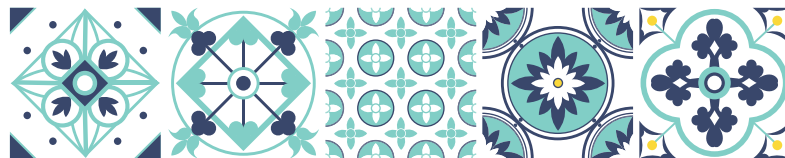


# ANNUAL REPORT

FOR GENERATIONS TO COME

# 2024



[GRACE.ORG/ANNUALREPORT](https://grace.org/annualreport)



LEXINGTON

WATERTOWN

EAST LEXINGTON

WILMINGTON

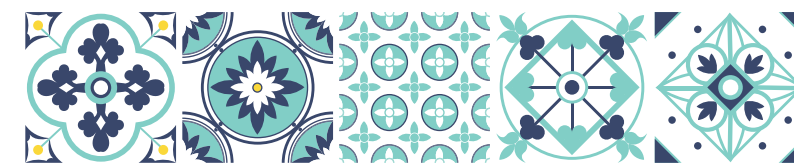
FOXBORO

ONLINE

FOR GENERATIONS TO COME

# GEN ERA TIO NS.

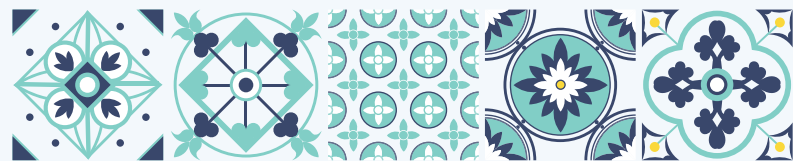
Our 2024 Annual Report highlights milestones and achievements from the past year of ministry, as we reached and served thousands of people of all generations across Greater Boston – and around the world.



FOR THE LORD  
IS GOOD;  
HIS MERCY IS  
EVERLASTING;  
AND HIS TRUTH  
ENDURETH TO ALL  
GENERATIONS.

Enter his gates with thanksgiving and his courts with praise; give thanks to him and praise his name. For the Lord is good and his love endures forever; his faithfulness continues through all generations.

Psalm 100:4-5



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2024



## From our Senior Pastor

### **Milestones & For Generations to Come**

One of my first events as the new Senior Pastor at Grace was a luncheon hosted by our seniors ministry, MAPS (Mature Adults Programs). There were well over a hundred seniors in the room, and they put on a lively program of hilarious skits, sacred music, inspiring testimonies, and a heartfelt welcome to their new pastor and his wife. As the program unfolded, I remember thinking to myself, “What a great group of people!”

Many of those folks belonged to the generations that had built Grace Chapel into one of the largest and most vibrant churches in New England. And in keeping with that spirit, they got behind the new young pastor, and continued to worship and serve with enthusiasm as the Lord continued to bless Grace Chapel with vitality, growth, and impact.

Two and a half decades later, many of them have relocated or gone home to glory, but some continue to worship and serve and grow with us! And now that I’m solidly in the senior age bracket myself – I thought they were really old when I got here – I’m learning again that this is how great churches are built, as each generation serves and invests in the generations to come.

We were reminded of that this past ministry year, as we celebrated Grace Chapel’s 75th Anniversary in the fall, and this spring as we passed the leadership baton to our new Senior Pastor, Joshua Clough, at our One Church Sunday. What a meaningful and momentous year it has been! Let me hit a few of the highlights:

### **New Beginnings**

Our ministry theme for the year was based in Isaiah 43:19 **“See, I am doing a new thing! Now it springs up; do you not perceive it?”** Our vision was focused on the future, and the new things God was about to do, even as

(continued...)

we looked to the past for inspiration and instruction. I didn't want this year to be about saying "Good-bye," but rather, "What's next?"

**Teaching Journey**

Our Sunday teaching was designed to prepare us for a new chapter by revisiting some new beginnings in Scripture, and preparing our hearts and minds for the new things God might do.

**Up in the Air: Wisdom for Facing Change** – Ecclesiastes

**Beginnings: Finding Our Roots** – Genesis 1-12

**A World On The Move** - Global Awareness Week

**Seeds of Grace** - Stewardship

**And on Earth, Peace** - Advent

**Kingdom Come: When God Does Something New** - Mark 1-3

**Kingdom Come: Thy Will Be Done** - Lent; Mark 11-16

**Why I Still Believe** - Affirming and maturing our faith

I'm deeply grateful for the Teaching Team who shaped and shared this journey with me, as well as for our Digital Team, Communications Team, Tech Team, Worship Leaders, and dedicated volunteers in all these ministries for helping to create rich, beautiful experiences that invite us into life-changing encounters with God.

**Strategic Priorities**

In addition to all the ongoing ministries of the church, we identified two areas of ministry to invest more deeply in this year, to build for the future:

**Discipleship** We embraced a second year of focusing on helping people in their discipleship journey. After focusing on Spiritual Practices in our first year of this initiative, we shifted to Spiritual Perspectives this year, offering teaching and resources to enrich our understanding of our faith and how it engages the issues and challenges of modern times.

**Connecting** As we find many new people visiting with us, in-person and online, we focused on strengthening our values and systems around helping people take their first and next steps towards meaningful and sustainable connection with our church.

**Financially Speaking**

Recognizing the need to get the next chapter in our ministry story off to a strong start, we leaned into several stewardship initiatives this year. The Seeds of Grace teaching series was designed to build on our 75th anniversary celebration. We also made efforts to increase our communications with Grace Chapel givers through vision gatherings, mailings, and an Estate Planning Workshop.

Thanks to God's provision and the generosity of the congregation, we had one of our strongest giving years since COVID hit, exceeding our projected (and prayed for) giving by 1.6% or \$137,020. We also welcomed 361 new givers and 150 new recurring givers.

In addition, we signed a purchase-and-sale agreement on our under-utilized and outdated office building at #3 Militia Drive. Lord willing, the \$6.9 million sale of the building (to be finalized in Spring of 2025) will enable us to relocate our staff offices to #2 Militia Drive and 59 Worthen Road, and will also provide financial stability and resources for future capital projects and ministry initiatives.

**Personally Speaking**

It's not lost on me that this is my 40th, and final, Senior Pastor's Annual Report. That is both a humbling and awesome thought, and one that leaves me feeling deeply grateful for God's goodness to me and my family for the two wonderful churches I have served. In particular, I'm grateful for the Grace Chapel staff I have served alongside these past 24 years, for the elders that have devoted years of their lives to guarding and guiding me and this church, and for the thoughtful, beautiful, and gracious people who make up the Grace Chapel community. Please know that "I have you in my heart," as the apostle Paul says, and that I will continue to serve Grace Chapel and the Kingdom as the Lord gives me opportunity in the years to come. I fully believe that the new things God will do will be "more than we could ask or imagine!"

  
**Bryan Wilkerson**  
Senior Pastor





# From our Elder Board



**I came across this quote online... "Jesus didn't leave a legacy of money, property, or power. Instead, he left a legacy of loving God completely, and sacrificially loving us. This legacy inspires us to continue building a church that is united, loves God and our neighbors in new, authentic ways, that will impact generations to come."**

Hello, I'm Keith Cerci, and on behalf of the Board of Elders it's my honor and privilege to present the Elders Report for FY24.

 **Leadership, Governance and Transition:**

In June of 2023 Pastor Bryan announced his retirement and his last sermon was on June 2nd, 2024. Pastor Bryan's retirement was a momentous occasion, marking the end of a 24-year era at Grace Chapel and 40 years serving in ministry. It also marks the beginning of a new chapter in our church's history. Following an extensive 10-month search process, guided by prayer and discernment, we are excited to welcome Pastor Joshua Clough as our new Senior Pastor in July 2024. His leadership, servant heart and caring and collaborative spirit will challenge and guide us toward new and exciting ways of sharing Jesus with those who don't know him.

I know we added a lot of new members in FY24, so let me share some basics about our leadership and governance models. We are a congregationally-governed church and this meeting is part of that process. Members vote on nominees for various roles, the budget, the sale of buildings and especially new senior pastors. Members are an integral part of the governance process.

The church is led and served by the Board of Elders, who are responsible for providing leadership, guidance, and accountability. We sometimes say the elders spiritually guard and guide the church. It has been my privilege and honor to serve alongside 10 other lay leaders and our Senior and Executive pastors, 13 people in total in FY24. The board often refers to our by-laws, which are like our constitution, and our articles of faith which describe what we believe. Matt Doremus will be leaving the board after four years of service. I want to thank Matt for his friendship and many contributions to policy, strategy and priorities.

The Senior Pastor, under the authority of the Board of Elders, is the spiritual leader of the church, responsible for preaching/worship ministries, providing vision for church policy and giving spiritual encouragement to its leaders.

The Executive Pastor, serves under the authority of the Senior Pastor. The Executive

Pastor's responsibility is that of chief-of-staff of the church, directing all activities of the church staff and its programs, managing day-to-day operations, and leading the strategic planning and budget process.

Operationally, we are led by an Executive Team made up of seven staff members: five long-term and two at-large staff who rotate on and off the team on an annual basis.

Our campuses are led by our Campus Pastor Teams, and supported by our Central Ministries and Ministry Support teams.

Why do I share all this? Because during times of senior leadership transitions things can feel unsettling. So, rest assured that our elder governance, by-laws, articles of faith and operating model remain unchanged.

 **Staff and Momentum**

Our church staff have been integral to maintaining a vibrant and welcoming atmosphere within our community. Their dedication, teamwork, and servant-hearted approach have contributed to the positive momentum we are experiencing. We are blessed by their commitment to serving God and His people.

 **Unity, Selflessness, Authenticity, and Transparency**

At the heart of our church lies a commitment to unity, selflessness, authenticity, and transparency. These values shape our interactions with one another and with the wider community, fostering an atmosphere of love and acceptance. We want all people to feel welcomed and valued. We are grateful for your dedication to live out these values in your daily lives.

 **Congregation's Heart for Volunteering**

We are blessed with a congregation that has a heart for volunteering and serving others. From Kidstown to Greeters, from group leaders to One Church Sunday to all our ministries and outreach programs, we see an outpouring of love and generosity, of time and resources from our congregation. Your willingness to serve and give reflects the spirit of Christ's selflessness and compassion.

 **Resilience and Gratitude**

As we look back on the challenges and successes of the past year, we are reminded of the resilience and strength that defines our church family. Despite the uncertainties and challenges we faced, we remain united in our faith and unwavering in our commitment to God's calling. We are grateful for the blessings that abound within our community and for the ways in which God continues to work in and through us.

 **Prayer and Faith**

As elders, we believe in the power of prayer and faith to sustain us through every

(continued...)

of life. Every Sunday at 5pm, we gather to lift up our congregation in prayer, seeking God’s blessing and guidance on their lives and our ministry. Know that each of you have been prayed for by name in this past year.

**Global Mission Partners and Impact**

Our church remains committed to global missions, partnering with organizations to make a difference in communities around the world. Through your support, generosity and involvement, we continue to have a positive impact on lives globally.

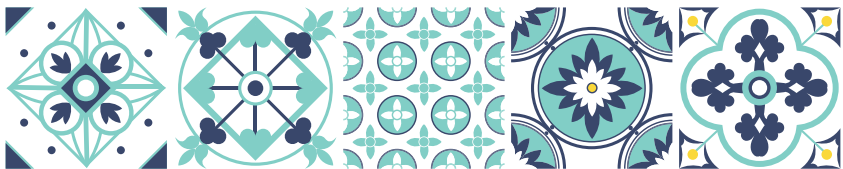
**One Church Sunday Event**

The One Church Sunday event on May 12th was a remarkable testament to God’s work in our midst. Bringing together all of our campuses in one location, we witnessed the power of unity and community as we worshipped and celebrated together. It was a tangible reminder of how God is on the move, growing us individually and as a church body. We want to thank the staff for their extraordinary dedication to accomplishing this complex event. We also want to thank our volunteers. Without you events like this would not be possible.

**Let Me Close With...**

The board is humbled and we give thanks for the privilege of serving alongside each of you in this journey of faith, this sacred calling. Together, as we look to the future with hope and anticipation, let us continue to be united in purpose, selfless in service, and authentic in our witness to the world. Inspiring others to join us in the transformative work of the good news of Jesus Christ for generations to come.

Let me leave you with a verse....



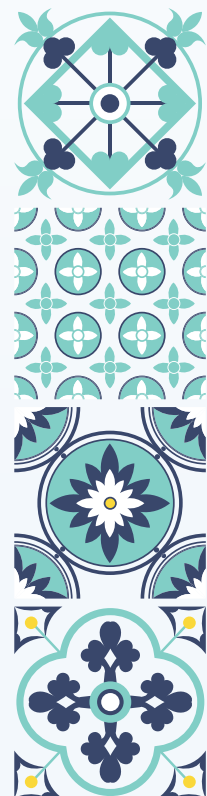
**I have been crucified with Christ. It is no longer I who live, but Christ who lives in me. And the life I now live in the flesh, I live by faith in the Son of God, who loved me and gave himself for me.**  
- Galatians 2:20 -

*Humbly Serving With You,*

**Keith Cerci**

Chair, Grace Chapel Elder Board

# 75 YEARS OF GRACE



*"What we thought would be a simple marking of a milestone became a truly remarkable event! Former and long-time members got a chance to reconnect and remember some great years, and newer and younger people got a sense of who and what makes Grace Chapel the special place that it is. Best of all was celebrating the positive impact that Grace people and ministries have had on our communities, on greater Boston, and around the world!"* – Bryan Wilkerson



*Grace Chapel shaped my life in so many ways. I became a Christian in the youth group, was on staff from '75-'98 and led the first youth mission trip. Probably, the biggest impact from Grace Chapel was that it gave my wife Christy and me a heart for the world. I don't think anyone could have predicted that the seeds planted then would lead me to invest in leaders all around the world for the last 25 years!* – Paul Borthwick

*"What an honor and a privilege it was to work on Grace's 75th anniversary celebration alongside a wonderful team of over 50 dedicated volunteers. It was a true (and fun!) celebration of God's goodness and faithfulness."* – Gail Turk

*"There were many memorable moments during the 75th Anniversary Celebration including the interview with former Sr Pastor Gordon MacDonald and hosting close to 50 former Elders and Pastors for a breakfast and a special Reception in the Lexington Courtyard! Reminiscing over all that God has done in these past years was indeed special. God has blessed Grace Chapel with wonderful leadership guided by the Holy Spirit over these many years. Seeing God get the credit was the highlight to me!"* – Richard Rhodes



# DIGITAL + ONLINE



Grace Chapel has been live streaming our worship services online since 2016. We were an early adopter of live stream technology to reach audiences who couldn't make it to one of our physical locations for worship on Sunday.

Since then, our Main YouTube channel has grown to over 6,702 subscribers, and our online worship services and other content reach thousands of people each week on YouTube, our website, and social media. Our online campus is a small but engaged community of people who come together from all over the region and the world to share in the teaching and worship experience we offer each week.

## YOUTUBE

**6,702**  
TOTAL SUBSCRIBERS

**835**  
NEW SUBSCRIBERS

## WEBSITE

VISITORS FROM  
**85**  
DIFFERENT COUNTRIES

**560,000**  
TOTAL PAGE VIEWS

## INSTAGRAM

**2,183**  
FOLLOWERS

**201**  
NEW FOLLOWERS

## APP

**1,145**  
TOTAL DOWNLOADS 2023

**2,565**  
ACTIVE APP USERS

## FACEBOOK GROUP MEMBERS

**970**  
LEXINGTON

**356**  
WILMINGTON

**238**  
WATERTOWN

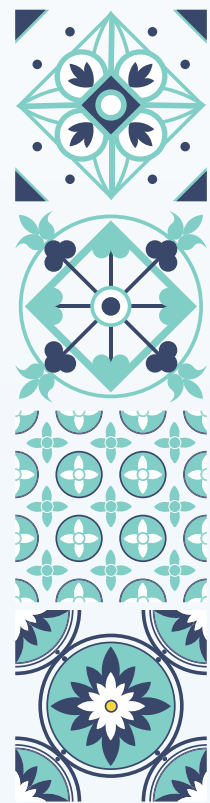
**87**  
EAST LEXINGTON

**127**  
FOXBORO

**144**  
ONLINE

DIGITAL + ONLINE

# BAPTISMS



Baptism is an **outward expression** of an **inward decision** to follow Christ, and a **powerful response** to His call on our life.

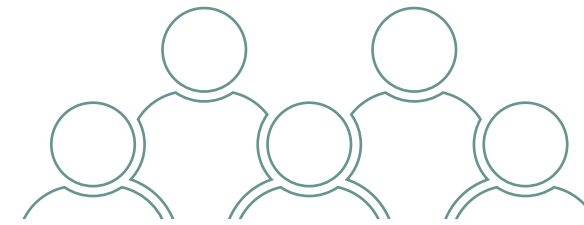
## 52 BAPTISMS



Below are some words about the meaning of baptism from some of the people who were baptized this year at Grace Chapel:

*"Being at Grace prompted me to learn about Jesus on my own, through daily devotionals, summer Alpha, weekly powerful and deep messages from so many amazing pastors here... But the way I truly came to know the goodness of God was through the warmth and love of so many amazing people here at Grace... the greatest thanks here is to God for loving me so much more than I deserve, and for planting a singular and rich peace in my soul through Christ, the Prince of Peace, to whom I declare my faith." – Levi*

*"I'm getting baptized as a symbol of my thankful heart and praise to our Lord. I now have a renewed relationship with Him. In doing this open declaration of my love of Jesus, I know that my relationship with Him will grow and flourish!" -Cathy*



# GROUP LIFE



**Meaningful,  
rewarding  
relationships  
start with authentic  
and honest  
conversation.**

## Ongoing & Short-term Groups

**120 +**  
GROUPS



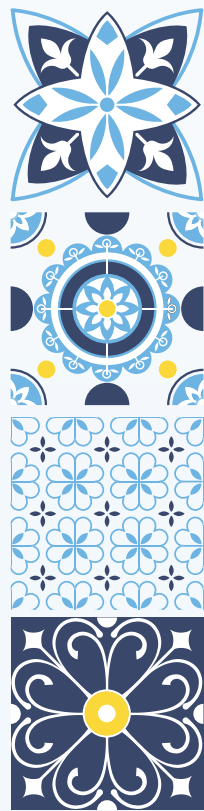
**1,750 +**  
PEOPLE IN GROUPS

In addition to our Sunday worship services, we offer smaller gatherings that make it easier to get to know people and build friendships. These smaller connection opportunities happen midweek and on Sundays, at church or in homes, and are open to everyone. We refer to them simply as Groups.

The purpose of smaller gatherings is to practice the way of Jesus together through growing spiritually, growing in relationships, and growing in serving those around us in our communities. We meet to listen to what God is doing in our lives, to listen to each other's needs, to the needs of those around us, and to pray together.

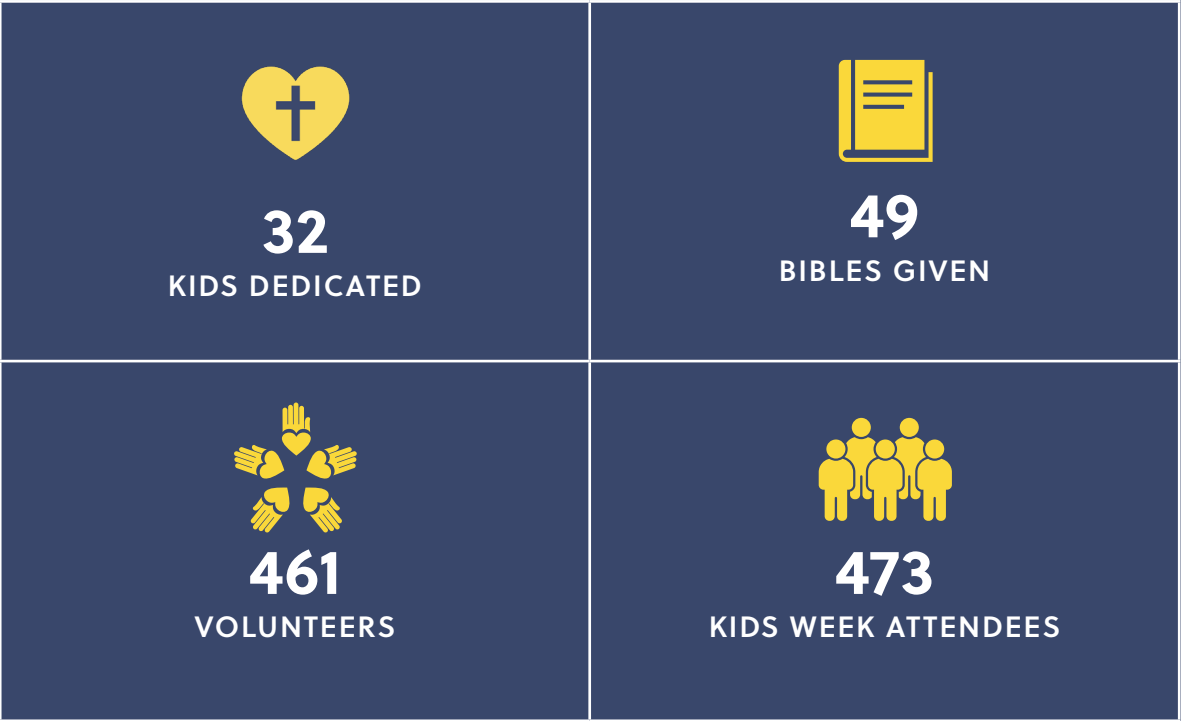
From short-term groups on a specific topic, to ongoing groups for men, women, and families, there's a place for anyone to belong here at Grace Chapel!

# KIDSTOWN



Partnering  
with parents  
to help grow  
and nurture  
the faith  
of children  
through all  
stages of their  
young life.

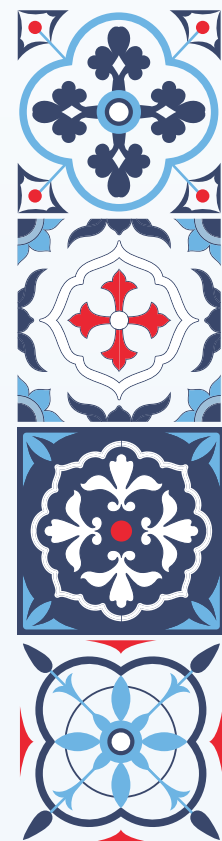
1000+  
KIDS SERVED



KIDSTOWN



# STUDENTS



Our mission  
is to **lead**  
students to  
**discover,**  
**develop,** and  
own their **faith.**

**300+**  
**STUDENTS SERVED**



**79**  
VOLUNTEERS



**45**  
BIBLES GIVEN



**52**  
WENT ON CCLE

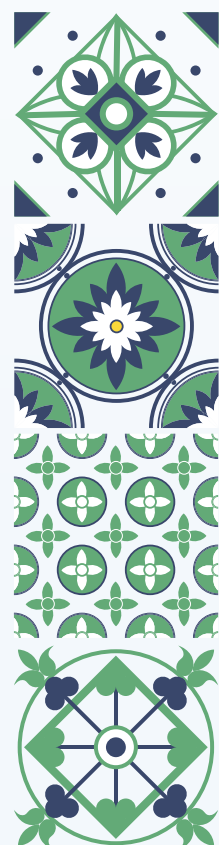


**259**  
FALL & WINTER  
RETREAT ATTENDEES

STUDENTS



# CARE & SUPPORT



“Talking to so many people, who were trying to choose between paying for medication, treatment, food, utilities, rent, you know, all of the things that was really hard. Food is of course, a basic necessity, you need to feed your family. And when that becomes a source of stress, it’s a hard place to be. So I volunteered with the food bank. It’s just been a wonderful resource and a wonderful ministry to be a part of. We do our best for a full grocery order and it’s had a very large impact. I’ve met so many amazing fellow volunteers, so many wonderful clients, and, just really, feel connected with a lot of people through this ministry.”

– Jessica Perry, *Food Bank Lead Volunteer*

“Pathways to Parenthood is a support ministry for anyone who is encountering difficulties on their journey to parenthood. We’re so blessed to have each other, we thought what if we can do this for others? Having someone that you can share something with that is deeply personal means a lot to them. We respect that, everything we do is confidential, and done with purpose and intent. We’re just there just to love them, however that looks. And, through that, we have formed a little community and some fellowship.”

– Janet Labadie and David Kelley, *Pathways to Parenthood Leaders*



## 72

Volunteers in  
Care & Support Ministries

**Carry each other’s burdens, and in this way  
you will fulfill the law of Christ.**

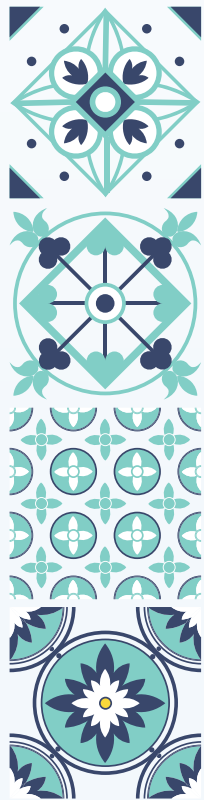
— Galatians 6:2

Scripture encourages us to bear one another’s burdens,  
and Grace Chapel’s Care Ministry programs provide  
opportunities to listen, pray, encourage, and support one  
another during these seasons of difficulty.



CARE & SUPPORT

# MEMBERSHIP



Membership is a **personal, practical, and public commitment to the ministry of the local church... your local church.**

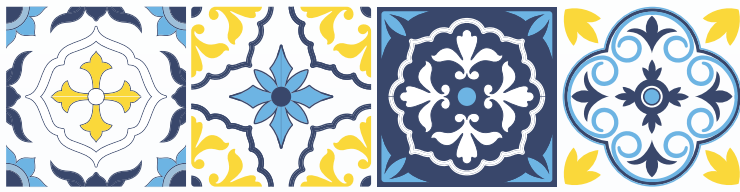


Church Membership as of April 30, 2024	1851
New Members May 1, 2023 — April 30, 2024	76
Transferred/Dropped	19
Deceased	23
Total Membership as of April 30, 2024	1,884

Becoming a member of Grace Chapel is more than just a public declaration of commitment to the mission and vision of our church. Membership is a deep meaningful commitment to each other: to caring for one another as we all strive to bring God’s love into the neighborhoods and communities we share.

Membership is also practical. Grace Chapel has a long history of congregational governance where members vote to approve key decisions that affect the future of our church. Members approve nominees for church offices and our annual operating budget, as well as strategic decisions like selling our office building and approving our new senior pastor.

***This year we celebrate the 76 new members of our church!***



2024

## MEMBERS GONE HOME TO BE WITH THE LORD

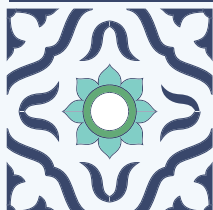
- Bob Harris
- Dorothy Buehler
- Felisa Wan
- George Rosado
- Gordon Yates
- Janet Fischer
- John (Jay) Murphy
- Phyllis Martin
- Robert W. Swanson
- Allister McLeod
- Al Hale
- Arline Leigh
- Carol Nelson
- Harriet Sutfin
- Audrey Swanson

*Our prayers go out to the families and friends of those who were part of our Grace Chapel community, although not official members, who also went home to be with the Lord during this last year.*

## NEW MEMBERS ADDED

- Rose Aragones
- Gwen Baker
- Shana Barmoy
- Barbara Beaudin
- Bill Boyes
- Trent Bradley
- Jill Buckley
- Richard By
- Suzanne By
- Frankie Chan
- Pat Chasse
- Michelle Chung
- Toni Colarullo
- Sharon Cushing
- Darly David-Mevs
- Andy Emory
- Judie Emory
- Nancy (Clarke) Ewusie
- Gerry Foo
- Mary Frongillo
- Dorothy Glass
- Coleman Glass
- Kyung Grady
- Michael Grady
- Cindy Grove
- Kyungwook Han
- Jim Haney
- Jamie Haney
- Joseph Hawe
- Gail Hughson
- Charlie Hughson
- Jason Hui
- Nikky Jossou
- Ericmoore Jossou
- Melinda Krochune
- Jim Krochune
- Sharon Kumar
- Lauren Landsman
- Eileen Lavallee
- David Ledwig
- Seungeun Lee
- Joyce Lorton
- Pierce Louis
- Alynne MacLean
- Joshua Martin
- Austin Martin
- Shirley McLaughlin
- Clarence Mevs
- Stephen Morrison
- Grace Morrison
- Olanike Oluwole
- Luwi Oluwole
- Cindy Owusu-Boake
- Susan Park
- Colin Pfund
- Jennifer Polimeno
- Robert Polimeno
- Jeff Pollard
- Jackie Pollard
- Noemi Putsure
- Asieu Putsure
- Lara Rosenbaugh
- Colleen Roth
- Dieter Roth
- David Shahian
- Mary Shahian
- Lexie Shun
- Sisy Thomas
- Nathan Tisdale
- Jennifer Tisdale
- Kelly Turk
- Bethany VanAntwerp
- Kavitha Viegas
- Sherry Yu
- Raymond Yu
- Julie Zhou

# MISSIONS



**Serving  
our local  
communities,  
because  
we're all in  
this together.**

## The future is here, *today*.

Growing up, I loved watching cartoons. One of my favorites was "The Jetsons" which featured a nuclear family and their pets set in the future. The dad, George, drove a flying car with a glass bubble top. The family communicated via video chat on screens, long before Amazon and Google engineers got to their ideation boards. The Jetson's robot maid Rosie helped keep the house neat and tidy. Little did she know that she was a precursor of robots now used to perform tasks once done only by humans.

## Methods and models may evolve, but the mission is *unchanging*.

If I could anticipate what missions in the future might look like, I'd begin by affirming the Biblical roots of mission found in both the Great Commission – "Go and make disciples of all the nations" (Matthew 28:18-20) and the Great Commandment – "you shall love the Lord your God with all your heart, all your soul, and all your mind... And you must love your neighbor as yourself" (Matthew 22:37-40).

Here we find the mandate to go to

the nations, do the work of making disciples, all while loving God fully and loving our neighbors as ourselves. The end goal of missions is that people from every tribe, nation, tongue and language will one day worship the King at the end of the age (Revelation 7:9). This Biblical call and mandate is for each and every generation.

But *how* we achieve these goals must be reimaged by each generation.

## Next generation missions will be *multi-centered* and embrace *mutuality*.

Looking forward, I believe missions in the future will be increasingly polycentric in scope and leadership. Today, the church in the global south is an equal partner to the stronger funding churches of the global north. Partnership is mutual and collaborative, characterized by learning and listening.

For we Americans who are accustomed to "doing," we may need to do less and listen more. No longer is missions "the west to the rest." In fact, our task is to

# MISSIONS

(continued...)

equip people for humble, informed and responsible global citizenship. There must be a dynamic of mutual exchange where all the partners are made stronger and more effective.

We join hands together with the community of global churches to respond to the needs of the hurting world with increased creativity, contextuality and mutuality. We work together to achieve God’s purposes in the global church, which not only transforms individuals but also communities and entire cultures. Together we become part of something new that is much bigger than ourselves.

This is the kind of partnership that Paul affirms in Philippians 1, a partnership characterized by warm friendship, affection, trust and mutuality.

**Responding to God’s invitation through the generations.**

Grace Chapel, God continues to invite us to help bring the gospel to the nations. This opportunity and privilege

is Biblical and unchanging for each generation of believers. His invitation to us for our future in missions has as much to do with our attitude as our strategy, or even the dollars we invest to build his kingdom.

As the gospel goes out into our waiting world, let’s go out in faith: full of courage, yoked with the Church of the global south, led by God and his Spirit. With the roots of our commitment to missions established by the founders of our church and their affirmation of the Scriptures, let’s keep in step with God’s Spirit as he leads us boldly into the future.

Hang on to your seats! Grace Chapel missions has left our campus buildings, joining with our partners to bring the good news of the gospel to the nations.

**Mission Partners**

42 ACTIVE PARTNERS		5 RETIRED PARTNERS		
21 LEXINGTON	9 WILMINGTON	4 WATERTOWN	4 EAST LEXINGTON	4 FOXBORO

*Below are some of our mission partners, listed by region:*

**NEW ENGLAND**

- Hagar’s Sisters
- New Life Home for Women & Children
- Alpha New England
- Boston Project Ministries
- Place of Promise
- Emmanuel Gospel Center
- Boston Rescue Mission
- Gordon-Conwell Theological Seminary

**MULTIPLE REGIONS**

- PEER Servants
- Posture Shift Ministries

**AFRICA & MIDDLE EAST**

- Cedar Home for Girls, Lebanon
- World Relief, Malawi
- Wycliffe Bible Translators, Chad
- Bible Society of Egypt
- Grace Church, Jordan
- ISTEEL, Angola
- Jossour, Bridges of Hope, Egypt
- Family Fund, Egypt
- Kasr El Dobara Church, Cairo

**LATIN AMERICA & CARIBBEAN**

- Hope for the Children of Haiti
- Potter’s House Association, Guatemala
- Life Giving Water International, Ecuador

**EAST AND SOUTH ASIA**

- Horizons International, Thailand
- YWAM, Thailand
- Youth for Christ, Sri Lanka
- Good News for India
- OMF International, East Asia
- English Language Institute/China
- Interserve, South Asia
- Bengali Christian Ministry

**EASTERN EUROPE (Moldova)**

- Jesus Savior Church
- Little Samaritan Mission
- Invest Credit (PEER Servants)
- University of Divine Grace (Central Asia)

**SOUTH ASIA (Nepal)**

- Bethel Church Ministries
- NBCBS (University Student Ministry)
- Nepal Ebenezer Theological Seminary
- Prison Fellowship

# GLOBAL AWARENESS WEEK

**Global Awareness Week is our annual opportunity to learn more about God's kingdom building work globally and locally! The sharing that occurs during GAW cultivates our understanding of how God is using all our partners to help reach the nations.**

The 2023 GAW theme was "A World on the Move." In Genesis 12:1, "The Lord said to Abram, 'Go from your country, your people and your father's household to the land I will show you.'" In the Scriptures and in human history, people are on the move. Today, more people than ever live in a country other than the one in which they were born. (UN Department of Economic and Social Affairs). Human migration, diaspora has become a major, global megatrend. This is reshaping societies, economies, nations and even churches.

Amid this human migration, God is on the move. People in transition provide a strategic opportunity for us to love and serve our newly arrived neighbors as Jesus' hands and feet. God is going places. Let's take the gospel with us and go!

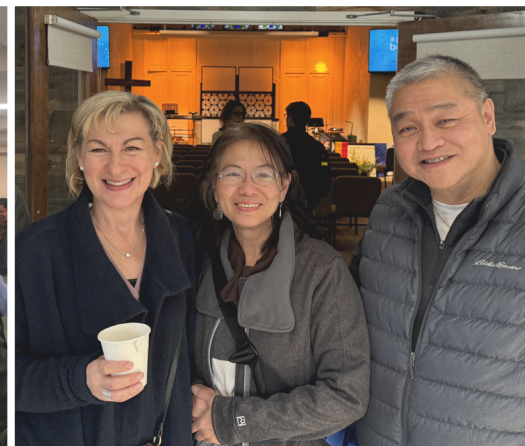
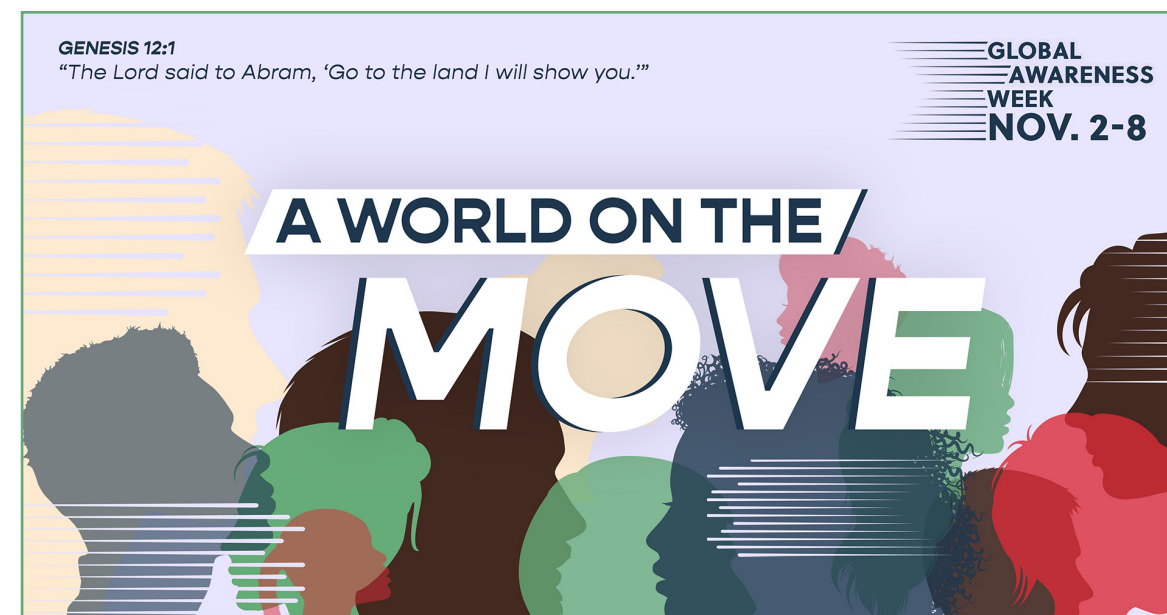
This year's Global Awareness Week provided many opportunities for folks to connect and learn from all of the visiting partners from many different nations. Each campus got to learn from their visiting partners over a shared meal. Fellowship, informal conversations, and a fun time was had by all at the campus lunches, potluck dinner, and soup night! There was also a cross campus virtual gathering to hear from Pastor Claire (YWAM) about her work with women in Thailand.

**"Whom shall I send, and who will go for us?"  
Then I said, "Here I am! Send me."  
—Isaiah 6:8**

Our keynote speaker this year was Dr. Sam George, the director of the Global Diaspora Institute at Wheaton College and the Lausanne Catalyst for Diasporas. Sam was born in the Andaman Islands (India) to Christian parents with the heritage of St. Thomas Christians of Kerala. He had a life-changing personal encounter with Jesus at the age of 15. Sam speaks 5 languages and has lived in 5 different countries and travels widely and often around the world. He brought

us a message challenging us to view the world and our faith from a global Christian perspective, and shared stories of how God has proved faithful to many around the globe.

Thank you for participating in and supporting Global Awareness Week!



# SPECIAL OFFERINGS



Local  
generosity.  
Global  
impact.

\$115,651	\$34,803
BENEVOLENCE	CHRISTMAS EVE OFFERING
\$19,511	\$10,392
GAW OFFERING	KIDSWEEK 2024
	\$2,331
	KIDSTOWN OFFERING, LEXINGTON

Every year, we as a church have unforeseeable and impactful opportunities to share the love of Jesus through Special Offerings for our ministry partners who are facing and responding to extraordinary circumstances.

In previous years we have provided resources for the victims of conflict in the Ukraine; a devastating earthquake in the Middle East; COVID Relief for India; or resettlement of Afghan families in Greater Boston. Every time we request support for any of these unique opportunities to give, the people of Grace Chapel respond generously through their time, talent, and resources. And this year is no exception; Special Offerings above and beyond General Fund Giving have supported the Benevolence Fund, the Emmanuel Gospel Center, Hope for the Children of Haiti, Jesus Savior Church in Moldova. And

every generation has contributed - even the children in Kidstown and attendees of Kids Week raising money for a special offering for Malawi.

One of the most compelling impact stories from our special offerings happened last fall. The Lexington Campus prepared and fed 400 Haitian and Latin Americans being housed at the Bedford Plaza Hotel – an authentic, homecooked Haitian Holiday Dinner! Many of the people expressed how they had not had a genuine Haitian meal since they arrived in greater Boston six weeks prior to that evening. This special event was supported by 180 Grace Chapel volunteers who shopped, cooked, and served ten unique dishes to those who attended.

More than just a meal, dozens of kids were able to do crafts together and meet Santa. Each family left that night with a beautiful Christmas

# SPECIAL OFFERINGS

(continued...)

Gift Bag with a blanket, hats, mittens, and scarves. We were deeply honored to have some special guests join us from Hanscom Air Force Base, the Town of Bedford, and teachers from Bedford High School. They not only attended the event but jumped in to serve as well, with Cliff Huang, the Superintendent of the Bedford Schools, even playing Christmas songs on his violin! One of the best moments of the evening was watching two teenagers from one of the Afghan families that we helped settle two years ago, serving these new arrivals!

A few months later many of these same Haitian and Latin American families living in the Bedford Plaza Hotel came for a “shopping spree” at Grace Chapel on Saturday Jan 13th. Grace Chapel and Lexington folks donated new and gently used clothes. These “new neighbors” were thrilled to pick out coats, shoes, games and clothes for their kids and coats and clothes for themselves. Thank you to the Grace Chapel Volunteers who sorted and set up this Clothes Drive

and helped these family’s shop. Thank you to anyone who gave to a special offering this past year; we carefully steward the resources entrusted to our care. Through your support of Grace Chapel our Missions Partners are able to be used by the Lord to provide faithful, Spirit-breathed relationship and encouragement to people in our region and around the globe.

- WORLD RELIEF - MALAWI
- EMMANUEL GOSPEL CENTER
- HOPE FOR THE CHILDREN OF HAITI
- JESUS SAVIOR CHURCH - MALVOA



SPECIAL OFFERINGS

# Financial Update

## Stewarding our Resources for Generations to Come

What a year this has been! We started the year out recognizing that this was Pastor Bryan’s final year as our Senior Pastor which on its own is a pretty big deal. However, in our “All in for the kingdom!” kind of way, we added a 75 Year Anniversary Celebration, a three-week stewardship series and a One Church Sunday service to our regular outreach events, and incredibly memorable Christmas and Easter Services. If we were hoping Bryan & Karen would not soon forget this last year – I think it is safe to say that we achieved that goal. We give all the honor and glory to our great God for the way He has worked in and through us this past year.

If the 75 Year Celebration was a reminder of where we have been – One Church Sunday was all about where we are headed. Ironically, the Grace Chapel Story can really be captured in those two “bookend” events of this past year. As we navigate the transition of senior pastor from Bryan to Joshua – we are expectantly looking for what God has next for us. We are well positioned organizationally and financially for this leadership transition. And lest we forget – amid all the activity of this past year we brought forward

the proposal to the congregation to sell our office building at 3 Militia Drive for \$6.9 million. We always want to be good stewards of the resources that God has entrusted to our care, and the sale of this building is very much in keeping with that priority. We, as a congregation, voted on that motion, and it passed overwhelmingly. The Purchase and Sale Agreement has been signed and we are working closely with the buyers to transition out of that office space in 2026.

You will remember that the congregation approved a budget that included a 5% increase to general fund contributions over the previous year’s actual results. Tired of talking about the effects of the pandemic – we thought, “we simply need to grow and achieve that number” which we are happy to report we reached. In a volatile economy, uncertainty about where the political environment is headed, and conflict around the world – we feel this is a remarkable achievement for our congregation and we need to thank God for working through His people of Grace.

With the help of 361 new first-time givers and 150 new recurring givers,

contributions totaled \$8,535,353 in FY24. This included gifts to support regular church ministries and staff at all campuses, as well as funding to support our global and regional mission partners. Praise be to God and with gratitude to you – the faithful and generous people of Grace! Beyond that, we are grateful to God, to you the congregation, and the Grace Chapel Ministry Staff that we ended the fiscal year having almost aligned our FY24 expenses to meet our giving goals. Remarkably, the congregation also provided \$182,688 in special gifts including Benevolence Fund, Global Awareness Week and other Special Offerings that were over and above General Fund giving, to help meet the critical needs of people in our congregation, our local neighbors, and those serving Christ around the world (more detailed information on our special offerings and impact is covered in our Global Missions: the Next Generation Report). This faithful and generous giving, especially in these uncertain times, is a remarkable testimony to God’s faithfulness and the faithfulness of God’s people of Grace.

What about FY25 – where are we going

and what are we expecting the next fiscal year to look like? We mentioned in last year’s annual report, but it is worth reporting again, that before the pandemic we were operating with a total revenue goal of \$9.6 million for our general fund.

*Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, to him be glory in the church and in Christ Jesus throughout all generations, for ever and ever! Amen.* - Ephesians 3:20-21 (NIV)

Our goal for FY25 is \$9.8 million – \$200K above that FY2020 amount and 5% growth over FY2024 actual results. It feels so nice that most of the financial effects of COVID are in the rear-view mirror and we, as a congregation, faithfully hung in there through it all. And let’s not forget, our pre-pandemic budgets did not include the added operational costs of our Digital Outreach Ministry. We are serving as both an online church and an in-person church and all those costs related to our online campus and digital outreach are now part of our operating

(continued...)

budget. Frankly, we pray to achieve more than this proposed 5% increase in giving as we hope to continue to add even more new ministry opportunities even as we deal with the increasing costs across all this vibrant church.

As we worked our way through the budget process with all the staff budget owners this year and trying to anticipate contributions for the fiscal year, we landed on an increase that will be challenging. We are in the middle of a Senior Pastor transition, an interesting political environment, and the economy is like watching one of those crazy rollercoasters at an amusement park. All that being said – God is not impacted whatsoever by any of these challenges, and He has always provided for us in the past and we have no doubt that He will provide for us this coming year and beyond.

So, with this familiar passage from Ephesians and 75 years of history behind us, we are committed to adding new ministries and new events that will help us grow and fulfill our mission by building for generations to come. It does feel like we have a new energy in our ministry and a fresh wind of the Spirit in our worship services and gatherings. This gives us great hope for this new fiscal year.

Please know that we remain committed to our stewardship goals that address these budget challenges by embedding faithful stewardship more meaningfully in the life of our church. We are always encouraging people to take steps of faith on their giving journey while carefully watching our expenses to keep them aligned with actual revenue with quarterly reporting of both revenue and expenses throughout the year.

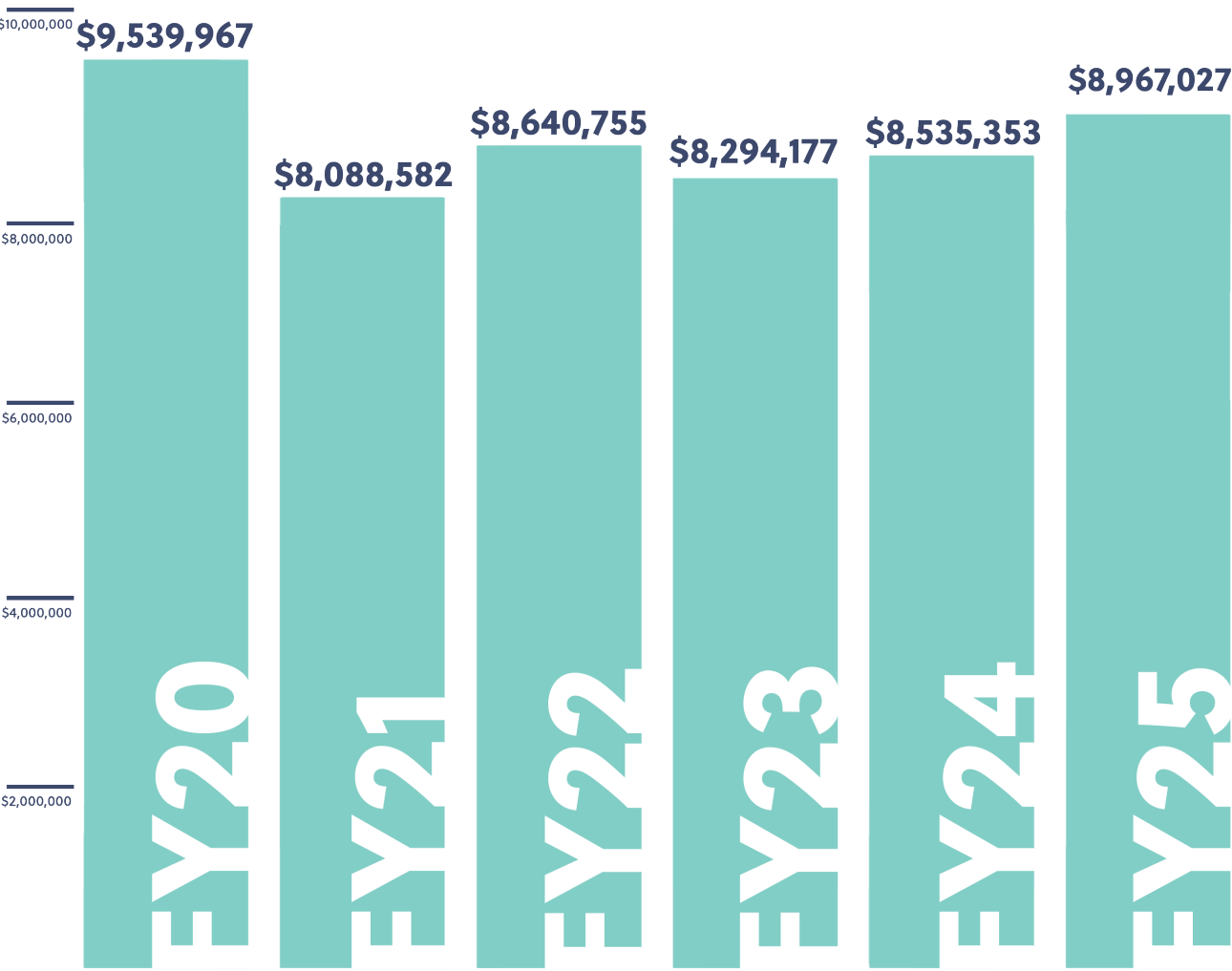
In the midst of this very significant leadership transition, we are still looking for new ways to introduce people to Jesus and to engage more and more people in the life of the church. It is our ongoing prayer that God continues to show favor to Grace Chapel, a church that is called and committed to serve greater Boston and beyond – for His Kingdom purposes and for His glory alone!

Respectfully and prayerfully submitted,  
Mark MacDonald, Executive Pastor



Your steadfast love, O LORD, extends to the heavens,  
your faithfulness to the clouds  
– Psalm 36:5

# GENERAL FUND GIVING



(continued...)

FY25 PROPOSED BUDGET

	Year Ending April 30, 2025 FY25 Budget	Year Ending April 30, 2024 FY24	Year Ending April 30, 2023 FY23	Year Ending April 30, 2022 FY22
NET INCOME - OPERATING				
Operating Revenue				
Contributions	8,967,027	8,535,353	8,294,177	8,640,755
Operating Income				
Rental Income	614,942	557,458	356,135	175,137
Interest Income	94,597	101,733	39,535	5,805
Ministry Program Income	143,454	152,190	120,528	67,813
Total Operating Income	852,993	811,381	516,198	248,755
Total Operating Revenue	9,820,020	9,346,734	8,810,375	8,889,510
Operating Expenses				
Missions Partner Support	760,500	741,017	767,000	788,500
Other Charitable Contributions <sup>1</sup>	13,177	60,816	9,159	19,241
Total Missions Support	773,677	801,833	776,159	807,741
Ministry Support & Personnel	6,727,642	6,959,747	5,886,503	5,618,307
Facilities	1,200,482	1,215,940	1,235,178	1,203,999
Financial & Legal Expenses <sup>2</sup>	510,820	550,855	585,874	468,275
IT	213,390	228,769	299,919	369,893
Security	58,380	56,177	52,763	36,290
Total Operating Expense	9,484,391	9,813,321	8,836,396	8,504,505
Net Income - Operating	335,629	(466,587)	(26,021)	385,005
Debt				
Principal Payment <sup>3</sup>	335,577	325,174	314,129	375,471
Total Debt Payments	335,577	325,174	314,129	375,471
Other Income <sup>4</sup>	-	644,376	-	-
Cash Reserves Support	-	167,256	300,000	-
Total Net Results	52	19,871	(40,150)	9,534

<sup>1</sup> Non Budgeted gifts/support to partners unrelated to CCLEs and other planned support  
<sup>2</sup> Financial & Legal Expenses includes Income Processing Expense, Audit, Legal, and Professional/Consultant expenses  
<sup>3</sup> Debt refinanced in FY23. New financing procured in FY23  
<sup>4</sup> FY24 Covid Relief Cares Act - Employee Retention Credit



2024

# Sale of 3 Militia

## An Unexpected Opportunity

In addition to our main building at 59 Worthen Road, Grace Chapel’s Lexington campus includes two additional buildings on nearby Militia Drive. Our 2 Militia Drive building is primarily used for ministry activity and rentals, and 3 Militia Drive consists of office space for both our Central and Lexington-based staff.

In response to recent zoning changes across Massachusetts, towns like Lexington are eager to develop buildings that include more affordable housing units. In 2023, a group of developers who currently own 4 and 5 Militia Drive presented a very compelling offer to purchase 3 Militia Drive from us. They offered a premium price for the property – far more than it would be worth as a standalone building – because it greatly expands the footprint available for their multi-unit housing development.

We believed this was a unique financial opportunity to provide Grace Chapel with sufficient capital to support a number of timely and strategic projects that will help us better serve our congregation and community.

The Elders, with the help of several real estate professionals in our congregation, conducted due diligence on this opportunity and unanimously recommended that we go ahead with the sale of our #3 Militia Drive property. The negotiated sale price was \$6.9 million dollars with a final move and exit date of February, 2026.

We were not expecting this and were not looking to sell that building but believed this was a unique financial shift from maintaining office buildings to maximizing our spaces for ministry.

Voting on the proposed sale of our 3 Militia Drive office building occurred between Sunday, November 19, 2023 and Sunday, December 3, 2023. Needing a 2/3 majority of a quorum of voting members, the motion passed by a substantial margin. Detailed results below:

**Total votes cast:** 616  
**Yes votes:** 597 (96.9%)  
**No votes:** 19 (3.1%)





## 2024 NOMINEES

[grace.org/nominees](https://grace.org/nominees)

### FIRST TERM ELDERS

Victor Gerdes, *Lexington*

(2nd year of 4 due to appointment to fill open term)

Kevin Johnson, *Lexington*

David Prince, *Foxboro*

### SECOND TERM ELDERS

Keith Cerci, *Lexington*

### NOMINATING COMMITTEE

Andrea Dacayanan, *Co-Chair, Lexington*

Daniel Mitchell, *Co-Chair, Wilmington*

Geoffrey Lum, *Watertown*  
(second year of two)

Ginny Clapp, *Lexington*  
(second year of two)

Caleb Harty, *Wilmington*  
(second year of two)

Marie Berthonia Antoine, *Foxboro*  
(first year of two)

Raymond Yu, *Watertown*  
(first year of two)

### AUDIT COMMITTEE\*

*Starts November 1st\**

Shana Barmoy, *Chair, Lexington*  
(first year of three)

Timothy Nelson, *Foxboro*  
(three year of three)

B.J. Poppe, *Watertown*  
(second year of three)

### MODERATOR

Robert Williams, *Lexington*  
(second year of three)

### CLERK

Alethea A. Yates, *Lexington*  
(second year of three)

### TERMS ENDING

Matt Doremus, *Lexington, Elder*

Joan Christel, *Watertown, Nominating Committee*

Barbara Herrmann, *Foxboro, Nominating Committee*

Jim Citro, *Lexington, Audit Committee*

# Annual Meeting Notes | June 11, 2023

WELCOME. Executive Pastor Mark MacDonald opened the meeting at 12:30 PM. This year’s theme is Milestones & Momentum. Mark introduced the Year in Review video.

CALL TO ORDER AND OPENING PRAYER. Moderator Bob Williams presented the agenda. A QR code will bring up the Annual Report and FY22 Minutes; it is also available on the GC website.

SENIOR PASTOR REPORT. Senior Pastor Bryan Wilkerson began by reporting on his visit that morning to the Watertown campus, where he met many newcomers, some of whom have already taken on leadership roles. His report, “Milestones and Momentum,” notes that GC has great momentum across all the campuses and ministries. There were many baptisms and many new members this year. The theme for the year has been Disciple-Making: With God, With Others, For the World. Some new things this year: Vision Week, Campus Sundays, Originals Nights, Gratitude Sunday, Winter Warmers, Summer Coolers, Community Engagement. Strategic priorities as we’ve been coming out of Covid - we needed to work on discipleship and also on equipping. To help people grow in their faith, we designed the discipleship planning tool, and the GPS (gifts, passion, story) tool. It’s been a year of financial ups and downs, with ups early in the year followed by downs in the last few months leaving us with a deficit. Our pastoral residencies have been beneficial. Pastor Bryan is grateful for the support he’s had this year.

BOARD OF ELDERS REPORT. Cynthia Fantasia, Board of Elders Chair reports that the Elders met 21 times this year; they also met on Zoom each Sunday to pray for all the members by name. Cynthia has used Jeremiah 6:16 as guidance this year. Jeremiah urges us to “stand at the crossroads and look... ask where the good way is and walk in it,” and the Elder Board has done so. They have reviewed our articles of faith; met with some of the ministry teams; and established a transition team (a subset of the Elders) to begin preparing for Pastor Bryan’s retirement. Things GC can celebrate from this year: 101 new members, 51 baptisms; and the work of many volunteers. Cynthia urged those to have not yet volunteered to do so in the coming year.

SENIOR PASTOR SEARCH. Carrie Tibbles leads the transition team. They have been praying and preparing. Now that Pastor Bryan has announced his retirement, we can all be involved through two things: intentional prayer, and letting the team hear our thoughts.

TREASURER’S REPORT AND FY24 BUDGET. Rebecca Li summarized the budget (presented in the Annual Report).

- FY23 giving ended 7.5% below the previous year’s giving.
- Proposed FY24 budget is a 5% increase over FY23 actuals, but still much below pre-pandemic levels.
- The staff watched expenses carefully; we met all of our expenses and remain financially

sound.

- Growing General Fund giving is a top priority for next year. We need to work our way back to FY20 levels of giving.
- FY23 Special Offerings totaled \$246,505.

Mark MacDonald presented the FY24 budget as a spreadsheet. To balance the budget, we are using a COVID-19 Relief Employee Retention Credit and also \$167,000 from the Elders’ Reserve. A pie chart of the budget by ministry area includes 26% for campus ministries; 22% for facilities; 14% for technology; 14% for central operations; 12% for global and local outreach; and 12% for central ministries. This represents our \$9.4 million expense budget for the year.

NOMINATING COMMITTEE. Andrea Dacayanan and Daniel Mitchell, Co-Chairs, presented the list of nominees.

- First Term Elders: David Ochi (Lexington campus) and Marie Marchessault (Wilmington)
- Second Term Elders: Andrea Dacayanan (Lexington) and Carrie Tibbles (Lexington)
- Nominating Committee: Andrea Dacayanan (Lexington), Daniel Mitchell (Wilmington), Joan Christel (Watertown), Ginny Clapp (Wilmington), Barbara Hermann (Foxboro), Geoffrey Lum (Lexington)
- Audit Committee: Tofunmi Ochi (Lexington); Timothy Nelson (Foxboro); B.J. Poppe (Watertown)
- Moderator: Robert Williams (Lexington)
- Clerk: Alethea Yates (Lexington)

COMMUNITY ENGAGEMENT. Pastor Richard Rhodes presented a summary. Each of our campuses has a community engagement team that is partnering with an organization in their town to serve their town’s needs. We have two all-church initiatives - one working with about 10 Afghan families to help them resettle, plus the Boston Project with about 90 volunteers helping a school in their neighborhood.

VOTING. Mark MacDonald reviewed the voting process. GC members may begin voting on June 14, either through an electronic ballot that will be emailed to all members, or by a paper ballot (available at all 5 campuses, or by contacting the GC office.) Voting concludes on June 25. Results will be posted by June 28.

QUESTION AND ANSWER SESSION. Bob Williams moderated the Q&A session. Questions could be asked in person or submitted by email.

Annual Meeting Notes (cont.)

3) On page 48 of the Annual Report, the proposed budget for FY24 does not have a line devoted solely to missions, as in prior years, but is included in aligned global and local outreach along with five other items in a footnote. Could we have a breakdown of those five items? Our FY24 partner distribution to our missions partners overseas is \$796,950. This includes things like Global Awareness Week and CCLEs.

4) The pie graph on page 49, representing the expense budget of \$9.4M, includes 12% for local and global outreach, which is approximately \$1.1M, but the local and global outreach part is \$829,000 [in the spreadsheet]. Why the gap? The 12% includes local community engagement.

5) Why don't the figures on page 48 match those on 49? They are divided into different categories.

6) Concerning the pie chart of the budget, in the Facilities category, how much is mortgage payment? And how do higher interest rates affect our debt service? The mortgage payment is approximately \$300K, and we were able to refinance a year ago before interest rates went up. The rest of the Facilities category is seeing price increases for such things as utilities and maintenance.

7) In the pie chart, both "global and local outreach" and "central ministries" have about 12% but that doesn't seem to match the %10 figures in the budget. Both local and global outreach staff report into the broad category of central ministries. Instead of having a line item just for personnel, the chart includes both personnel and expenses. The budget slices things differently.

8) What is GC's vision for the online campus in FY24? The online campus is thriving and is considered one of our campuses. Our digital ministry is different; the digital ministry team serves across GC; they produce our online service but also do all of our outreach.

9) Is it true (as appears from the pie chart) that 50% of our budget goes to ministry and 50% to operations? And is that percentage where it ought to be? According to Charity Navigator, operations should take 10% or less. TOperations includes everything from our central team to the cafe to volunteering. It takes a large operations team to serve all our campuses as well as thousands of people across greater Boston. According to our auditors and from networking with peer churches, we feel we are right in line with where we should be.

10) Concerning the proposed 5% budget increase, are we projecting a 5% increase in giving? Yes, we think we can push forward and keep the momentum going.

11) Why don't the figures on page 48 match those on 49? They are divided into different categories.

12) Concerning the pie chart of the budget, in the Facilities category, how much is mortgage payment? And how do higher interest rates affect our debt service? The mortgage payment is approximately \$300K, and we were able to refinance a year ago before interest rates went up. The rest of the Facilities category is seeing price increases for such things as utilities and maintenance.

13) In the pie chart, both "global and local outreach" and "central ministries" have about 12% but that doesn't seem to match the %10 figures in the budget. Both local and global outreach staff report into the broad category of central ministries. Instead of having a line item just for personnel, the chart includes both personnel and expenses. The budget slices things differently.

14) What is GC's vision for the online campus in FY24? The online campus is thriving and is considered one of our campuses. Our digital ministry is different; the digital ministry team serves across GC; they produce our online service but also do all of our outreach.

15) Is it true (as appears from the pie chart) that 50% of our budget goes to ministry and 50% to operations? And is that percentage where it ought to be? According to Charity Navigator, operations should take 10% or less. Operations includes everything from our central team to the cafe to volunteering. It takes a large operations team to serve all our campuses as well as thousands of people across greater Boston. According to our auditors and from networking with peer churches, we feel we are right in line with where we should be.

16) Concerning the proposed 5% budget increase, are we projecting a 5% increase in giving? Yes, we think we can push forward and keep the momentum going.

17) Why hasn't the missions budget increased since 2018, even though contributions increased? We need to remember that 2018 was a difficult year, and we continue to build our way back. Missions continues to be an anchor to the life and future of our church. Our giving to our partners has not decreased. We see the missions budget going up in the future.

CLOSING – Pastor Bryan concluded the meeting with prayer. Adjourned at 1:41 PM. Ice cream was served in the lobby.

Respectfully submitted,  
**Alethea Yates**  
Interim Clerk