

SEMI-ANNUAL CONGREGATIONAL MEETING June 2020



Agenda
June 2020

OPENING PRAYER

CONGREGATIONAL MEETING MINUETES

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- Approve previous meeting minutes

STAFF/MINISTRY/COMMITTEE REPORTS

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RESTARTING IN-PERSON WORSHIP

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- A Plan For What to Expect

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ELECTION OF COUNCIL MEMBERS

OPEN DISCUSSION

**Semi-Annual Congregation
Meeting Minutes
December 18, 2020**

Present: See Sign-In Sheet

Mike Lipka called the meeting to order at 12:00pm with prayer.

The June 2019 Semi-Annual Congregation Meeting Minutes were presented. A motion to approve the minutes was made by Bob Klemmer and seconded by Rick Ballreich. All were in favor; the vote was approved.

Staff Reports

Pr. Allen reminded us of our Christmas Eve services at 4:30pm, 6:30pm and 10:30pm, and the Cantata. He encouraged us to invite friends and family. He reported Marie continues to learn, adjust and grow in her new position; her hours are being switched to afternoons. Pr. Allen noted the first financial review was completed. He thanked those who served and helped with the effort; noting the team will develop a list of projects to focus on in the coming year.

Pr. Cassie encourages support for adult and youth ministries; noting the importance of ensuring kids are here for Wednesday evening and Sunday morning services.

The congregation was referred to the printed reports for remaining staff and/or committee reports; there were no questions.

Budget Adoption

Karen Strader presented the 2020 Proposed Budget. There was discussion regarding the HVAC system repairs with most of the funds already being raised; overages collected will go toward needed parking lot repairs. There were no other questions from the congregation. The motion to approve the budget was made by Bob Kurbitz and seconded by Bill Reeves. All were in favor; the vote carried.

Open Discussion

Pr. Allen responded to a suggestion by Sally Neil regarding a pavilion. Following an inquiry of Halsey United Methodist Church useful information was received. However, with the recent repairs to the HVAC system, the project has been deferred and Ms. Neil notified.

Mike Lipka recognized Council and their efforts and thanked them for their support, stating it has been an honor to work with this group.

Stephanie Miller noted coming from a failing church, she is happy to see our Youth Programs thrive. She praised Pr. Cassie and all those involved.

Patti Kooy also reminded members of the clothing apparel options for purchase with HSLC monogramming.

A motion to adjourn the meeting was made by Nicole Lipka and seconded by Barb Shaffer at 12:35pm. All were in favor; the meeting adjourned with The Lord's Prayer.

Meeting minutes submitted by Tammy Hingtgen

STAFF REPORTS

Pastor Nathan Allen

¹*God is our refuge and strength, a very present help in trouble.*

²*Therefore we will not fear, though the earth should change,
though the mountains shake in the heart of the sea;*

³*though its waters roar and foam, though the mountains tremble with its tumult.*

⁴*There is a river whose streams make glad the city of God, the holy habitation of the Most High.*

⁵*God is in the midst of the city; it shall not be moved; God will help it when the morning dawns.*

⁶*The nations are in an uproar, the kingdoms totter; he utters his voice, the earth melts.*

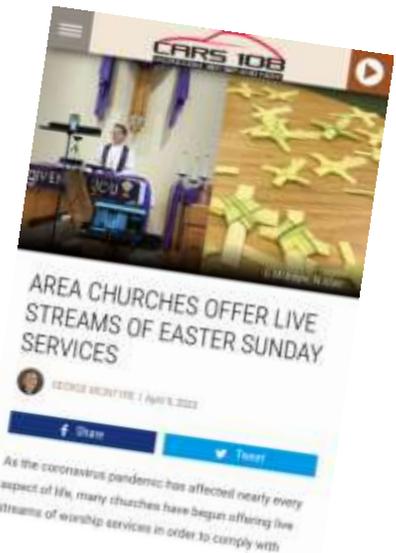
⁷*The LORD of hosts is with us; the God of Jacob is our refuge.*

-Psalm 46:1-7 (NRSV)

I have consistently gone back to these words from Psalm 46 during the last three months. After all, we are living out the “though the earth should change” and “the nations are in an uproar” portions of this Psalm, which is all the more reason to remember that God is our refuge and strength and a very present help to us *right now*. Indeed, God is with us even amid the changes in our ministries, the rescheduling we have had to do, and the uncertainty still before us.

So how has ministry changed during the pandemic? The obvious way it has changed is a move to an online format, and for this, I want to express my **deep gratitude** to Reed Jameson, George McIntyre, Frank Pitts, Pr. Cassie Todd, our Office Administrator Marie Copeland, and the volunteer singers and readers who have helped make this possible. Some of you have asked what it takes to make this happen, and the answer is *a lot* of hard work behind the scenes by a small group of volunteers and staff. While we have become more efficient at this process, it still takes approximately 3-4 hours *longer* to record and produce our current services as a livestream than it would take to have services in person. It takes longer because we go through the added steps of inserting video clips, switching cameras, remastering the audio, and because we upload to both Facebook and YouTube, which take (on average) the length of the service to upload. This also means that the **livestream will look different when we return to in person worship** in the weeks ahead. We simply will not have the people or the technology to continue offering the same livestream service when we have to do this all in “real time” on Sunday mornings. However, we WILL continue to offer a livestream option even when we return to in-person worship; it has proven to be a powerful way to connect and share the message of God’s love for the world to people we would not have reached otherwise.

In addition to online worship, I have also created a series of online devotions (in conjunction with other staff members), which we will, out of necessity, conclude on June 26. At that time, there will be a new “Christ in our Home” devotional for anyone who wants one; if you cannot pick one up in person, we will gladly mail you one. As part of the last week, the staff will also be sharing devotions from some of our own favorite devotional books as a way to encourage everyone to continue with daily devotional readings.



I participate in two weekly Synod video conference meetings that have worked through plans for re-starting worship, and how we adapt various ministries in the midst of the pandemic. While I am very thankful that we have had minimal COVID related illness among member of HSLC, the truth is that the counties that make up the Southeast Michigan Synod are responsible for 85% of the COVID cases and deaths in the state. Many congregations have had multiple cases reported by members, and the pastor of Genesis Lutheran in Detroit, recently shared with Synod leaders that every household in his congregation has been directly affected with a family member who has had COVID. And lest we think this is not a big problem for us in Genesee county, when I last checked the data from the Genesee County Health Department, the zip code with the highest number of reported cases was Grand Blanc – 48439 (<https://gchd.us/coronavirus/>). I share this not to scare, but to say that we must take the safety measures around worship and other events at the church seriously. Indeed, we take these precautions to show love for our neighbors, and so that our worship environment is as safe as we can make it—even for those in higher risk demographics.

As I write this, the hospitals and care facilities are still closed to outside visitors, so I am unable to go in person. However, I am always willing to pray with you or a family member over phone or video-conference call before or after a surgery. Please let me know if you would like me to do this.



Normally in this report, I would provide an update about those who had recently been confirmed. However, due to the pandemic, we have rescheduled Confirmation Sunday to August 30 (the Sunday before school is scheduled to start) so that the rite can continue as it normally would with the laying on of hands by family and friends in person. In addition to rescheduling this, I have also had to postpone new member classes as well as a first communion class. We intend to schedule all of these things as soon as it is practically possible.

This is an unprecedented time in ministry for all of us. None of us could have imagined this is what the second half of 2020 would look like as we began this year. And yet, God's Spirit continues to move among us as we continue ministry together. As Paul says in Philippians 1:3-5 *"I thank my God every time I remember you. In all my prayers for all of you, I always pray with joy because of your partnership in the gospel..."* Thank you to all our leaders at HSLC for your creativity, dedication, and flexibility. And thank you members of HSLC for your patience, generosity, and the positive spirit you bring to the challenges before us. Together, even in the midst of a pandemic, we have shared the love, grace and hope of Christ with our community. May

God continue to bless our ministries in the months ahead!



Associate Pastor of Christian Education, Cassie Todd

Conversations with Pastor Cassie (PC)

Right before Christmas was our last annual reports. Tell us about the Christmas Eve Pageant!

PC "This year during the 4:30pm family service, our children put on an adorable pageant with Alexa Glady and Ashlee Michelson narrating the story of Christ's birth. While we held a few practices prior to the actual performance, any child that attended the service was invited to pick up a prop and join in the fun! All they needed to do was follow their section leader and they could be a star, an angel, a shepherd or a sheep. Each section of the congregation also was encouraged to add sound effects throughout the play too by singing out 'Silent Night, Holy Night,' 'Hallelujah! Hallelujah!' or saying, 'Yo, Sheep!' or 'Baaaa!' It was a lot of fun for all."



After Christmas, what did the children do on Wednesday Nights?

PC "Starting in January we began trying out a Lego Club based on the curriculum: *Building Faith: Brick by Brick*. We would gather, open in prayer, and learn one of the Parables of Jesus. Then the children would get a chance to take a bin of Legos and build anything they wanted to respond to the story, while they were building I had the opportunity to see their creativity come alive and build upon the story that they learned and how God is alive and at work in our lives today. In this picture you can see Ian Gentry responding to the Parable of the Hidden Treasure in Matthew 13:44-46 by building a place to keep the treasure safe! To end our time together, each child took a paper brick for our prayer wall and wrote or drew on it a prayer they had for that day. Following our first session, for the second session our older children participated in an advanced Lego club while our younger children practiced for ringers and singers."



We ended giving up a lot for Lent! Help me remember how did Lent begin this year?

PC "All the way back to the end of February, we began Lent with a family workshop for all ages and all families of all shapes and sizes. We talked about the meaning of lent, and then families were invited to create their own Lenten clay jars to go along with the daily family devotions. This year the devotions were based on 2

Corinthians 4:7-8 (ESV), 'But we have this treasure in jars of clay to show that the surpassing power belongs to God and not to us. "We are afflicted in every way, but not crushed; perplexed, but not driven to despair; persecuted, but not forsaken; struck down, but not destroyed.' Looking back, I am in awe of God preparing us with that scripture for the months we were to face ahead."



Speaking of Lent, while our older children, teenagers, and adults were attending Wednesday evening Lenten services, what were our youngest children doing?



PC “For our 2nd graders and younger (prior to needing to suspend in-person worship because of the pandemic) we provided Lenten Children’s Worship services on Wednesday nights. Just like the service for older students and adults, children’s worship was also based on the book, *Give Up Something Bad For Lent* by James W. Moore. The children’s services are structured similarly to our normal services so the very youngest of our church can learn about the different parts of our services like why we use purple during lent, and what the confession time is all about.

Then worship changed didn’t it?

PC “Yes it did. Instead of having a separate worship time for children on Wednesday nights, to adapt to the stay-at-home orders we added a children’s message to the last of the Wednesday evening Lenten services that we held on Facebook and YouTube. Some other adaptations we made in March, April, and May were instead of holding Sunday School, having Family Lessons sent in our weekly announcements, sending out bulletins and children’s bulletins in our weekend updates, holding all of our Sunday morning and Wednesday evening worship services online since mid-March, creating video daily devotions from our staff to our congregation, having a virtual Easter Egg hunt, providing Pentecost Packs for our Elementary and Preschool students to enjoy the celebration of the birthday of the Church universal at home, and beginning a virtual coffee hour.”

Pentecost Pack?! What’s a Pentecost Pack?

PC “Since we couldn’t celebrate the Church’s birthday in person, I put together packets that families could pick up in a bin outside of the church. Included in the packs were: a pass the package game (where families played a party game with an included present to retell the story of Acts 2), a fire streamer (to wave during online worship on May 31st), 50 water balloons (remembering that Pentecost means 50), a candle and small birthday cake, a seed cross (to remember God brings new life), a Pentecost greeting card to send to a loved one, origami paper and instructions to make doves, a red balloon (red is the color for the day), glow bracelets (to remember how fire came upon the apostles), and poppers! It was so nice to hear from parents how their children enjoyed receiving their packs and all of the goodies inside. Here is one picture sent to me of Caitlyn and Gabriel Tripp enjoying their pack during worship at home!



On to summer 2020. What can we expect?

PC “It’s hard to say. We have learned a lot to roll with the changes. We’ve decided to not hold the rummage sale, but we have not cancelled Vacation Bible School. We’re doing the best to begin to talk about what VBS might look like, but that conversation has definitely changed again and again as we adapt to face an ever-changing world. I can’t say exactly what we will be doing for VBS, but it will probably look very different than years past. Some ideas we are floating around are a virtual VBS where parents pick up packets at the church (much like the Pentecost Packs) and have online presentations, or a very limited small-group focused VBS in August. For now, though, I’m looking forward to our campfire planned at the end of June. Many blessings until we meet again!

Director of Music, Frank Pitts

We are certainly in an unprecedented time and yet we as a body of believers have continued to reach out into our community and beyond. Worship and music has continued to be a vital part of our mission even in the time of Covid-19. While nothing looks like what we have known, and I dare say it will not for a lot longer, the message of hope continues to be shared in our online services.



As we have found new ways to share online service and have become (somewhat) more proficient we have added other musicians as it has been deemed safe to do so and we will continue to do that moving forward. Planning for when we are able to come together again is ongoing and though it will not be what we are used to, we pray it will be uplifting, encouraging, and a powerful expression of the relationship we have with the Lord and with each other.

Thank you for allowing me to continue to serve as your music director, I look forward to finding our new normal and getting members of the choir fully engaged again sometime in the fall. Until then, we will continue to provide online services and involve as many of our gifted singers and musicians as possible.

Director of Youth Ministries, Bree Leshinsky



This is been a year that I believe will stick with all of us and the coming generations for years to come. We have learned a lot, ached a lot, but most importantly we have grown a lot. The youth of our congregation are of no exception to that; I have watched as the youth of our church have grown, overcome, and thrived during this time. Youth have learned about what front line workers have done and where they find their hope and how they use their faith daily. We did this via a zoom call with Dr. Amy Kuechen who works at Sparrow in Lansing during a confirmation class. Our youth have made cards and painted windows to spread hope to others in their communities. Classes online are not easy, but were done for nearly three months. Our youth are not only strong, but brave. We should all be proud

that they are the future of not only our church, but our nation.

With reopening happening slowly, we plan to do the same with the youth. Bible studies will be starting this coming week and for the time being we plan to be outside whenever it is possible. My main goal for Bible studies is for fellowship and service. We will paint rocks to spread joy throughout the community, make cards, spread kindness, and learn. A lot of our fundraisers have been canceled because of the pandemic, but we are still collecting bottles and cans. You can arrange a time to drop them off through the office and we will take care of the rest. We are hoping to get some other fundraisers up and running, but will only do so when it is safe.

As a congregation the most important thing we can do for our youth is to be there for them. Understanding that this world is scary and mean, but that our church is a safe space for all, our youth need our prayers to be brave and courageous in society and to be lights for those who need them most.

Thank you to everyone who helps our youth, please continue to pray for them and be lights for the future generations.



DIRECTOR REPORTS

Council President, Mike Lipka

Our world is so chaotic and different that I struggle with where to begin. I believe our church has done a great job of adapting to changing circumstances and hope we have provided some sense of stability in your lives. I know it has for me. I am hopeful we will soon get back to normal while continuing to use and develop further some of the tools we used during this time. Thank you for your continued contributions despite these difficult times.

I feel a personal calling to be more involved in committing time and energy to social, economic and racial issues. I am not sure fully what that means or how that happens but I encourage our church/congregation to become a part of it as well. If anyone has suggestions as to how I and/or the church can become active in any of these issues, I welcome suggestions and/or help/teammates.

These times have made me understand how much I take human contact for granted. I tend to be a loner and believed I could be alright in my own little world. I didn't realize how much the love, support and friendship I receive from this congregation fills me with God's love and helps me through difficult times. I can't wait to see you all in person again, hopefully very soon.



Council Vice-President, Rick Ballreich

Personnel Committee

COMMITTEE MEMBERS: Pastor Nathan Allen, Ken Ervin, Nancy Glady, Karen Michelson, Mary Tucker, and Rick Ballreich (Chairman)

It is the responsibility to find the best person we can when there is an open position on the Church staff that needs to be filled. The Lord has blessed us this year, we as a congregation and especially the committee. It is good for all when we do not have to fill a position on our Church staff. That said, I would like to thank the members knowing they are available when needed.

Nominating Committee

COMMITTEE MEMBERS: Pastor Nathan Allen, Noralyn Arnold, Amy Cochran, Barb Shaffer, and Rick Ballreich (chairman)

When there is an opened position on the Church Council it is the responsibility of the committee to find members of the congregation to fill those opened positions. This year's committee is still working to fill needed positions. We will share an updated list of nominees in advance of the meeting.

Director of Properties, Patti Kooy

As part of our Church properties report, the following is a list of areas that have been addressed in the past 6 months.

HVAC update - HSLC solicited competitive bids from 4 local HVAC service providers for the replacement of our 20 ton rooftop unit. (Including our current service provider, Walters). Details of the installation as well as maintenance contracts were examined in detail to determine which company offered our best price and service including the possible addition of several UV light filtration units for improved air

quality. The decision was made to stay with Walters and the unit has been ordered with expected delivery and installation in the coming weeks.

Parking lot - repair bids will be re-examined in the coming months.

Spring/summer clean-up - outside the building has been started but needs additional volunteers to complete in the coming weeks (specifically weeding, shrub trimming and mulching). If you are available to help even for an hour or less, please let Marie or Pastor Nathan know and we will set up a time to complete the work.



Our Community Garden - has been tilled and prepared for families to plant their gardens. Thank you to Susan Wentworth-Hoben for her oversight and to Dwight Bobo for continuing to prepare the Community Garden each spring!

As always, we appreciate our volunteers greatly...thank you to Alex Murray, Alan Cochran, Rick Balreich, Don Kooy, Paul and Jan Wenstrom, Phil Holmblade, Jeanette Neu, Pastor Nathan and Pastor Cassie, as well as others! Looking forward to seeing our wonderful church family again after our extended Covid-19 quarantine!

Director of Social Missions Becky Martin

So hard for me to believe that my 2+2 years has gone by so fast. When I was approach to serve, I remember thinking, “what have I gotten myself into.” I can’t do this, but God has provided the path for me to follow. But none of this would have been possible without all of your help. From the donation for Helping Hands, to all the meals prepared and serve for Family Promise. Those early Saturday morning in the rain, sun, bitter cold to get the food ready for Food Distributions. I will continue to serve the homeless, so I will always be in need blankets, coats, socks, hat and gloves, toilet paper and hand sanitizer.



This has been one of my greatest experiences and honor to serve on the Holy Spirit Church Council.

Director of Worship, Penny Bennett

Our ministry and purpose is to carry out the following duties in dedication, in honor, and to the glory of God and for the hospitality of those who worship Him. 2020 began with normal planning for our Worship Team. Lenten plans were underway when everything was turned upside down with the onset of COVID-19. Beginning mid-March, everything-worship was focused on streaming services and all that was needed to achieve that.

We are now discussing the countless considerations needed for us to be able to gather together again in our church building. I would like to thank Pastor Nathan, Pastor Cassie, Frank Pitts, and Marie Copeland for the many, many hours spent putting our worship services together to be streamed each week. An extra word of thanks to George McIntyre and Reed Jameson for assisting our Team with their audio visual knowledge!

Altar Guild: Chaired by Lonnie Moore. This team is responsible for preparing the physical setting for the shared liturgical life of our congregation. During the last several months Pastor Nathan and Frank Pitts

have been preparing our Altar area for worship. Thank you to Jan Wenstrom for the beautiful palms that were used on Palm Sunday and throughout the Easter season. Our Pentecost altar looked beautiful with the new frontal piece created by Susan Wentworth-Hoben. In the coming months we plan to clean and organize our Sacristy. We welcome anyone who would like to be a part of this essential ministry at Holy Spirit.



A/V System: Chaired by Phil Holmblade. The Audio Visual Team continues to be an integral part of our worship experience at Holy Spirit, even when we are not worshipping in our Sanctuary! This Team will be exploring how we might be able to continue streaming or taping our services once we are back worshipping in our building on Sunday mornings.

Ushers: Chaired by Bill Reaves. Ushers play a very important role during our worship services. Our church services will look very different once we are back in our building. The ushers will be very important in helping to maintain a safe worship space for all entering the church. We still need more people for this ministry, please consider volunteering.

Music: Director of Music, Frank Pitts. Please see Frank's report. The Worship Team support and assist Frank as he fulfills his ministry of music at Holy Spirit.

Director of Youth Ministries, Nicole Lipka

It has been an unusual and challenging last half of this year. Almost everything has been turned upside down not only for the adults but especially for our youth. Though it has not been easy, Pastor Cassie and Bree have found amazing ways to keep our youth engaged. They have zoom meetings so the youth can continue to grow together, sent packets home to encourage participation and youth learning and even surprised people through windows! Future teachings and activities are still up in the air, but I know we will strive to keep our youth involved and strengthen their Christianity.



Our youth are adapting to the situation well. However, try to see things through their eyes. So many, many changes have occurred. For the older youth...no gathering of friends, no school but no graduations, family around continuously (not always a good thing as a teen), no jobs or sense of independence. For the younger youth...no playdates, no daycare with friends, parents always there (usually a good thing for this age), no understanding of why. I encourage you as things slowly return to normal to make sure our youth are supported and applauded for their ability to adapt and prosper.

I have enjoyed all the time I have been involved in representing our youth. If you have any questions, concerns or ideas, please feel free to contact me at mnkcd@yahoo.com or call or text 248.613.9541.

Director of Christen Education, Julie Hargrove

We had a good start to 2020 in Christian Education. Pastor Nathan had adult classes on "Saving Jesus," "Ruth" and "Esther" (both were part of a series on "Strong Women of Scripture." He also had a men's group meeting at night, once a month studying the book of James. Children's education was re-configured a bit. Sunday School was divided into two older and younger groups. We did the opening together and the



closing together with both groups. But, after the opening, each age group split off to do more age specific lessons. Then we got together again at closing. This was done because sometimes we would have a large group of kids, sometimes not so many. There was also Lego Building Faith on Wednesday nights. A new couples' class was also in the works. Then, Michigan and the U.S. had a pandemic!

In March, Pastor Cassie set up Virtual Sunday School, with other added lessons during the week, since students were not in school and many parents were at home with them. I have heard great things from families about some of the lessons. But you know our kids, they love technology, some of us adults, not so much. The last day of virtual Sunday School was May 17, the end of the Sunday School year.

We are still discussing Vacation Bible School, whether virtual or in-person. Of course, we would all like it to be in person, as it can be more difficult to do many of the projects virtually. Orange has a Virtual VBS kit, so Pastor Cassie is looking into that. But we will have to see what the future holds, as to the Covid19 virus, before making a final decision. We have a theme for VBS, Focus from Orange. It is an exciting theme, teaching the children what is possible when we Focus on our relationship with God! So, all in all, it has been an interesting six months for Christian Education, but with God's help, we have persevered in a situation none of us have ever found ourselves in before.

Director of Outreach, Diana Lozon

First, I would like to thank everyone who volunteers for every event we do at Holy Spirit. You all are the backbone of the church locally and worldwide. Our volunteers are the hands of Christ to others and are sincerely appreciated. We started off the year with some unusual circumstances and I believe we prevailed with much faith and wisdom. The food distribution helped many

new families of our community. We had many events that invited the community to do life with us. We even had some new people join us with our worship live streaming.

We became members of the Grand Blanc Outreach initiative that pools our resources together with other charities to help the less fortunate in Grand Blanc and surrounding areas. While the pandemic has put a temporary halt to this work, our plan moving forward is for Grand Blanc Outreach to work out of Holy Family's Outreach building until a new site can be identified.

I look forward to all we have in store for the second half of 2020.



Restarting In-Person Worship – A Plan For What to Expect

As we consider when and how to restart in-person worship, HSLC Council, Worship & Music and staff have reviewed and discussed a variety of different recommendations. After taking into consideration the State of Michigan's Safe Start plan, the Southeast Michigan Synod's guidelines, information from the CDC and Genesee County Health Department, and our Church Mutual Insurance requirements, our plan includes the following as we return to worship at church.

- Physical distancing is required. Households must sit at least six feet apart, 360°, if gathered for in-person worship.
- Face coverings/masks are required for worship (except for children 2 or under), consistent with Phase 5 of Michigan's Safe Start Plan guidelines. We will have a limited supply of masks for those who arrive to the building without one. Worship Leaders (lector, assisting ministers, pastors, and musicians) do not have to wear a mask (but may choose to do so) if they are speaking and remain 6 feet (or more) away from others. However, when they are not leading worship, they must wear them.
- The worship space will be sanitized between services, especially including high touch surfaces such as the backs of pews/chairs.
- There will be a small group of singers providing music for the service. While we encourage you to hum along or sing softly through your mask, medical experts agree that singing is among the riskiest behaviors for the spread of COVID-19.
- There will be no nursery, in-person Sunday School or coffee hour offered. You are welcome to bring your own coffee or water with you, and some bottles of water will be available, but the drinking fountain, coffee and food at the church will not be available during or following worship.
- There will be no physical touching during the passing of the peace or at other times. Yes, we love to offer hugs and handshakes, but at this time, we still must maintain our social distance for everyone's safety.
- Seating will be available at tables in the narthex for worship, but must be limited to one household per table.
- There will be no passing of an offering plate through the pews. We encourage you to continue giving electronically. Otherwise, an offering plate will be located by the baptismal font. The offering and Communion elements will not be processed to the front of the church.
- Communion wafers and wine will be placed before the service on plates by available seats. Gluten free wafers and grape juice will be available in the back of the sanctuary for those who request it. Everyone will commune together from their seats. Masks can be removed while communion is shared, but need to be worn after communion is completed.
- To avoid crowding and bottle necks, the pastors will not be at the sanctuary doors following service to greet those in attendance.
- At this time, use of the building by members or outside groups is not possible. Our building insurance has discouraged it.
- For at least the first in-person gathering, we will ask you to sign up online (or call the church so that we can add your name) in advance of attending to make sure we have enough seats available and do not exceed any Michigan Safe Start Plan limits on the size of gatherings.
- If you are sick, unable to abide by the above plans, or are in a vulnerable population, please stay home and join us online for worship.

We are aware these plans are restrictive even as we have opted for the most permissive options on the guidelines. We don't like having to impose them, but we believe this will help keep us all safe, and healthy. Our goal is to ease these restrictions as soon as safely possible with continued input from the Synod, state and federal guidelines, and our insurance provider so that we can return to normal activities and worship plans quickly.

Financial Snapshot for January – May 2020

	Actual Jan-May	Budget Jan-May	Over/(Under) Budget
General Income	122,244.19	138,742.00	-16,497.81
Children and Youth Ministries	340.00	1,835.00	-1,495.00
Programs & Missions Income	1,548.00	4,185.00	-2,637.00
Building Income	250.00	838.00	-588.00
PPP Amount Used	13,089.29		13,089.29
Total Income	137,471.48	145,600.00	-8,128.52

	Actual Jan-May	Budget Jan-May	Over/(Under) Budget
ELCA Mission Support/Benevolence	8,750.00	8,750.00	0
Pastor & Staff Salary & Benefits	78,620.19	85,643.08	-7,022.89
Office Expenses	5,643.53	6,162.75	-519.22
Church Property Expenses	27,219.38	33,252.50	-6,033.12
Total Outreach Expenses	-23.85	505.00	-528.85
Total Social Missions	4,870.21	6,695.00	-1,824.79
Christian Education Expense	686.03	1,060.00	-373.97
Worship Expenses	2,750.12	4,496.50	-1,746.38
Total Youth Expenses	4,222.97	2,113.50	2,109.47
Total Expense	132,738.58	149,177.85	-15,939.75
Gain/(Loss)	4,732.90		

Fund Balances (Not All Funds) As of May 31, 2020

HVAC	25,839.00
Parking Lot	8,853.00
Food Bank	9,313.00
Special Music	4,589.58
Unexpected Large Expense	9,656.04
Endowment Funds	35,533.45
Mortgage Principal Owed	320,664.87