuary
- Installed an annunciator to provide tones when someone enters or leaves the front doors
- Installed wireless door locks for the office
- Completed an exterior risk assessment and followed up on security recommendations
- Placed dial 9-911 stickers on phones
- Completed a Smart 911 Facility profile
- Adapted an ELCA weapons regulation policy for ULC and sent to Council for approval
- Shared security team information in the Lux throughout the year and at the Forum
- Provided a security presence during the PeaceQuest2017 event

Plans for 2018:

- Continue to improve day time security with office staff input
- Work on night time security with special emphasis on locking doors, turning out lights and shutting off the coffee.
- Review worship/special activities security procedures
- Develop security policies and implement

Stewardship

Michael Anderson, team leader

The University Lutheran Church of East Lansing is in the middle of the fall Stewardship Pledge drive as we write these words. We are excited about all the new changes coming to ULC. With God's help and our encouragement, we are going to move forward in 2018. With our new pastors and other major projects on the horizon, we encourage our members to respond to God's call for more support and more involvement. I would like to thank Pastor John Schleicher and Kristy Stuart for the help that they have given our team. We are going to move ahead in the future to continue to urge our members to respond to God's Call.

Plans for 2018:

- Build a Stewardship Team
- We are looking at doing an Every Member Visit or Cottage Meetings.

Spiritual Formation Teams

Sue Kamens, Louise Paquette – Teams Coordinators

Altar Guild

Gerry Erickson, team leader

Our responsibility is to care for the Chancel area, furnishings, linens, paraments, banners and etc. our goal is to provide a setting which the congregation to worship in a meaningful way.

Activities to date since December 2016 Annual Meeting:

- Our ministry continues to prepare communion for every Sunday worship service as well as special services such as Ash Wednesday and Maundy Thursday.
- Have prepared communion for several Memorial and Funeral services.
- Continue to prepare Eucharist kits to be taken to members unable to attend services.

- The back wall candle that went missing has now been replaced. Thanks to Sharonlee and Paul Burmeister and Sandy Davis.

Plans for 2018:

- Continue to involve members in the other areas of our ministry.
- Recruit new members.
- New pictures for bulletin in Sacristy showing communion set up and placement.

Bell Choir

Louise Paquette, team leader

The handbell choir provides an opportunity for members to contribute to our diverse music program. The choir plays in church at least once a month from September through April.

Activities to date since December 2016 Annual Meeting:

- Played in church at least once a month Sept – April.
- Youth played chimes at an Advent service (Dec 18) and during a May service.
- Participated in the Summer Youth Music Camp. Handbells were taught for the first time this year. The youth played chimes and bells during a Sunday service and at Brookhaven Assisted Living.
- The handbell director attended the Augsburg Music workshop in August at Dublin, Ohio.

Plans for 2018:

- Continue to play in church once a month possibly participating in the service in other ways beyond playing a piece during communion.
- Play more pieces involving the senior choir.
- Continued development of ringing skills.
- Continued recruitment and training of new ringers.
- Have children ring for the Christmas program (2017).
- Play a piece for the Scholarship Concert
- Participate in the Summer Youth Music Camp.

Choirs

Janine Novenske Smith, team leader

In the past year the ULC Senior Choir contributed to worship on a weekly basis during the school year and offered a special musical offering during Advent and Lent. The Senior Choir continues to sponsor four scholarship students, the Scholarship Quartet, who learn from and sing with the choir.

The ULC Sunday School Choirs continued to meet approximately twice a month, January through May, during the Sunday School hour, with director Janine Novenske Smith. The original musical offering, “Tell Me the Story” was offered on Omega Sunday, by the Cherub Choir, Youth Choir, youth instrumentalists and youth readers.

In September of 2017 a fifth scholarship position, Student Director of the ULC Children’s Choirs, was created. This change of direction has allowed the Cherub and Youth Choirs to continue to meet during the Sunday School hour, however, they now meet on a weekly basis (the Senior Choir, directed by Janine, meets at the same time on Sunday mornings). Anna Bolton is our new Student Director of the ULC Children’s Choirs. Anna is a Senior in the MSU College of Music, majoring in music education and vocal performance. This semester the children will sing during worship on All Saints Sunday, November 5th, and also during both morning worship services on Advent one, December 3rd. Anna is being mentored and supervised by Janine Novenske Smith.

In June of 2017 ULC offered, the fifth year in a row, our Summer Youth Music Camp. The camp took place for five days and ran from 9:00a.m. to 2:00p.m., for youth entering 3rd through 5th grades. This year an advanced section was added for campers 6th grade and older. The campers participated in choir with Janine Novenske Smith, recorder with Kristie Wiggert, choir chimes and bells with Louise Paquette and Elizabeth Smith, sign language with Sherry Corwin and recreation time with Pastor Sara Cogsil. Special classes were taught by guitarist, Don Sovey and organist, Kristie Wiggert. On the final day the campers sang and played their instruments for the residents of Brook Dale Senior Living in Haslett. This performance was dedicated to the

memory of our friend, Joann Bennett. The music campers offered their special music during morning worship later in June. Camp Directors: Janine Novenske Smith and Kristie Wiggert.

Activities to date since December 2016 Annual Meeting:

- Special choral music was offered by the Senior Choir during Advent and Lent.
- Successful January Senior Choir Scholarship Fund Benefit Concert and reception, sponsored by the Senior Choir. (Fundraiser for the Choir Scholarship fund.)
- The Children's Choirs offered their original musical offerings, "God With Us All", during Advent and "Tell Me the Story", on Omega Sunday. Youth instrumentalists and readers also participated in these worship services.
- Special music was consistently offered at the 8:30a.m. and 10:45a.m. Sunday worship services by the Senior Choir Scholarship Students.
- The Summer Youth Music Camp successfully offered two sections of camp in June.
- The ULC Children's Choirs, under the direction of Student Director, Anna Bolton, are rehearsing each week during the Sunday School hour. The children will sing during morning worship on November 5th and December 3rd.
- The Senior Choir will offer special music during morning worship on December 10th.

Plans for 2018:

- The ULC Children's Choirs, under the direction of Student Director, Anna Bolton, will continue to rehearse weekly during the church Sunday school hour. The children will sing during scheduled worship services.
- Senior Choir Scholarship Fund Benefit Concert in January.
- Senior Choir special music during spring semester.
- To continue to promote and develop the ULC Sunday School Choirs.
- To continue to increase youth participation in worship through music.
- To offer the Summer Youth Music Camp for one week in June.

Current members: Janine Novenske Smith, leader, Kristie Wiggert, Accompanist and members of the ULC Senior Choir: Lori Althouse, Anna Bolton, Gerry Erickson, Linda Savage, Grace Reberg, Kathy Sweat, Beth Rahe, Annika Pell, Diane Appel, Haley Vay Beaman, Karen Braselton, Judith Hardies, Marilyn Johnson, Jan Mace, LaVon Miller, Miriam Minshall, Louise Paquette, Dawn Newton, Roger Hoopingarner, Jackson Hall, Wilbur Mahoney, Steve Zimmerman, Noah Colandrea, Ian Brinklow, Michael Anderson, Todd Leigh.

Dinner for Eight

Ann Booren, team leader

Dinner for Eight began as a way for members and friends to meet in small groups for an evening meal 3-4 times per year.

Activities to date since December 2016 Annual Meeting:

- nine families have served as hosts
- 31 family units have attended
- 88 individuals attended

Plans for 2018:

- plan four events
- encourage new hosts
- engage more members, especially new members

Eucharistic Ministers

Pastor John, team leader

Eucharistic Ministers take the Sacrament of Communion to members who are unable to physically attend worship at University Lutheran. Eucharistic Ministers, by means of prayer and conversation, offer a personal connection to the community of believers. Beth Rahe, Karen Braselton, Pastor Sara C., Pastor Sarah M., and Pastor John served as Eucharistic Ministers.

Fellowship-no report submitted

Health Ministry Team-currently being reinvented

Liturgical Deacons

Pastor John, team leader

Liturgical deacons assist with the public performance of worship services at ULC by assisting with the liturgy, the offering of public prayer, and the distribution of the Sacraments. The deacons met bi-monthly with the lead pastor to pray, study evangelical worship, and schedule coverage of services. Deacons who have served this past year include: Ann Booren, Louise Harder, Mark Johnson, Nick Guilfoyle, Nick Reynolds, Leah Auchter, Nancy Lindman, Emmett Braselton, and Dan Sadler. In 2018 Sheila Nicholas and Erin Frisch will be part of this team. Our thanks to Nick Reynolds and Leah Auchter both who have graduated from MSU and have moved on to graduate schools.

Small Groups

Adult Forum

Michael Anderson, Bill Trevarthen, Linda Trevarthen, team leaders

Overview:

For the 2016-2017 year, our topics could be categorized under the same headings as the ULC Ministries: Outreach (featuring various local, national, and international non-profits benefitting from ULC support), Spiritual Formation (inspiring pastoral presentations on a wide variety of topics, the liturgical deacon experience, Clown Ministry), and Resources (Smart911, Sparrow Hospital, ULC Security Team, Council and Call Committee Reports). Many of these were presentations by our own talented, generous, and socially committed ULC members!

Summary of the 2016-2017 Forum Season: Note: Forums occur every Sunday with the exception of holidays and certain single-service dates.

Sep 25—Pastor Sara C: 2016 Honduras Mission Trip Presentation

Oct 2—Pastor John Schleicher: Three Things I Pray. Pastor John presented an overview of a process, based on Romans 12, to which all members of ULC were invited to engage in October and November: *a) To see thee more clearly - In the people around us, b) To love thee more dearly - in the discovery and use of our spiritual gifts, and c) To follow thee more nearly - in surrendering all that we are and have to God.*

Oct 9—Smart911: An amazing, easily personalized enhancement to the 911 emergency emergency service now available to all of us. Ingham County's Smart911's director, Lance Langdon, explained the many life-saving benefits of this free service, soon to be available nation-wide.

Oct 16—Child Support Program for Michigan. ULC member Erin Frisch, director of the Child Support Program for Michigan, spoke about the mission and vision of the program which works with families to support children when mom and dad don't live together.

Oct 30—Pastor Sarah Midzalkowski: On Reformation Sunday, Pastor Sarah M delved into the early history of the Reformation in England and its parallels with the movement in Germany.

Nov 6—Interim Lead Pastor John Schleicher told us a little bit about himself: his calling, his ministries, his education, and some personal stories.

Nov 13—ULC Clown Ministry for Outreach, Teaching, and Worship. Linda and Rich Triemer, ULC's own Klinker the Clown and Professor Magic, spoke about the soul nurturing, the comic relief, and the sharing of joy and hope provided by Clown Ministry.

Nov 20—ULC Council presented on Team Reports (as preparation for Annual Meeting)

Dec 4—ULC Council presented on Budget and Other Considerations (in preparation for Annual Mtg)

Dec 18—Interim Lead Pastor John Schleicher: "Stump the Pastor!" This was our chance to ask Pastor John about anything church-related we'd always wondered about or wanted to know. A fun and interesting forum!

Jan 8—Interim Lead Pastor John Schleicher: Lectio Divina: Participants experienced the wonderful, simple, and often profoundly moving spiritual practice of lectio divina with Pastor John.

Jan 15--Citizens for Prison Reform Founder and Director, Lois Pullano, back by popular demand, spoke about the desperately needed services this group provides for families of prisoners and what communities, churches, and individuals can do to help.

Jan 22--Families Against Narcotics: Founder, Phil Pavona, a powerful speaker back by popular demand, spoke about the current status of narcotic addiction in our community, what we need to learn about this epidemic, and the many ways we can all help. This forum was valuable for young and old alike, since drug addiction--an often hidden and a deadly epidemic--touches all our lives in some way (through friends, classmates, co-workers, family.)

Jan 29--The Liturgical Deacon Experience: An informal panel of ULC deacons shared their personal experiences with us. This was a surprising treat for all. Discussion included, *Have you ever wondered what it's like to be a deacon? What goes on behind the scenes? What does the training consist of? What does it feel like to be a deacon?*

Feb 5-- Call Committee Update on ULC's Ministry Site Profile regarding the Lead Pastor Search

Feb 12-- Sandra Girard, Attorney at Law and President of Citizens for Prison Reform As a follow-up to Lois Pullano's riveting January forum on the Family Participation Program within Citizens for Prison Reform, CPR President and Attorney Sandra Girard spoke about the statewide collaborative that has been formed to bring change to the criminal justice system and to systems that incarcerate.

Feb 19--Pastor Sara Cogsil: Lectio Divina. Another slightly different experience with this wonderful, moving, and uplifting simple spiritual practice.

Feb 26--As a follow-up to her presentation on ULC Emergency Guidelines, ULC Security Team Leader, Barb Kissling, shared with us the variety of security issues faced by churches and how ULC planned to address them.

Mar 5 --Pastor Sara Cogsil--The season of Lent gives us four readings of encounter from the Gospel of John. Jesus encounters: *Nicodemus, the Woman at the Well, the Man born Blind, and Lazarus as he is raised from the dead.* At this forum, lectio divina was used as a way to pray about how God encounters each of us.

Mar 12--Roger Hoopingarner, MSU Professor Emeritus of Entomology, gave us a fascinating glimpse into his lifelong work with bees, starting from this premise: *Half of the world is starving or hungry, and bees and pollination are necessary for at least one-third of our food. Yet honey bees are in serious decline. What is happening to the bees?*

Mar 19-- Susan Wisser, RN, MSN, MBA, CCM, and Sparrow Hospital Patient Relations Manager with extensive experience in the many facets of acute care, managed care, rehabilitation, and end-stage illness spoke with us about managing these difficult times within the framework of hospitalization, with this as a starting point: *Choices and decisions are so important as our days become numbered. All too often, good people, trying to express love and caring, are suddenly swept along in the currents of the health care system without benefit of a map and only one paddle..... becalmed in a fog of confusion.* --a highly informative forum.

Mar 26--Homeless Angels--Mike Karl. This was another riveting forum. Two excerpts from the Homeless Angels website provide an overview of his talk: *"If we can have a real conversation about what homelessness is, I think we can end it."*

Apr 2--Pastor Sarah Midzalkowski gave us a sneak preview of One Community's recent trip to Germany.

Apr 9--Dale Romsos, MSU Professor Emeritus of Nutrition told us about his involvement with a ULC Endowment Grant to the Bungo Lutheran Church in Morogoro, Tanzania now helps at-risk girls advance their education.

Apr 23-- ULC member and MSU Professor of Large Animal Clinical Sciences, Hal Schott, DVM, PHD, DACVIM, took 8 veterinary students to provide care for more than 800 working burros, mules, and horses early in 2017 as part of a new MSU Project addressing the fact that more than 90% of the equids in the world are used to improve the lives of families in third world countries, but Veterinary care there is largely non-existent for these literal "work horses".

Apr 30--Pastor Sarah Midzalkowski shared reflections on Easter Joy and the difference between joy and happiness.

May 7--Pastor John lifted up for discussion the expectations of the lead pastor-to-be and of the congregation in relationship with her/him as stated in the Ministry Site Profile, sharing some of his own reflections on ingredients that help both pastor and congregation have a grace-filled first year together.

This was the final forum of 2016-2017.

Plans for 2018:

We will continue the same diversity of subjects and speakers. In order to encourage greater attendance, we hope to schedule speakers farther in advance and will display the forum poster in the narthex 24/7. (Poster will feature the coming Sunday's forum and list the season's schedule.)

Amnos Circle

Marilyn Johnson, team leader

Amnos Circle regularly meets at 9:30 a.m. on the third Wednesday of the month at the church. We do not meet in December nor June through July.

This year we opened the circle from "ladies only" to anyone who wishes to join us. Two men have now joined us. We have been studying Biblical history in the context of the culture and traditions of that time through the "That the World May Know" video series from our library. In September we deviated from the series to converse with two members concerning their observations made during a recent trip to Israel. This will be continued for another month. After that, we will resume our on-going study. Periodically we send our accumulated offerings to meet a need the church has recognized. Again, all are welcome to join us.

Freewheelers

Jan & Ole Mace, team leaders

The ULC Freewheeler's are a group of 24 people who meet on the third Saturday of the month throughout the year at the East Lansing IHOP at 9:00. As chairman, I notify them by Wednesday of the meeting week and they need to respond by Friday as I have to reserve the necessary spaces. It is to develop fellowship and is open to all who wish to be notified. Each person pays for their own meal. We are usually there for about an hour.

We also sponsor a Christmas party, held at the church and open to all. Last year this event was attended by 60 members and Kristie Wiggert led the entertainment. This is a catered affair and advertised through Lux, Bulletin and sign-up sheets. We usually collect hats and mittens to be given away. This fall we sponsored the book review by Vern Seefeldt, which was attended by 40. Ann Booren has taken charge of the meals for all of our events at the church.

The Freewheeler's group formed in the 1950's from a group of men who met on Wednesday mornings for breakfast and then came to the church to do various projects. This group is called The Musers. Since they were, for the most part, retired members, it was natural to add spouses and plan social events and trips. The two groups have functioned ever since. They are open to all who are interested.

Lychnion Circle

Carolyn Lohr, team leader

Our Circle meets monthly during the months of September through June on the third Tuesday at 12:30 pm in the Fireside Room. The "Gather Magazine" is used as the source for our bible study and our members take turns as Leaders. There are 16 members and attendance varies each month. We greet each other with coffee and dessert with time to visit before our study begins. With the funds collected each month, we have given money to the various projects at church, gifts for the Christmas Giving Tree and at times those in need in our community.

Musers

This social small group of retired men meets weekly at the IHOP in East Lansing every Wednesday morning at 8 am.

Rhodon Circle

Bobbie Davis, team leader

Rhodon Circle meets on the 3rd Wednesday of each month September through May at 1:00 pm in the Fireside Room for a Bible Study that is included in the Gather Magazine, a publication of the Women of the ELCA. Our group members take turns leading the monthly Bible Study and bringing a dessert to share. Each month an offering is collected, and the group decides who the beneficiary of our gift will be. This year we have sent \$51.00 to the ELCA Global Church to provide scholarships to international women leaders, \$100.00 to Bongo Lutheran Church in Tanzania for their school building fund, \$50.00 to the Food Bank at St. Paul Lutheran Church in East Lansing, and \$100.00 for gift cards to four persons from the Giving Tree. We welcome new members anytime.

Sunday School

Elizabeth Althouse

Preschool to 5th grade youth will have the opportunity to begin to start and/or strengthen their faith through stories about the bible and songs. The Sunday school students will also have the opportunity to be involved in the Sunday School Choir and perform in service. We hope to increase our student numbers this year.

Worship Planning

Janine Novenske Smith, team leader

In September of 2017 I began my journey down a new path at ULC, as Director of Music. This newly redefined position comes at a time of change for University Lutheran Church, a time of new pastoral leadership, of a newly formatted Sunday School hour for the children, a time when we want to preserve the best of what we have and also venture into creative expressions of music and worship. I am invited to meet with the pastors weekly, focusing on the devotional life of the congregation. I will also work closely with the Sunday School Team and will mentor and supervise our new Student Director of the Children's Choirs. Music has become an essential part of the formation of our children, through the Summer Youth Music Camp and also through Sunday School each week. I will continue to direct the Senior Choir and find great joy in that ministry. I look forward to seeing how this newly redefined Director of Music position will take shape.

Worship planning involves thoughtful planning of all worship services of the congregation so as to ensure focus on the Word and Sacrament and an evangelical, confessional witness to the Gospel. Our team includes a variety of worship settings throughout the Liturgical Year. The settings are done using the piano or the organ, depending on the particular setting.

Activities to date since the December 2016 Annual Meeting:

- Global World Sunday/World Wide Communion Sunday, October 1st, 2017: This Sunday offered the exciting opportunity to include new music from different countries through hymns and songs sung by soloists, the Scholarship Quartet and the Senior Choir. New areas in the Sanctuary were also used to enhance the worship experience.
- Services were planned, including the Hymns, Liturgical Settings and any changes that are not common at the every Sunday Services, such as Baptisms, Confirmation, special musical Sundays and Temple Talks.
- Lenten Services were held mid-week at noon with a light soup and bread lunch following and also in the evening.
- The Senior Choir Scholarship Students provided special music at both the 8:30a.m. and 10:45a.m. Sunday services.
- Janine Novenske Smith became Director of Music in September of 2017. (Janine became the team leader for Worship Planning in January of 2016.)

Plans for 2018:

- To continue to foster the excellent music traditions which have for so many years been part of the Worship Life at ULC. And to explore alternative genres of worship styles and venture into creative expressions of music and worship.
- To include more instrumentalists in worship services.
- To involve the youth of ULC during worship services.
- Continue planning of the Sunday and special services at ULC.
- Continue to introduce new hymnody from the ELW and other worship resources as they fit into the Worship Life at ULC.
- The Senior Choir Scholarship Students will continue to provide special music at both the 8:30a.m. and 10:45a.m. Sunday services.
- Continue the division of the organist job between Kristie Wiggert and Julie Baglien until time for the complete retirement of Kristie Wiggert. The job of Organist will be shared by Kristie and Julie, with Kristie continuing to accompany the Senior Choir and soloists.
- Continue to provide space for appropriate events to occur in the sanctuary, such as events that come through the Friendship House, The Arts Chorale of Greater Lansing, MSU.

- To move forward with the organ renovation as planned according to available funding in agreement with Brian Fowler.
- Plans for advent and other seasonal planning will continue as we transition into new pastoral leadership.

Our current Worship Planning Team: Janine Novenske Smith, leader, Pastor John Schleicher, Pastor Haley Vay Beaman, Kristie Wiggert, Julie Baglien, Sherry Corwin, Michael Anderson.

Youth Ministry

Pastor John Schleicher, Louise Harder, team leaders

Youth ministry consists of invested youth and adults who care for this age group. The team determines the year round programming, fundraising efforts and faith development. Through service, fellowship, bible study and leadership development, middle school and high school students have many avenues to help their faith life mature.

Activities to date since December 2016 Annual Meeting:

- I am not sure of all of the previous year's activities, as I just stepped into the role in August
- A pot luck with youth families to discuss upcoming year curriculum, service, and fellowship activities
- Raised funds in parking revenue from MSU football games

Plans for 2018:

- To continue ongoing education hour faith formation for Affirmation of Baptism youth.
- To continue scheduling social events for the youth and their families
- Ski trip to Challenge Mountain
- Living Water Junior High Charge
- Affirmation of Baptism Sunday
- To explore ways in which worship can enhance community faith formation.
- Assist with Pastor John's farewell potluck
- To schedule regular service activities for the youth to participate in
- Encourages active worship participation of our children and youth in worship leadership roles such as acolyte, liturgical deacon, reader, and usher.

Financial Reports 2017

ANNUAL REPORT & FINANCIAL STATEMENTS

Submitted by the Treasurer and Finance Committee

This year, 2017, has been a year of change at ULC. As we approach the end of the year, we do so with new pastoral leadership. Our staffing picture has resolved and our leadership team has worked earnestly to create a budget for the coming year. We have endeavored to listen to God and all of you who are the body of Christ at ULC to be good stewards of God's gifts.

We began the year with a surplus of \$4,315. As of September 30, 2017 our expenses totaled \$369,925 and our income totaled \$401,918 resulting in \$31,994 of net income. Over the course of the year we have not experienced any periods of financial distress. This can be partly attributed to less personnel expense and to less energy expense due to changes to LED lighting and more frequent monitoring of heating and cooling settings.

In general, about 80% our income each year comes from pledged giving and non-pledged offering. As of September 30, 2017, 63% of pledged giving has been received while non-pledged giving has already exceeded the year-end target. The percentage of pledged giving received at this time of the year is typical to the normal pattern of giving observed in previous years. While not a certainty, we expect giving to matched pledges for the year.

Also significant this year are the efforts to procure funds to restore the church pipe organ. Gifts over and above pledging is being accumulated in a designated fund and is expected to complete soon after the new year so that the restoration can begin.

Financial reports through September 30, 2017 are provided for your analysis.

Respectfully,
Wilbur Mahoney, Treasurer

Finance Committee: Emmett Braselton, Luke Reese, Jennifer Tracy, Vera Shaw, Pastor John Schleicher

Balance Sheet

As of September 30, 2017
With Comparative Amounts for 2016

	<u>Sep 30, 17</u>	<u>Sep 30, 16</u>
ASSETS		
Current Assets		
Checking/Savings		
MSU FCU Checking Account	95,872.74	9,572.23
MSU FCU Share Account	235.65	235.41
MSU FCU IMMA	88,947.08	88,725.74
General Operating-Wells Fargo	138,352.77	92,831.55
ULC ELCA General Endowment Fun	487,067.40	421,283.05
CM ELCA Endowment Funds	289,800.60	275,424.63
Total Checking/Savings	<u>1,100,276.24</u>	<u>888,072.61</u>
Total Current Assets	1,100,276.24	888,072.61
Fixed Assets		
Land	282,000.00	282,000.00
Land Improvements	75,465.42	75,465.42
Church Building	2,933,113.11	2,933,113.11
Furniture & Fixtures	63,652.14	63,652.14
Machinery & Equipment	98,628.50	98,628.50
Vehicles	16,118.00	16,118.00
	-	-
Accumulated Depreciation	<u>1,703,309.69</u>	<u>1,703,309.69</u>
Total Fixed Assets	<u>1,765,667.48</u>	<u>1,765,667.48</u>
TOTAL ASSETS	<u><u>2,865,943.72</u></u>	<u><u>2,653,740.09</u></u>
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
Mortgage Pre-payment	1,217.50	4.00
Designated Benevolences		
Greater Lansing Food Bank	100.00	0.00
Lutheran Social Services of MI	0.00	645.00
Lutheran Student Movement	365.00	0.00
Lutheran World Relief	450.00	0.00
Miscellaneous-Designated Benev.	1,496.76	825.00
Total Designated Benevolences	<u>2,411.76</u>	<u>1,470.00</u>
Payroll Withholding		

Federal Withholding Payable	931.50	2,467.50
FICA/Medicare Payable	1,093.12	2,458.10
Lansing Withholding Payable	0.00	267.57
Michigan Withholding Payable	284.54	679.49
Total Payroll Withholding	<u>2,309.16</u>	<u>5,872.66</u>
Total Other Current Liabilities	<u>5,938.42</u>	<u>7,346.66</u>
Total Current Liabilities	5,938.42	7,346.66
Long Term Liabilities		
Campus Ministry Lien	160,000.00	160,000.00
Thrivent Mortgage	<u>411,344.40</u>	<u>479,183.76</u>
Total Long Term Liabilities	<u>571,344.40</u>	<u>639,183.76</u>
Total Liabilities	577,282.82	646,530.42
Equity		
Restricted Funds		
ULC Endowment Funds		
Endowment Camp/Thrivent Grant	1,951.12	1,951.12
Endowment Committee Operating		
A	1,317.74	1,317.74
ULC ELCA General Endowment		
Fund	487,689.80	422,450.45
ULC CM Endowment Funds	<u>289,912.34</u>	<u>275,581.37</u>
Total ULC Endowment Funds	780,871.00	701,300.68
Designated Funds		
Spiritual Formation		
Health Ministries Fund	54.61	54.61
Small Groups Fund	0.00	2,418.10
Seminarian Support Fund	2,170.00	1,640.00
Youth Ministry Fund	45,858.46	23,672.45
Bell Choir Fund	568.92	568.92
Choirs		
Choir Fund	9,363.73	4,094.87
Choir Scholarship		
Designated F	<u>3,266.22</u>	<u>6,909.22</u>
Total Choirs	12,629.95	11,004.09
Sunday Education Fund	503.49	588.28
Worship Resources		
Organ Renovation Fund	30,341.30	0.00
General Worship Resources		
Fund	8,629.69	8,446.35
Music Instrument		
Maintenance Fu	<u>2,567.75</u>	<u>2,567.75</u>
Total Worship Resources	41,538.74	11,014.10
Altar Guild - Visual Arts	<u>361.11</u>	<u>361.11</u>
Total Spiritual Formation	103,685.28	51,321.66
Outreach		
Welcome Team Designated Fund	161.26	66.76
Campus Ministry Funds	28,870.12	28,739.38
Prayers & Squares Quilt Ministr	5,460.20	5,343.94

Tight Knit Ministry Des. Fund.	292.17	506.01
Social Action	1,259.77	531.02
Evangelism	<u>2,652.22</u>	<u>1,795.22</u>
Total Outreach	38,695.74	36,982.33
Resources		
Van Replacement Fund	1,000.00	1,000.00
Stewardship	174.00	174.00
Grounds		
Landscape Fund	277.22	373.04
Playground Fund	915.01	1,258.60
Parking Lot Maintenance	<u>19,478.41</u>	<u>15,342.91</u>
Total Grounds	20,670.64	16,974.55
Facility	870.53	852.03
Memorial Garden	8,547.32	8,034.32
Library	<u>2,649.36</u>	<u>2,322.36</u>
Total Resources	33,911.85	29,357.26
Pastors' Discretionary Fund	936.39	494.92
Council		
Special Gifts		
Strategic Planning Fund	405.56	-601.41
75th Anniversary Fund	1,915.89	3,292.96
Anniversary Concert Funds	0.00	-48.20
Special Gifts - Other	<u>5,315.00</u>	<u>0.00</u>
Total Special Gifts	7,636.45	2,643.35
General Memorial/Bequest	<u>80,157.78</u>	<u>91,550.88</u>
Total Council	<u>87,794.23</u>	<u>94,194.23</u>
Total Designated Funds	<u>265,023.49</u>	<u>212,350.40</u>
Total Restricted Funds	1,045,894.49	913,651.08
Opening Bal Equity	1,977,264.17	1,909,424.81
Accumulated Equity	-766,491.86	-762,363.93
Net Income	<u>31,994.10</u>	<u>-53,502.29</u>
Total Equity	<u>2,288,660.90</u>	<u>2,007,209.67</u>
TOTAL LIABILITIES & EQUITY	<u>2,865,943.72</u>	<u>2,653,740.09</u>

Statement of Operating Expenses

Income & Expense

	<u>Jan - Sep 17</u>	<u>Budget</u>	<u>% of Budget</u>
Income			
Luth.Campus Min. Grant	17,648.00	24,500.00	72.03%
Episcopal One Community Grant	45,000.00	60,000.00	75.0%
Monthly Benevolence Giving			
Monthly Benevolence Contributio	5,847.00		
Monthly Benevolence Expenditure	<u>-5,847.00</u>		
Total Monthly Benevolence Giving	0.00		
Parking Funds			
Parking Income	28,546.00	9,000.00	317.18%
Parking Fundraiser Disbursement	<u>-23,046.80</u>		

Total Parking Funds	5,499.20	9,000.00	61.1%
Event Coordinator Position Reve	0.00	300.00	0.0%
Other Income			
Interest and Dividend Income			
MSU FCU Dividends	142.86		
Wells Fargo Account	8.25		
Interest and Dividend Income - Other	0.00	50.00	0.0%
Total Interest and Dividend Income	151.11	50.00	302.22%
Music Camp	0.00	1,000.00	0.0%
Building Services	1,490.00	3,000.00	49.67%
Altar Flower Income	370.00	500.00	74.0%
Meal & Coffee Income	123.00	200.00	61.5%
Revolving Income	106.38		
Total Other Income	2,240.49	4,750.00	47.17%
Offering Income			
Envelope Giving			
Pledged	251,802.42	400,000.00	62.95%
Non-Pledged	79,728.84	75,000.00	106.31%
Total Envelope Giving	331,531.26	475,000.00	69.8%
Total Offering Income	331,531.26	475,000.00	69.8%
Total Income	401,918.95	573,550.00	70.08%
Expense			
Finance Committee			
Cost of Envelopes	288.27	350.00	82.36%
Bank Fees	197.50	100.00	197.5%
Contribution Processing Costs	238.14	500.00	47.63%
Mortgage Principal	40,657.20	53,900.00	75.43%
Mortgage Interest	15,979.80	21,600.00	73.98%
Insurance	0.00	13,000.00	0.0%
Total Finance Committee	57,360.91	89,450.00	64.13%
Resources			
Electronic Resources	2,158.89	3,000.00	71.96%
Library			
Archives	0.00	300.00	0.0%
Books & Supplies	336.02	270.00	124.45%
Total Library	336.02	570.00	58.95%
LUX Expense	15.00	800.00	1.88%
Stewardship Team	0.00	750.00	0.0%
Facilities Team			
Custodial Contract	12,790.00	16,000.00	79.94%
Other Custodial Services	0.00	2,000.00	0.0%
Utilities	20,239.27	32,000.00	63.25%
Repairs & Maintenance	16,994.68	25,000.00	67.98%
Custodial Supplies	779.70	2,000.00	38.99%
Fuel - Van	0.00	300.00	0.0%

Repair & Maintenance - Van	506.36	2,000.00	25.32%
Total Facilities Team	51,310.01	79,300.00	64.7%
Grounds Team			
Snow Plowing	1,634.00	2,000.00	81.7%
Maintenance	2,053.04		
Total Grounds Team	3,687.04	2,000.00	184.35%
Total Resources	57,506.96	86,420.00	66.54%
Outreach			
Welcome Team Expense	96.27	1,000.00	9.63%
Bike Ministry	0.00	400.00	0.0%
Campus Ministry Team			
Campus Ministry Budget Expenses	1,937.62	9,900.00	19.57%
Total Campus Ministry Team	1,937.62	9,900.00	19.57%
Evangelism Team			
Advertising - EV	220.00		
Media and Ed. Materials - EV	187.86		
Evangelism Team - Other	264.65	3,500.00	7.56%
Total Evangelism Team	672.51	3,500.00	19.22%
Total Outreach	2,706.40	14,800.00	18.29%
Spiritual Formation			
Choir Scholarship Expense	0.00	1,800.00	0.0%
Youth Ministry Team	0.00	1,500.00	0.0%
Bell Choir			
Handbell Printed Music	209.34		
Bell Choir - Other	0.00	550.00	0.0%
Total Bell Choir	209.34	550.00	38.06%
Vocal Choirs			
Printed Music	413.91		
Robe Maintenance	92.35		
Instrumentalists	1,000.00		
Vocal Choirs - Other	4.99	2,250.00	0.22%
Total Vocal Choirs	1,511.25	2,250.00	67.17%
Altar Guild			
Altar Flowers Expense	417.00		
Altar Guild General Expenses	773.61		
Decorations	52.70		
Altar Guild - Other	0.00	1,050.00	0.0%
Total Altar Guild	1,243.31	1,050.00	118.41%
Sunday Education			
Sunday School	1,266.22	3,000.00	42.21%
Total Sunday Education	1,266.22	3,000.00	42.21%
Worship Planning			
Musicians	75.00		
Copyright	732.00		
Planning & Resources	147.80		
Organ Repair & Tuning	65.20		

Worship Planning - Other	0.00	3,000.00	0.0%
Total Worship Planning	1,020.00	3,000.00	34.0%
Total Spiritual Formation	5,250.12	13,150.00	39.93%
Budgeted Benevolence Expense			
Michigan Interfaith Power Exp	900.00	1,000.00	90.0%
Local Benevolence	0.00	5,000.00	0.0%
Pastors Discretionary Fund	1,415.21	2,000.00	70.76%
N/W Lower Michigan Synod	33,750.00	45,000.00	75.0%
Total Budgeted Benevolence Expense	36,065.21	53,000.00	68.05%
General - Cong. & Council			
Council Expense	89.98		
Total General - Cong. & Council	89.98		
Other Expenses			
Miscellaneous Non-Budget	137.13		
Revolving Expenses	62.26		
Total Other Expenses	199.39		
Office Expenses			
Sunday Ed Media Licensure	201.65	500.00	40.33%
Christ in Our Homes Devo	304.80	325.00	93.79%
Maintenance Contracts	3,702.13	5,000.00	74.04%
Copier Lease Expense	2,707.93	5,300.00	51.09%
Office Supplies	3,256.43	4,558.00	71.44%
Postage & Mailing	1,592.48	2,500.00	63.7%
Telephone	3,431.28	2,500.00	137.25%
Total Office Expenses	15,196.70	20,683.00	73.47%
Personnel Expenses			
Payroll Expenses			
Call Committee Expenses	-581.74		
Lead Pastor	0.00	45,000.00	0.0%
Interim Pastor	29,219.18	15,000.00	194.8%
Campus Pastor	39,257.16	52,020.00	75.47%
Associate Pastor	27,981.42	44,633.00	62.69%
Executive Secretary	15,382.64	26,000.00	59.16%
Organist	10,750.00	15,810.00	68.0%
Choir Director	17,680.70	21,935.00	80.61%
Handbell Choir Director	2,970.80	3,862.00	76.92%
Financial Administrator	11,668.85	15,968.00	73.08%
Event Coordinator	593.75	2,000.00	29.69%
Nursery Attendants	355.00	500.00	71.0%
Sub. Executive Secretary	198.00		
Sub. Custodian	102.00		
Total Payroll Expenses	155,577.76	242,728.00	64.1%
Personnel Benefits			
Continuing Education			
Lead Pastor-ConEd	0.00	500.00	0.0%
Assoc Pastor-ConEd	602.66	1,000.00	60.27%

Campus Pastor-ConEd	0.00	1,000.00	0.0%
Office-ConEd	0.00	500.00	0.0%
Organist/Music Director-ConEd	411.44	1,000.00	41.14%
Total Continuing Education	1,014.10	4,000.00	25.35%
Medical & Pension Benefits			
Lead Pastor-M&P	0.00	11,000.00	0.0%
Assoc Pastor-M&P	9,652.31	17,000.00	56.78%
Campus Pastor-M&P	11,848.44	21,000.00	56.42%
Executive Secretary Med & Pens	1,989.72		
Total Medical & Pension Benefits	23,490.47	49,000.00	47.94%
Other Clergy Expenses			
Synod Assembly	1,259.00	1,500.00	83.93%
Total Other Clergy Expenses	1,259.00	1,500.00	83.93%
Other Payroll Expenses			
Employer FICA/Medicare	9,799.06	18,569.00	52.77%
Total Other Payroll Expenses	9,799.06	18,569.00	52.77%
Pastor's Reim.			
Interim Pastor-Reimb	2,120.58	750.00	282.74%
Lead Pastor-Reim.	0.00	1,000.00	0.0%
Assoc Pastor-Reimb.	1,237.47	2,000.00	61.87%
Campus Pastor-Reimb.	1,050.74	2,000.00	52.54%
Total Pastor's Reim.	4,408.79	5,750.00	76.68%
Total Personnel Benefits	39,971.42	78,819.00	50.71%
Total Personnel Expenses	195,549.18	321,547.00	60.82%
Total Expense	369,924.85	599,050.00	61.75%
Net Income	31,994.10	-25,500.00	-125.47%

Monthly Benevolence

	Date	Memo	Paid Amount
Monthly Benevolence Giving			
Monthly Benevolence Expenditure			
	01/31/2017	Jan Trinity Lutheran Seminary contributions	-265.00
	02/28/2017	School kits beno contr Feb	-215.00
	02/28/2017	food packing beno contr Feb	-1,761.00
	03/31/2017	March food packing beno	-256.00
	03/31/2017	March LWR beno	-325.00
	04/30/2017	April Rebuilding Together mo beno	-555.00
	05/31/2017	May beno collection - Medical Supplies for Christ	-550.00
	06/30/2017	Medical Supplies for Christ given in June beno	-25.00
	07/31/2017	July Habitat for Humanity	-610.00

	beno collection	
	Aug Health for Life-Honduras	
08/31/2017	beno gifts	-725.00
08/31/2017	Aug school kits beno gifts	-190.00
09/30/2017	Sept school kit contribution	-5.00
09/30/2017	Sept Friendship House contributions	-365.00
Total Monthly Benevolence Expenditure		<u>-5,847.00</u>
Total Monthly Benevolence Giving		<u>-5,847.00</u>
TOTAL		<u><u>-5,847.00</u></u>

Designated Funds

	<u>Aug 31,</u> <u>17</u>	<u>Additions</u>	<u>Subtractions</u>	<u>Sep 30, 17</u>
ASSETS	0.00			0.00
LIABILITIES & EQUITY				
Equity				
Restricted Funds				
Designated Funds				
Spiritual Formation				
Health Ministries Fund	54.61			54.61
Seminarian Support Fund	2,170.00			2,170.00
Youth Ministry Fund	31,870.40	14,024.05	35.99	45,858.46
Bell Choir Fund	568.92			568.92
Choirs				
Choir Fund	7,321.33	2,042.40		9,363.73
Choir Scholarship Designated F	6,866.22		3,600.00	3,266.22
Total Choirs	14,187.55			12,629.95
Sunday Education Fund	503.49			503.49
Worship Resources				
Organ Renovation Fund	0.00	30,341.30		30,341.30
General Worship Resources Fund	8,629.69			8,629.69
Music Instrument Maintenance Fu	12,192.75		9,625.00	2,567.75
Total Worship Resources	20,822.44			41,538.74
Altar Guild - Visual Arts	361.11			361.11
Total Spiritual Formation	70,538.52			103,685.28
Outreach				
Welcome Team Designated Fund	161.26			161.26
Campus Ministry Funds	30,553.43	241.00	1,924.31	28,870.12
Prayers & Squares Quilt Ministr	5,343.67	210.00	93.47	5,460.20
Tight Knit Ministry Des. Fund.	282.17			292.17
Social Action	1,259.77			1,259.77
Evangelism	2,650.22	902.00	900.00	2,652.22

Total Outreach	40,250.52		38,695.74
Resources			
Van Replacement Fund	1,000.00		1,000.00
Stewardship	174.00		174.00
Grounds			
Landscape Fund	339.09	61.87	277.22
Playground Fund	938.14	23.13	915.01
Parking Lot Maintenance	<u>19,478.41</u>		<u>19,478.41</u>
Total Grounds	20,755.64		20,670.64
Facility	870.53		870.53
Memorial Garden	8,827.32	280.00	8,547.32
Library	<u>2,629.36</u>	20.00	<u>2,649.36</u>
Total Resources	34,256.85		33,911.85
Pastors' Discretionary Fund	836.39	100.00	936.39
Council			
Special Gifts			
Strategic Planning Fund	405.56		405.56
75th Anniversary Fund	1,915.89		1,915.89
Special Gifts - Other	<u>5,315.00</u>		<u>5,315.00</u>
Total Special Gifts	7,636.45		7,636.45
General Memorial/Bequest	<u>80,157.78</u>		<u>80,157.78</u>
Total Council	<u>87,794.23</u>		<u>87,794.23</u>
Total Designated Funds	<u>233,676.51</u>	<u>47,880.75</u>	<u>16,543.77</u> <u>265,023.49</u>

Proposed 2018 Budget

Compared to 2017

	<u>Jan - Dec 17</u>	<u>Jan - Dec 18</u>
Income		
Luth.Campus Min. Grant	24,500.00	24,500.00
Episcopal One Community Grant	60,000.00	60,000.00
Parking Funds		
Parking Income	<u>9,000.00</u>	<u>9,000.00</u>
Total Parking Funds	9,000.00	9,000.00
Event Coordinator Position Reve	300.00	300.00
Other Income		
Interest and Dividend Income	50.00	50.00
Music Camp	1,000.00	1,000.00
Building Services	3,000.00	3,000.00
Altar Flower Income	500.00	500.00
Meal & Coffee Income	<u>200.00</u>	<u>200.00</u>
Total Other Income	4,750.00	4,750.00
Offering Income		
Envelope Giving		
Pledged	400,000.00	400,000.00
Non-Pledged	<u>75,000.00</u>	<u>75,000.00</u>
Total Envelope Giving	475,000.00	475,000.00

Total Offering Income	<u>475,000.00</u>	<u>475,000.00</u>
Total Income	573,550.00	573,550.00
Expense		
Finance Committee		
Cost of Envelopes	350.00	350.00
Bank Fees	100.00	175.00
Contribution Processing Costs	500.00	500.00
Mortgage Principal	53,900.00	53,900.00
Mortgage Interest	21,600.00	21,600.00
Insurance	<u>13,000.00</u>	<u>13,000.00</u>
Total Finance Committee	89,450.00	89,525.00
Resources		
Electronic Resources	3,000.00	3,000.00
Library		
Archives	300.00	100.00
Books & Supplies	<u>270.00</u>	<u>300.00</u>
Total Library	570.00	400.00
LUX Expense	800.00	0.00
Stewardship Team	750.00	750.00
Facilities Team		
Custodial Contract	16,000.00	16,000.00
Contingency Expenses	0.00	4,315.00
Other Custodial Services	2,000.00	2,000.00
Utilities	32,000.00	30,000.00
Repairs & Maintenance	25,000.00	29,000.00
Custodial Supplies	2,000.00	2,000.00
Fuel - Van	300.00	300.00
Repair & Maintenance - Van	<u>2,000.00</u>	<u>2,000.00</u>
Total Facilities Team	79,300.00	85,615.00
Grounds Team		
Snow Plow & Lawn Care	<u>2,000.00</u>	<u>4,000.00</u>
Total Grounds Team	<u>2,000.00</u>	<u>4,000.00</u>
Total Resources	86,420.00	93,765.00
Outreach		
Welcome Team Expense	1,000.00	750.00
Social Action Team	0.00	0.00
Bike Ministry	400.00	200.00
Campus Ministry Team		
Campus Ministry Budget Expenses	9,900.00	9,900.00
Campus Ministry Team - Other	<u>0.00</u>	<u>0.00</u>
Total Campus Ministry Team	9,900.00	9,900.00
Evangelism Team	<u>3,500.00</u>	<u>1,500.00</u>
Total Outreach	14,800.00	12,350.00
Spiritual Formation		
Choir Scholarship Expense	1,800.00	0.00
Youth Ministry Team	1,500.00	1,500.00

Bell Choir	550.00	550.00
Vocal Choirs	2,250.00	2,715.00
Altar Guild	1,050.00	1,050.00
Sunday Education		
Sunday School	3,000.00	3,000.00
Total Sunday Education	<u>3,000.00</u>	<u>3,000.00</u>
Worship Planning	3,000.00	2,400.00
Total Spiritual Formation	<u>13,150.00</u>	<u>11,215.00</u>
Budgeted Benevolence Expense		
Michigan Interfaith Power Exp	1,000.00	200.00
Local Benevolence	5,000.00	5,000.00
Pastors Discretionary Fund	2,000.00	2,000.00
N/W Lower Michigan Synod	45,000.00	45,000.00
Total Budgeted Benevolence Expense	<u>53,000.00</u>	<u>52,200.00</u>
Special Events	0.00	1,700.00
Office Expenses		
Sunday Ed Media Licensure	500.00	500.00
Christ in Our Homes Devo	325.00	325.00
Maintenance Contracts	5,000.00	5,000.00
Copier Lease Expense	5,300.00	3,200.00
Office Supplies	4,558.00	5,358.00
Postage & Mailing	2,500.00	2,500.00
Telephone	2,500.00	2,500.00
Total Office Expenses	<u>20,683.00</u>	<u>19,383.00</u>
Personnel Expenses		
Payroll Expenses		
Lead Pastor	45,000.00	80,469.00
Interim Pastor	15,000.00	0.00
Campus Pastor	52,020.00	50,845.00
Associate Pastor	44,633.00	0.00
Administrative Assistant	26,000.00	26,260.00
Organist	15,810.00	16,126.20
Choir Director/Music Director	21,935.00	32,435.00
Handbell Choir Director	3,862.00	3,939.24
Financial Administrator	15,968.00	16,287.36
Event Coordinator	2,000.00	2,040.00
Nursery Attendants	500.00	500.00
Sunday School Lead		1,800.00
Confirmation Lead		1,800.00
Total Payroll Expenses	<u>242,728.00</u>	<u>228,901.80</u>
Personnel Benefits		
Continuing Education		
Lead Pastor-ConEd	500.00	2,750.00
Assoc Pastor-ConEd	1,000.00	0.00
Campus Pastor-ConEd	1,000.00	1,000.00
Office-ConEd	500.00	500.00
Organist/Music Director-ConEd	1,000.00	1,000.00

Total Continuing Education	4,000.00	5,250.00
Medical & Pension Benefits		
Lead Pastor-M&P	11,000.00	28,020.00
Assoc Pastor-M&P	17,000.00	0.00
Administrative Assistant-M&P	0.00	3,414.00
Campus Pastor-M&P	21,000.00	21,000.00
Total Medical & Pension Benefits	49,000.00	52,434.00
Other Clergy Expenses		
Synod Assembly	1,500.00	1,000.00
Total Other Clergy Expenses	1,500.00	1,000.00
Other Payroll Expenses		
Employer FICA/Medicare	18,569.00	17,510.99
Total Other Payroll Expenses	18,569.00	17,510.99
Pastor's Reim.		
Interim Pastor-Reimb	750.00	0.00
Lead Pastor-Reim.	1,000.00	2,000.00
Assoc Pastor-Reimb.	2,000.00	0.00
Campus Pastor-Reimb.	2,000.00	2,000.00
Total Pastor's Reim.	5,750.00	4,000.00
Total Personnel Benefits	78,819.00	80,194.99
Total Personnel Expenses	321,547.00	309,096.79
Total Expense	599,050.00	589,234.79
Net Income	-25,500.00	-15,684.79

Draft Ballot for November 2017 Annual Meeting

Preliminary - 2018 University Lutheran Church Ballot (as of 11/01/17)

Automatic Succession – no vote necessary:

Immediate Past President - Vicki Anderson

President – Lisa Swem

President Elect (vote for one)

Brandon Baswell

Treasurer – 2 year term (vote for one)

Wilbur Mahoney

Council – 2 year term (vote for three)

Emily Heidrich

Carol Mackin

Joy Oslund

Jennifer Tracy

Council – Student – 1 yr term
Jack Walch

Finance Committee – 1 year term (vote for one)

Finance Committee – 2 year term (vote for two)

Marilyn Johnson
James Kiefer

Members in Ministry – 1 year term (vote for one)

Beth Hoger

Members in Ministry – 2 year term (vote for two)

Loran Bieber

Endowment Committee – 3 year term (vote for two)

Al Booren
Gail Reigle
Larry Wagenknecht

Endowment Committee – Student (vote for one)

Jenny Ward

Approve Appointments by Council -- (Vote Yes or No to approve appointments)

Council – 1 year term

Erin Frisch
Norm Jolin Sr.

Secretary – 1 year term

Sheila Nicholas