



CONGREGATIONAL COUNCIL 2023



Grantham
Church
BRETHREN IN CHRIST

Sunday, November 19
granthamchurch.org/council

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Grantham Brethren in Christ Church

Congregational Council Agenda

November 19, 2023 – 12:30 PM

1. Welcome and Opening Prayer
Brian Zweiacher, Chair
Pastor Dave Perry
2. Approval of Minutes
Brian Zweiacher, Chair
 - A. Minutes of Congregational Council – November 20, 2022
3. New Business – Board Recommendations for approval of:
 - A. Election of 2024 Church Board
Brian Zweiacher, Chair
 - B. Election of 2024 Commission & Committee Leadership
Brian Zweiacher, Chair
 - C. Election of 2024 Regional Conference Delegates
Brian Zweiacher, Chair
 - D. Adoption of 2024 Financial Plan for Ministry
Phil Thuma, Treasurer
 - E. Senior Pastor Reflections
Pastor David Flowers
 - F. Election/Voting Results
Brian Zweiacher, Chair
4. Closing Comments and Prayers
Pastor David Flowers

2. Congregational Council Minutes – November 20, 2022

Welcome and Opening Prayer – Brian Zweiacher, Chair

Brian Zweiacher introduced himself, welcomed everyone and outlined the purpose of Congregational Council. He reminded us that this gathering is also an important act of worship as we prayerfully consider how we will serve the Lord as a congregation in the year ahead.

Pastor Dave led the congregation in singing “Now Thank We All Our God.”

Brian confirmed that we have a quorum and opened the meeting in prayer.

Approval of Minutes

Brian called for questions about the 2021 minutes and received none, he called for approval by voice vote. The minutes from the December 12, 2021 Congregational Council were approved as written by unanimous voice vote.

New Business

- a. Election of 2023 Church Board**
- b. Election of 2023 Commission & Committee Leadership**
- c. Election of 2023 Regional Conference Delegates**

Brian indicated that persons nominated for new church leadership positions are noted in bold on pages 8-11 of the Council Booklet, and renewed terms are noted with only the new date in bold. He called for questions related to the slate presented by the Church Board for approval. There were none. Brian paused to thank those who have served and completed their terms of service in 2022. Brian asked members to vote for the new Treasurer, Secretary, Church Board at-large members (on combined ballot), Commission and Committee leadership, and Regional Conference Delegates. Brian called for all ballots to be passed to the center to be collected. See vote results at the end of the minutes.

d. Update on Mission, Vision, and Strategic Plan – Pastor Melissa Lowther and Pastor David Flowers

Pastor Melissa referred to the approved Mission, Vision, and Strategic Plan from the 2021 Congregational Council that was including on pgs. 12 & 13 of the 2022 Council Booklet. She outlined the two big picture goals and steps for year one and shared the progress made to date.

- i. Goal One – Develop and share a definition/profile of a disciple that is understandable to all (i.e., children, youth, adults, long-time Christians, new believers, etc.). Pastor Melissa said it was important to develop a simple and useful definition that is contextualized for our congregation because it unites us and gives us focus. She shared the definition that has been developed and affirmed by the Board:

“Disciples are people in community who – empowered by the Holy Spirit – are growing to love, follow, and lead others to the God who looks like Jesus.”

- ii. Assessment tool for measuring our progress – something we hope to address more in 2023.
- iii. Goal Two - Actively participate in the renewal of the Church, which leads to the flourishing of our community and world.

Pastor Melissa shared about the Kingdom-centered prayer initiative that is ongoing with local pastors the first Wednesday of every month at 8 am at Grantham Church. Anyone is welcome to join.

Identify potential church and parachurch partners – leaders of six local churches have been meeting in 2022 to work through a book focused on Gospel saturation of our area, defined as giving every man, woman, and child opportunities to see, hear, and respond to the Good News of Jesus. Pastor Melissa shared that we would continue developing these partnerships in 2023.

How will we engage our local community and assess their needs? We've used two tools to identify/assess needs (BIC MissionInsite and Precept – through Christ Together). One identified need is to increase fellowship meal opportunities, and we're exploring this in partnership with One80 Ministries at Grantham.

Pastor Denise shared about the impact of Trunk or Treat:

- 20 trunks
- Reached ~125 children and loved ones
- More than 300 people visited

Then she shared other needs. We have had many requests for “Sing and Play” to return. We need volunteers to handle set-up either Thursday evening after 8 pm or early Friday morning before “Sing and Play” begins. Pre-COVID, we held two back-to-back sessions on Friday. Since we don't have the ability to clean all the toys in between sessions, we will now be doing just one session each week. We will be doing a soft re-start for those that have been on our list and have been asking. The goal is to start Friday, January 20.

Pastor Melissa asked if there were any questions, and there were none.

Pastor David reminded everyone that the Mission, Vision, and Strategic Plan serves as a target to guide our ministry activity. He acknowledged that we have been intentional at Grantham in building partnerships (Gospel Saturation and the Thriving Together Initiative), emphasizing our distinctives and values (Intergenerational, Convergent, Third Way, Making Disciples, Working the Spaces, Working the Triangle), and clearly defining terms like “gospel” and “kingdom” to help establish a common language.

e. Senior Pastor Reflections – Pastor David Flowers

Pastor David reflected on recent sermon series, Christ the Center and Christ and Culture and shared that we will continue to expound on these concepts.

As the year has progressed, we have seen an increase in attendance:

- Average in-person attendance – 265
- Avg. YouTube livestream views – 63
- Highest Sunday attendance – Easter: 419

We held baptisms three times in 2022, for a total of 11 baptisms. We also had two child dedications and welcomed five new members. Total membership stands at 340.

Pastor David shared that the staff have tried to facilitate more organic ministry and engagement opportunities that are “light-weight and low maintenance” for staff and volunteers. This includes more relational activities like campfire worship, “on the journey” conversations, men's and women's Bible studies, a men's small group, etc. The staff are working well together and are in a healthy place. Our staff and church board maintain strong

connections, and Pastor David and Brian meet weekly. We will continue these connections and keep other safeguards in place to ensure healthy leadership and open lines of communication.

Our congregation continues to help with benevolence needs through the Deacons Fund. Giving has been steady, and Pastor David thanked the congregation for remaining engaged and hopeful and giving their time, talent, and financial resources. He introduced Treasurer Phil Thuma to talk about the proposed 2023 Financial Plan for Ministry.

f. Adoption of 2023 Financial Plan for Ministry – Phil Thuma, Treasurer

Phil thanked the congregation for giving him the opportunity to be treasurer in 2022 and the current Finance Committee for their wisdom and input this year. Before walking through the 2023 budget, Phil shared how Grantham Church is doing financially for the 2022 budget year. He illustrated that by the end of October, our income was actually \$614 above expenses, so we are doing well.

Phil shared that we continue to give 10% to the BIC Common Ministry Fund, and we remain committed to giving to others (including the BIC Common Ministry Fund, Ministry Partners, and Grantham missionaries). We have given more than \$95,000 for these purposes in 2022 to date. Phil thanked the congregation for their generous giving and turned attention to this year's budget. He showed a graph illustrating Grantham Church budgets/actual from 2017 to 2022. He called the congregation's attention to pg. 14 of the Council Booklet. He indicated that in developing the budget, we start with proposed expenses gathered from each ministry area and committee/commission. Phil called out the largest percentage increases from 2022 to the proposed 2023 plan:

- Children's Ministry - \$8,785 up to \$12,400
- Property & Facility - \$144,500 up to \$195,000 (repairs, maintenance, and utilities)

Phil welcomed questions from the congregation:

Q: Brantley Gasaway – Line item for staff, assuming that includes salaries, benefits and appropriate increases. Wondering how cost of living adjustments (COLA) were considered and agreed upon.

A: Phil Thuma – After much deliberation among the Finance Committee and Church Board, we agreed to recommend a 7% COLA for all office staff in 2023. We are aware that this is higher than some other local organizations are offering, but we feel it is an important and appropriate recognition of our staff's work and commitment to leading us well.

Q: Roger Sider – With regard to the “use of capital funds,” are these funds that we have on hand or revenue that we need?

A: Phil Thuma – Yes, these are resources we have available in capital reserve funds.

Q: Roger Sider – Does the budget reflected in the Council booklet include anywhere the balance that will be in the capital fund after necessary expenses have been made?

A: Phil Thuma – No balance is offered, but Phil directed people to the note under “Capital Projects Funding” on pg. 15 of the Council booklet: “Capital Project costs of up to \$375,185 may be needed, as funds become available.”

C: Jerry Hess – thanked Church Board and Phil for their work.

Q: Dave Hudson – Called out line 6110 (Staff Salary & Wages) on pg. 18. You noted a 7% COLA for staff, but the amount for Staff Salary & Wages only increased by about \$500 from 2022 to 2023. Where is the increase?

A: Phil Thuma – The 2022 budget assumed another ¾ FTE (Finance Manager) that was never filled.

Phil asked if there were any other questions. There were none, so Brian called for a vote by ballot to approve the 2022 Financial Plan.

Ken Martin offered some additional comments about capital projects while we waited for the votes to be counted:

- Sanctuary lights will come out of capital fund
- Oil heating units are failing – bringing in natural gas
- Air conditioning compressors that were damaged through vandalism in the summer – they are working, but will need to be replaced.
- LED parking lot lights – have already yielded utility savings; eventually we'd like to replace fellowship hall lights with LEDs.
- Sound board – replaced with a generous gift

Brian shared the results of the votes:

- Church Treasurer – Phil Thuma (term ending Dec. 31, 2023), approved unanimously
- Church Secretary – Pam Thomas (term ending Dec. 31, 2025), approved unanimously
- Church Board At-large Members – (see list in Appendix A), approved unanimously
- Commission and Committee Leadership – (see list in Appendix A), approved unanimously
- Grantham Delegates to 2023 Regional Conference – (see list in Appendix A), approved unanimously
- 2023 Financial Plan for Ministry – approved unanimously

Brian thanked everyone for coming and invited Pastor David to close the meeting in prayer.

Respectfully submitted,

Rachel Moury, Secretary of the Grantham Church Board

3.A. Church Board Election

The Church Board nominates the following persons for terms on the board starting January 1, 2024 and recommends that all Voting Members present at Congregational Council approve the persons as indicated below. (Please note that the terms of service for board positions are staggered to provide continuity from year-to-year. Terms below which are for less than three years are set to maintain the staggering of terms.)

Church Treasurer:

Phil Thuma (1 year term)

At-Large Members:

Ken Martin (3 year term)

John Yeatts (3 year term)

Rachael Jasitt (3 year term)

3.B. Election of 2024 Commission & Committee Leadership (see pages 8-10)

3.C. Election of 2024 Regional Conference and General Assembly Delegates (see page 10)

3.D. Adoption of 2024 Financial Plan for Ministry (see pages 11-15)

The Grantham Church Board submits the proposed 2024 Financial Plan for Ministry for your consideration and recommends its approval. The proposed plan is the combined effort of the Church Board, the church staff, the Finance Committee, and the Church's commissions and committees to produce a ministry plan that provides for our congregation and expresses our faith and hope in God's continuous blessings on us our congregation.

The total budget proposal for 2024 is \$914,692, which is a 7.0% decrease from the total budget we approved for 2023. Part of this decrease comes from significant savings on utility costs we have achieved as a result of upgrades to our building over the past year. In developing this budget, the Church Board, church staff, commission and committee leaders were mindful of overall economic conditions, the Church's giving patterns over the past 12 months, and the needs and commitments of our ministries. While we do not yet know how we will end 2023, you have supported the Church's mission and operations and we expect to end 2023 in balance as to expenses.

Projecting giving and expenses a year in advance is not easy. God has been faithful to our Congregation through the blessings, changes, and challenges that we have experienced individually and together as a Congregation. The Church Board, our church staff, our commission and committee leaders, and everyone in the congregation have been, and continue to be, blessed by your steadfast support and by the generous gifts of your time, talents, and resources.

We appreciate the prayers and support that you gave to the Grantham Church and its ministries and programs in 2023. We look forward to your continued prayers and gifts as we work together on the shared ministry that God has brought, and continues to bring, to the Grantham Church. God is with us always. We are thankful for God's care over us in 2023, and ask for God's blessings on the Grantham Church as we look with anticipation to the work and experiences that He will bring to us in 2024.

Yours in Christ,
The Grantham Church Board

Church Leadership for 2024

*New board, commission, or committee members are indicated by showing both the name and dates in bold.
A renewed term is indicated by only showing the date in bold.*

CHURCH BOARD

Phil Thuma, Treasurer	December 31, 2024
James Smiley, At-Large Representative	December 31, 2024
Pam Thomas, Secretary	December 31, 2025
Patti Hess, At-Large Representative	December 31, 2025
Brian Zweischer, At-Large Representative	December 31, 2025
Ken Martin, At-Large Representative	December 31, 2026
John Yeatts, At-Large Representative	December 31, 2026
Rachael Jasitt	December 31, 2026

David Flowers, Senior Pastor

(In accordance with our Governance Plan, the Church Board will select its chairperson at its first meeting following this Congregational Council.)

FINANCE COMMITTEE

Phil Thuma, Treasurer, Chair	
Ken Martin	December 31, 2024
Joe Rudy	December 31, 2024
Lisa Sechrist	December 31, 2025
Jim Smiley	December 31, 2025
Matthew Haar	December 31, 2026
Roger Johnson	December 31, 2026
Melissa Lowther, Discipleship Pastor	

MINISTRY SUPPORT COMMITTEE

Rebekah Basinger, Chair	December 31, 2024
Doug Martin	December 31, 2024
Rachel Moury	December 31, 2025
Patti Hess	December 31, 2025
Susan Bailey	December 31, 2026
David Flowers, Senior Pastor	

PROPERTY & FACILITIES COMMITTEE

Denny Mann	December 31, 2024
Chris Young	December 31, 2024
Les Engle	December 31, 2024
Donna Bert	December 31, 2025
Heidi Curry	December 31, 2025
Tom Rudy	December 31, 2025
Ken Martin, Chair	December 31, 2026
Duane Asper	December 31, 2026
Tim Lyne, Facilities Manager	

CHILDREN'S MINISTRIES COMMISSION

Beth Huffnagle	December 31, 2024
Melissa Cohen	December 31, 2024
Dawn Isley	December 31, 2024
Sally (Mark) Young	December 31, 2025
Patty Beardsley	December 31, 2025
Libby Coldsmith, Chair	December 31, 2026
Julie Hoffner	December 31, 2026
Denise Fogelsanger, Children's Pastor	

DISCIPLESHIP COMMISSION

Rich Stuebing, Chair	December 31, 2024
Sarah Becking	December 31, 2024
Leah Clarke	December 31, 2024
Edie Asbury	December 31, 2025
Christian Pavlovich	December 31, 2026
Melissa Lowther, Discipleship Pastor	

GRANTHAM CARE TEAMS (TEAM, COORDINATOR(S))

Baptism, Duane Asper	December 31, 2024
Benevolence Fund, Tom George	December 31, 2024
Communion, Susan Felix	December 31, 2024
Maundy Thursday, Jonathan & Becky Owen	December 31, 2024
Meals, Jan Hess	December 31, 2024
Moving, Duane Asper	December 31, 2024
Prayer Chain, Tom George	December 31, 2024
Transportation, <i>COORDINATOR NEEDED</i>	December 31, 2024
Visitation, Marisa George	December 31, 2024
David Flowers, Senior Pastor	

MISSIONS & MULTI-CULTURAL MINISTRY COMMISSION

Kathy Stuebing	December 31, 2024
Phil Thuma	December 31, 2024
Ruth Bert	December 31, 2026
Jonathan Owen, Chair	December 31, 2026
David Flowers, Senior Pastor	

PEACE & SOCIAL JUSTICE COMMISSION

Kara McKinney	December 31, 2024
Rich Stuebing	December 31, 2024
Chris Becking	December 31, 2024
Harriet Bicksler	December 31, 2025
Brantley Gasaway, Chair	December 31, 2026
Eric Seibert	December 31, 2026
Dennis Boyle	December 31, 2026
Dave Howell	December 31, 2026
David Flowers, Senior Pastor	

SERVICE & OUTREACH COMMISSION

Julia Johnson, Chair
Patti Hess
Dave Howell
Kelly Martin
Melissa Lowther, Discipleship Pastor

December 31, 2024
December 31, 2025
December 31, 2025
December 31, 2026

WORSHIP ARTS COMMISSION

Elisa Seibert
Greg Lowther, Chair
Geoff Isley
Patrick McKinney
Donna Rossetto
Paul Cohen
Dave Perry, Worship Arts Pastor

December 31, 2024
December 31, 2024
December 31, 2025
December 31, 2025
December 31, 2025
December 31, 2026

YOUTH MINISTRY COMMISSION

Jason Clarke
Becky Owen, Chair
Sara Donovan
Samantha Haar
Stephen Hensel
Chrissy Hoffner, Youth Coordinator

December 31, 2024
December 31, 2025
December 31, 2026
December 31, 2026
December 31, 2026

2024 REGIONAL CONFERENCE DELEGATES

David Flowers, Senior Pastor
Melissa Lowther, Discipleship Pastor
Dave Perry, Worship Arts Pastor
Denise Fogelsanger, Children's Pastor
Dan Alonso
Kelle Alonso
Brantley Gassaway
Katie Gassaway

2024 GENERAL ASSEMBLY DELEGATES

David Flowers, Senior Pastor
Melissa Lowther, Discipleship Pastor
Rebekah Basinger
Randy Basinger
Jodie Smiley
James Smiley
Amy Yeatts
John Yeatts

Summary

	2024				2023		
	Undesignated	Designated		Plan	Undesignated Budget	Budget Variance	% change
		Internal	External				
General Fund Offerings	\$ 862,342			\$ 862,342	\$ 862,344	\$ (2)	0.0%
BIC World Missions			\$ 3,500	\$ 3,500		\$ -	
Capital Fund Donations		\$ 10,000		\$ 10,000		\$ -	
Use of Existing Capital Fund Balance		\$ 10,000		\$ 10,000			
Use of Existing Benevolent Fund Balance		\$ 8,600		\$ 8,600			
Program Revenue*	\$ 2,500			\$ 2,500	\$ 3,000	\$ (500)	-16.7%
Use of Existing Youth Reserve Fund		\$ 3,000		\$ 3,000			
Peace Sunday			\$ 2,500	\$ 2,500		\$ -	
Missions Sunday			\$ 10,000	\$ 10,000		\$ -	
Interest	\$ 2,250			\$ 2,250	\$ 5,000	\$ (2,750)	-55.0%
TOTAL INCOME	\$ 867,092	\$ 31,600	\$ 16,000	\$ 914,692	\$ 870,344	\$ (3,252)	-0.4%

	2024				2023		
	Budget	Designated		Plan	Undesignated Budget	Budget Variance	
		Internal	External				
Children	\$ 14,600	\$ -	\$ -	\$ 14,600	\$ 13,400	\$ 1,200	9.0%
College	\$ 600	\$ -	\$ -	\$ 600	\$ 600	\$ -	0.0%
Community Life	\$ 6,100	\$ -	\$ -	\$ 6,100	\$ 6,100	\$ -	0.0%
Congregational Care / Benevolence	\$ 2,300	\$ 8,600	\$ -	\$ 10,900	\$ 1,300	\$ 1,000	76.9%
Discipleship	\$ 4,900	\$ -	\$ -	\$ 4,900	\$ 3,900	\$ 1,000	25.6%
General & Administrative	\$ 58,200	\$ -	\$ -	\$ 58,200	\$ 61,400	\$ (3,200)	-5.2%
Ministry Partner / BIC Common Fund Support	\$ 94,315	\$ -	\$ 3,500	\$ 97,815	\$ 94,315	\$ -	0.0%
Missions & Multi-Cultural Ministry	\$ 6,700	\$ -	\$ 10,000	\$ 16,700	\$ 6,500	\$ 200	3.1%
Peace & Social Justice	\$ 1,855	\$ -	\$ 2,500	\$ 4,355	\$ 1,855	\$ -	0.0%
Property & Facility	\$ 195,330	\$ -	\$ -	\$ 195,330	\$ 195,806	\$ (476)	-0.2%
Service & Outreach	\$ 2,800	\$ -	\$ -	\$ 2,800	\$ 3,000	\$ (200)	-6.7%
Staff	\$ 420,692	\$ -	\$ -	\$ 420,692	\$ 427,668	\$ (6,976)	-1.6%
Worship	\$ 11,000		\$ -	\$ 11,000	\$ 11,000	\$ -	0.0%
Youth	\$ 7,700	\$ 3,000	\$ -	\$ 10,700	\$ 3,500	\$ 4,200	120.0%
Capital Projects Funding	\$ 40,000	\$ 20,000	\$ -	\$ 60,000	\$ 40,000	\$ -	0.0%
TOTAL EXPENSES	\$ 867,092	\$ 31,600	\$ 16,000	\$ 914,692	\$ 870,344	\$ (3,252)	-0.4%

* - Facility Rental, AmazonSmile

<u>Children's Ministries</u>		<u>Undesignated</u> <u>2024 Budget</u>	<u>Designated</u>		<u>Planned</u>	<u>Undesignated</u> <u>2023 Budget</u>	<u>Notes</u>
			<i>Internal</i>	<i>External</i>			
6210	Volunteer Development	\$ 800			\$ 800	\$ 800	Background checks
6510	Supplies and Materials	\$ 5,500			\$ 5,500	\$ 3,800	Crafts, consumables, holiday & special events, Sing & Play
6540	Curriculum	\$ 4,000			\$ 4,000	\$ 4,800	LC, VBS, small groups, faith formation kits
6570	Benevolence	\$ 1,300			\$ 1,300	\$ 1,000	Camp Scholarships
6960	Professional Services	\$ 3,000			\$ 3,000	\$ 3,000	Yard Signs, Hall Décor
TOTAL:		\$ 14,600	\$ -	\$ -	\$ 14,600	\$ 13,400	
<u>College</u>		<u>2024 Budget</u>	<u>Designated</u>		<u>Planned</u>	<u>2023 Budget</u>	<u>Notes</u>
			<i>Internal</i>	<i>External</i>			
6510	Supplies	\$ 600			\$ 600	\$ 600	lunches; seasonal activities
TOTAL:		\$ 600	\$ -	\$ -	\$ 600	\$ 600	
<u>Community Life / Hospitality</u>		<u>2024 Budget</u>	<u>Designated</u>		<u>Planned</u>	<u>2023 Budget</u>	<u>Notes</u>
			<i>Internal</i>	<i>External</i>			
6210	Volunteer Development	\$ 200			\$ 200	\$ 600	ServSafe Training
6510	Supplies	\$ 5,900	\$ 2,000		\$ 7,900	\$ 5,500	Hospitality, Community Events, Fellowship meals
TOTAL:		\$ 6,100	\$ 2,000	\$ -	\$ 8,100	\$ 6,100	
<u>Congregational Care / Benevolence</u>		<u>2024 Budget</u>	<u>Designated</u>		<u>Planned</u>	<u>2023 Budget</u>	<u>Notes</u>
			<i>Internal</i>	<i>External</i>			
6510	Supplies	\$ 1,300			\$ 1,300	\$ 1,300	Communion supplies
6570	Benevolence		\$ 8,600		\$ 8,600	\$ 8,000	Benevolence
6960	Professional Services	\$ 1,000			\$ 1,000	\$ 1,000	Counseling
TOTAL:		\$ 2,300	\$ 8,600		\$ 10,900	\$ 10,300	
<u>Notes:</u>							
Plan to use existing Benevolence Fund balance							
<u>Discipleship</u>		<u>2024 Budget</u>	<u>Designated</u>		<u>Planned</u>	<u>2023 Budget</u>	<u>Notes</u>
			<i>Internal</i>	<i>External</i>			
6510	Supplies	\$ 3,150			\$ 3,150	\$ 2,310	Library materials, small group leader meetings, discipleship events,
6540	Curriculum	\$ 1,250			\$ 1,250	\$ 1,090	Learning Communities, Advent/Lent, Devotionals, Equipping mater
6960	Professional Services	\$ 500			\$ 500	\$ 500	Library Contracts
TOTAL:		\$ 4,900	\$ -	\$ -	\$ 4,900	\$ 3,900	

<u>General & Administrative</u>	<u>2024 Budget</u>	<u>Designated</u>		<u>Planned</u>	<u>2023 Budget</u>	<u>Notes</u>
		<i>Internal</i>	<i>External</i>			
5140 Professional Development	\$ -			\$ -	\$ 3,200	Books / Magazines / Conf fees for Pastoral staff (moved to Staff in
6150 Staff Appreciation	\$ 500			\$ 500	\$ 2,500	Volunteer Appreciation Events
6210 Volunteer Development	\$ 1,200			\$ 1,200	\$ 1,200	Regional Conference
6510 Supplies & Materials	\$ 2,500			\$ 2,500	\$ 2,500	Office supplies
6520 Equipment	\$ 1,500			\$ 1,500	\$ 5,000	Office Equipment / Technology Purchases
6530 Maintenance & Service	\$ 17,500			\$ 17,500	\$ 12,000	Copier Supplies & Service
6920 Meals & Entertainment	\$ 1,000			\$ 1,000	\$ 1,000	Hosting visitors
6960 Professional Services	\$ 15,000			\$ 15,000	\$ 15,000	Software, Printing, and Audit fees
6980 Financial Services	\$ 19,000			\$ 19,000	\$ 19,000	Liability Insurance, Banking & Financial software Fees
TOTAL:	\$ 58,200	\$ -	\$ -	\$ 58,200	\$ 61,400	

<u>Ministry Partner Support</u> (includes BIC Common Ministry)	<u>2024 Budget</u>	<u>Designated</u>		<u>Planned</u>	<u>2023 Budget</u>	<u>Notes</u>
		<i>Internal</i>	<i>External</i>			
6500 Ministry Support	\$ 86,315			\$ 86,315	\$ 86,315	BIC Common Ministry
6500 Ministry Support			\$ 3,500	\$ 3,500	\$ 3,500	BIC World Missions
6500 Ministry Support	\$ 8,000			\$ 8,000	\$ 8,000	New Hope, Paxton, One80, MCC
TOTAL:	\$ 94,315	\$ -	\$ 3,500	\$ 97,815	\$ 97,815	

Notes:

Total for BIC Common Ministry is 10% of undesignated giving with any designated amount being applied to total before other undesigna

Total for Ministry Partners is \$2,000 per entity

BICWM amount will be determined by actual contributions. Projected distributions are determined by projected contributions.

<u>Missions & Multicultural</u>	<u>2024 Budget</u>	<u>Designated</u>		<u>Planned</u>	<u>2023 Budget</u>	<u>Notes</u>
		<i>Internal</i>	<i>External</i>			
6960 Professional Services	\$ 700			\$ 700	\$ 500	Missions Sunday Guest Speaker
6500 Program Support			\$ 10,000	\$ 10,000	\$ 10,000	Missions Sunday offering
6500 Program Support	\$ 6,000			\$ 6,000	\$ 6,000	Grantham Church Missionaries (Bundy's, Medina's and Stuebing-A
TOTAL:	\$ 6,700	\$ -	\$ 10,000	\$ 16,700	\$ 16,500	

<u>Peace & Social Justice</u>		<u>2024 Budget</u>	<u>Designated</u>		<u>Planned</u>	<u>2023 Budget</u>	<u>Notes</u>
			<i>Internal</i>	<i>External</i>			
6500	Program Support	\$ -		\$ 2,500	\$ 2,500	\$ 2,500	Peace Sunday offering
6930	Mileage & Transport	\$ 1,000			\$ 1,000	\$ 1,000	Guest Speaker Travel
6960	Professional Services	\$ 855			\$ 855	\$ 855	Guest Speakers (Peace Sunday/month)
TOTAL:		\$ 1,855	\$ -	\$ 2,500	\$ 4,355	\$ 4,355	

<u>Property & Facility</u>		<u>2024 Budget</u>	<u>Designated</u>		<u>Planned</u>	<u>2023 Budget</u>	<u>Notes</u>
			<i>Internal</i>	<i>External</i>			
6110	Salary and Wages	\$ 58,740			\$ 58,740	\$ 28,470	Custodial Team Salary / Wages
6125	Payroll Tax Expenses	\$ 4,494			\$ 4,494	\$ 2,178	Custodial Team SS/medicare
6130	Fringe Benefits	\$ 546			\$ 546	\$ 2,008	Custodial Team - Payroll services; Workmen's comp.
6220	Volunteer Appreciation	\$ 150			\$ 150	\$ 150	Volunteer appreciation
6510	Supplies & Materials	\$ 7,400			\$ 7,400	\$ 7,000	Custodial, lightbulbs, batteries
6520	Equipment	\$ 6,500			\$ 6,500	\$ 5,000	Copier lease costs / coffee maker
6530	Maintenance & Service	\$ 45,000			\$ 45,000	\$ 55,000	Planned & discretionary maintenance & upgrades to facility & prop
6550	Special Projects	\$ 2,000			\$ 2,000		Youth Room locks
6950	Utilities	\$ 70,000			\$ 70,000	\$ 95,000	Water, electricity, propane, natural gas.
6960	Professional Services	\$ 500			\$ 500	\$ 1,000	Fees: fire hydrant, stormwater, food service
TOTAL:		\$ 195,330	\$ -	\$ -	\$ 195,330	\$ 195,806	

<u>Service & Outreach</u>		<u>2024 Budget</u>	<u>Designated</u>		<u>Planned</u>	<u>2023 Budget</u>	<u>Notes</u>
			<i>Internal</i>	<i>External</i>			
6510	Supplies	\$ 1,900			\$ 1,900	\$ 1,800	Missional Community supplies, outreach events
6500	Program Support	\$ 900			\$ 900	\$ 1,200	Supported Ministry gifts & events
TOTAL:		\$ 2,800	\$ -	\$ -	\$ 2,800	\$ 3,000	

<u>Staff</u>		<u>2024 Budget</u>	<u>Designated</u>		<u>Planned</u>	<u>2023 Budget</u>	<u>Notes</u>
			<i>Internal</i>	<i>External</i>			
6110	Salary & Wages	\$ 356,925			\$ 356,925	\$ 352,026	Church Staff (non custodial) salaries and wages and SECA
6125	Payroll Tax expense	\$ 4,488			\$ 4,488	\$ 26,930	Church Staff (non custodial) payroll taxes
6130	Fringe Benefits	\$ 45,380			\$ 45,380	\$ 38,762	Church Staff (non custodial) fringe benefits
6140	Professional Development	\$ 5,000			\$ 5,000	\$ 2,500	Books / Magazines / Conf fees for Pastoral staff
6150	Staff Appreciation	\$ -			\$ -	\$ 500	Staff Appreciation
6510	Supplies & Materials	\$ 1,500			\$ 1,500	\$ 1,000	Misc office supplies
6520	Equipment	\$ -			\$ -	\$ 500	Computer cords / mice
6920	Meals & Entertainment	\$ 2,400			\$ 2,400	\$ 500	Pastoral Meals with congregants
6940	Lodging & Accommodations	\$ 500			\$ 500	\$ 300	Conference attendance
6960	Professional Services	\$ 3,000			\$ 3,000	\$ 3,000	Communications / Consultants / Guest Preachers / Pulpit supply
6980	Financial Services	\$ 1,500			\$ 1,500	\$ 1,650	Payroll admin fees
TOTAL:		\$ 420,692	\$ -	\$ -	\$ 420,692	\$ 427,668	

<u>Worship</u>	<u>2024 Budget</u>	<u>Designated</u>		<u>Planned</u>	<u>2023 Budget</u>	<u>Notes</u>
		<i>Internal</i>	<i>External</i>			
6220 Volunteer Appreciation	\$ 300			\$ 300	\$ 300	Volunteer Gatherings, Gifts
6510 Supplies & Materials	\$ 2,000			\$ 2,000	\$ 2,000	Music, Sanctuary Art
6520 Equipment	\$ 2,000			\$ 2,000	\$ 2,000	Instrument purchases & upgrades, Sound equipment
6530 Maintenance & Service	\$ 2,000			\$ 2,000	\$ 2,000	Instrument repairs & tuning
6920 Meals & Entertainment	\$ 200			\$ 200	\$ 200	One-on-one meetings
6960 Professional Services	\$ 4,500			\$ 4,500	\$ 4,500	CCLI, Planning Center
TOTAL:	\$ 11,000	\$ -	\$ -	\$ 11,000	\$ 11,000	

<u>Youth</u>	<u>2024 Budget</u>	<u>Designated</u>		<u>Planned</u>	<u>2023 Budget</u>	<u>Notes</u>
		<i>Internal</i>	<i>External</i>			
6210 Volunteer Development	\$ 300			\$ 300	\$ 300	background checks, training, gifts of thanks and appreciation
6510 Supplies & Materials	\$ 2,000			\$ 2,000	\$ 1,200	snacks, celebrations, events, "other"
6540 Curriculum	\$ 2,000			\$ 2,000	\$ 2,800	Learning Community and Evening Youth Group; Retreats
6560 Missions & Service Projects	\$ -	\$ 3,000		\$ 3,000	\$ 3,500	summer missions trip - TBD
6920 Meals & Entertainment	\$ 1,200			\$ 1,200	\$ 1,200	meals with youth, parents of youth, network of youth leaders, "other"
6930 Mileage & Transport	\$ 1,000			\$ 1,000	\$ 1,200	van rentals; gas
6940 Lodging & Accommodations	\$ 1,200			\$ 1,200	\$ 1,500	Zeteo
TOTAL:	\$ 7,700	\$ 3,000	\$ -	\$ 10,700	\$ 11,700	

<u>Capital Projects Funding</u>	<u>2024 Budget</u>	<u>Designated</u>		<u>Planned</u>	<u>2023 Budget</u>	<u>Notes</u>
		<i>Internal</i>	<i>External</i>			
6970 Capital Improvements	\$ 40,000	\$ 20,000		\$ 60,000	\$ 40,000	Capital Fund; plus designated gifts
TOTAL:	\$ 40,000	\$ 20,000	\$ -	\$ 60,000	\$ 40,000	

Notes:

Budget represents contributions from Capital reserve funds and donations
Capital Project costs of \$120,000 or more may be needed, as funds become available.

IV. Grantham Mission, Vision, and Strategic Plan; Giving Opportunities; Staff Commission and Committee Assignments

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Grantham's Mission, Vision, & Strategic Plan

Adopted at Council on December 12, 2021

Mission

Grantham Church exists to love and worship God and disciple people in Christ, the Scriptures, and the Spirit's power to radically love our neighbors and our world.

Tagline

Leading people to the God who looks like Jesus

Our commitment is to:

DISCIPLE

Jesus pursues us and calls us to follow him. Therefore, we are committed to worship, spiritual formation, and making disciples who declare and demonstrate God's glory and grace. We do this by "working the spaces" of public, social, personal, and intimate relationship.

SERVE

Jesus demonstrates a life of service. Therefore, we help our members understand the way they are uniquely created by God and identify opportunities to serve in the church and in the broader community.

WELCOME

Jesus welcomes us to his table and into his family. Therefore, we do the same and extend a warm welcome to everyone we meet. We do this by loving strangers, neighbors, and enemies.

UNIFY

Jesus is the Son of God in loving union with the Father and Holy Spirit. Therefore, we promote and pursue diversity in our leadership and congregation, embrace convergent worship, and model third-way unity that bridges the divides of political and theological differences.

WITNESS

Jesus fills us with his Spirit and sends us out to be his ambassadors. Therefore, we equip and empower our congregation to lovingly share their faith, invite people to join us in worship, and lead people to the God who looks like Jesus.

Grantham's Mission, Vision, & Strategic Plan

Goals (2022-2027):

1. Intentionally cultivate disciples of Jesus

Year 1: Develop and share a definition/profile of a disciple that is understandable to all (i.e., children, youth, adults, long-time Christians, new believers, etc.); develop self-assessment tool to measure growth.

Years 2-5: Provide diverse range of opportunities which will help congregants to grow as disciples, in line with the profile developed in year 1 (programs and initiatives continually evaluated by staff, board and commissions/committees); evaluate growth annually using self-assessment tool developed in year 1.

2. Actively participate in the renewal of the Church, which leads to the flourishing of our community and world

Year 1: Help the congregation understand Kingdom-centered prayer and how to engage in it; define how we will engage our local community and assess their needs; identify potential church and parachurch partners that would enhance our collective impact.

Year 2: Evaluate capacity and passion within Grantham Church to meet various needs.

Years 2-5: Continue developing strategic partnerships; consistently and systematically communicate needs and share impact.

Giving Opportunities

Opportunities arise each year for us to make financial, material, and service donations in addition to our regular giving. The ministries and events mentioned below are not an exhaustive list of such opportunities, and are provided to help you prayerfully consider how you might support these kinds of programs.

External Material Donations – *materials collected for and distributed to Ministry Partners/Supported Ministries*

- New Hope Food Pantry
- MCC Kits
- One80 Ministries
- New Hope Thanksgiving Food Baskets

Internal Financial Donations – *request for designated funds to be used for church ministries/programs as shown in the Church Budget*

- Designated Gifts through weekly offering (e.g., Deacon Fund/Benevolence; Capital Fund)
- Youth events and trips

External Financial Donations – *request for designated funds to be distributed to other organizations*

- Designated Gifts through weekly offering (BIC Common Fund, BIC World Missions)
- Children's Ministries (e.g., Vacation Bible School)
- Peace & Social Justice – Peace Sunday
- Missions & Multi-Cultural Ministry – Missions Sunday
- Grantham Church Missionary Support
- Service & Outreach – Ministry Partners
- My Coins Count

Schedule

March

- My Coins Count

April

- Peace Sunday

June

- Vacation Bible School offering

November

- Missions Sunday
- New Hope Thanksgiving Food Baskets

December

- Missionary Love Gifts

Pastoral Staff	Commissions/Committees
David Flowers, Senior Pastor	Church Board; Care Teams; Missions & Multicultural; Peace & Social Justice; Ministry Support
Melissa Lowther, Discipleship Pastor	Discipleship; Service & Outreach; Finance Committee
David Perry, Worship Pastor	Worship Arts
Denise Fogelsanger, Children's Pastor	Children's Ministries
Chrissy Hoffner, Youth Coordinator	Youth
Tim Lyne, Facilities Manager	Property & Facilities
OPEN, Pastoral Assistant	n/a



Grantham Church

BRETHREN IN CHRIST

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