Our Story

as a

Mission-based

Church

Grace Lutheran Church
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Line Item Budget vs. Mission-based Budget

A mission-based budget can be defined as the story of how our church practices good stewardship of the gifts entrusted to it. It provides a vision of where our church places its current emphasis and where the church hopes to be in the coming year. While the bottom line of a line item budget and the mission-based budget are equal, the message is not. If you look at the line item budget of Grace Lutheran Church, you may notice that much of our financial resources go to compensate employees and keep the building in operation. In fact 46% of our total expenditures cover pastoral salaries/benefits with another 20% in administrative costs and 10% in building costs.

A mission-based budget provides for a re-thinking of staff resources from salary to an investment of staff support for the mission and vision of the congregation. The expenditures for building use and administration are also necessary costs for maintaining and growing the ministries of the church.

Our Ministries

Currently, we operate with four major Commissions, listed below:

**Worship and Music:** The Worship and Music Commission is responsible for program planning, preparing policies and actions related to worship and praise, music, and the use of the arts.

**Life Long Learning:** The Lifelong Learning Commission is responsible for program planning, preparing policies and actions related to the learning, service and faith growth of the Congregation.

**Parish Life & Social Outreach:** The Parish Life & Social Outreach Commission seeks to maintain and improve the health (body, mind, spirit and soul) of our congregation by focusing actions both externally into the world and internally into our community and through welcoming others into our congregation.

**Resource Development:** The Resource and Development Commission is responsible for program planning, preparing policies and actions related to securing resources of time, property and money needed to carry out the mission of the church.
Our Ministries (continued):

If we were to categorize our ministries under each of these Commissions, it would look something like this:

**Worship and Music:**
- Altar Guild
- Baptism
- Communion
- Healing
- Heart and Voice Choir
- Joyful Noise
- Praise Band
- Weddings and Funerals
- Worship and Music Team
- Worship Services
- Youth Choirs

**Lifelong Learning:**
- Adult Studies
- After School Drop-in Program
- Bible Text Study
- Confirmation
- High School Group
- Sunday School
- Vacation Bible School
- Youth Trips

**Parish Life and Social Outreach:**
- Bethany Home
- Blood Drives
- Bread for the World
- Cafe' on Vine
- CARELINK
- Centering Prayer
- Christ Care Group
- Churches United & Crop Walk
- Cookie Ministry
- CPR & AED Training

**Parish Life (Continued)**
- Grace 2 Dine
- Fair Trade
- Food Pantry
- Funeral Meals
- Grace Visitors
- Hope's Christmas Program
- IFF (It's Food & Fellowship)
- Kids Against Hunger
- Luther Manor
- Luther World Relief Support
- Men's Group
- Military Support Program
- Missionary Support
- MOSAIC
- Page Turners
- Parish Nurse
- Pet Food Donations
- Prayer Shawl Ministry
- Quilters
- Safer Foundation
- St. Joe's
- Second Harvest Program
- Sweet Arts Club
- Tri-L
- VOSH
- WELCA
- WELCA Circles
- Welcome and Outreach
- World Hunger

**Resource Development:**
- Church Council
- Endowment Mission
- Executive Committee
- Finance Team
- Information Services
- Property Team
- Stewardship Team
- Volunteer Coordination
## Ministry Area Budget Breakdown

<table>
<thead>
<tr>
<th>Line Item</th>
<th>Worship &amp; Music</th>
<th>Lifelong Learning</th>
<th>Parish Life &amp; Social Outreach</th>
<th>Resource Development</th>
<th>Total</th>
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<tbody>
<tr>
<td>General Fund Benevolence</td>
<td>0%</td>
<td>0%</td>
<td>100%</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>Property (Building Use)</td>
<td>41%</td>
<td>27%</td>
<td>27%</td>
<td>5%</td>
<td>100%</td>
</tr>
<tr>
<td>Stewardship</td>
<td>45%</td>
<td>25%</td>
<td>20%</td>
<td>10%</td>
<td>100%</td>
</tr>
<tr>
<td>Ministry Support</td>
<td>40%</td>
<td>25%</td>
<td>25%</td>
<td>10%</td>
<td>100%</td>
</tr>
<tr>
<td>Senior Pastor</td>
<td>40%</td>
<td>25%</td>
<td>25%</td>
<td>10%</td>
<td>100%</td>
</tr>
<tr>
<td>Associate Pastor</td>
<td>36%</td>
<td>45%</td>
<td>15%</td>
<td>4%</td>
<td>100%</td>
</tr>
<tr>
<td>Office Staff</td>
<td>20%</td>
<td>20%</td>
<td>25%</td>
<td>35%</td>
<td>100%</td>
</tr>
<tr>
<td><strong>Total Budget</strong></td>
<td><strong>37%</strong></td>
<td><strong>24%</strong></td>
<td><strong>28%</strong></td>
<td><strong>11%</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

Percentage Breakdown

- General Fund Benevolence: 0% for Worship & Music, 0% for Lifelong Learning, 100% for Parish Life & Social Outreach, 0% for Resource Development, 100% for Total.
- Property (Building Use): 41% for Worship & Music, 27% for Lifelong Learning, 27% for Parish Life & Social Outreach, 5% for Resource Development, 100% for Total.
- Stewardship: 45% for Worship & Music, 25% for Lifelong Learning, 20% for Parish Life & Social Outreach, 10% for Resource Development, 100% for Total.
- Ministry Support: 40% for Worship & Music, 25% for Lifelong Learning, 25% for Parish Life & Social Outreach, 10% for Resource Development, 100% for Total.
- Senior Pastor: 40% for Worship & Music, 25% for Lifelong Learning, 25% for Parish Life & Social Outreach, 10% for Resource Development, 100% for Total.
- Associate Pastor: 36% for Worship & Music, 45% for Lifelong Learning, 15% for Parish Life & Social Outreach, 4% for Resource Development, 100% for Total.
- Office Staff: 20% for Worship & Music, 20% for Lifelong Learning, 25% for Parish Life & Social Outreach, 35% for Resource Development, 100% for Total.
- **Total Budget**: 37% for Worship & Music, 24% for Lifelong Learning, 28% for Parish Life & Social Outreach, 11% for Resource Development, 100% for Total.

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Where each dollar of your offering goes....

Worship & Music - 37%
Lifelong Learning - 24%
Parish Life & Social Outreach - 28%
(Includes ELCA Benevolence)
Resource Development - 11%
Telling Our Story

Following are excerpts from our members telling the story of what it means to them to be a member of Grace Lutheran Church:

"I have no greater joy than this, to hear that my children are walking in the truth." (3 John 1:4)

The truth. What is that? In this verse I believe the "truth" to be God's written word. The Bible. I love teaching the truth to my children. I love to see them walk in the ways of God. Right now I am part of a ministry that is changing how we teach God's truth to the Sunday School children of Grace. It is new. It is exciting. It is fun. I have been blessed to work hand in hand with other followers of God's truth to make a difference in the lives of our children. I pledge myself to this ministry. May the God of truth bless us richly!

Jane Montford

“Well done, good and trustworthy servant! You have been trustworthy in a few things. I will put you in charge of many things; enter into the joy of your Master.”

I’ve probably heard a sermon about the parable of the talents (Matthew 25:14-30) nearly every year that I’ve attended Grace. For me, this parable characterizes much of how I think about our Church. I’ve always believed that the people of Grace are productive and resourceful – both as individuals and as a congregation. Through faith and effort, we seem to find the people, money, and other resources to do the things that we need; and we are conscious not to waste any excess. In this way, the ministry at Grace has helped me to focus on my strengths in service of God: the congregation by its example; and the clergy by their teaching.

Joel Lorentzen

I love that Grace is in service to others whether in our local community, in other states or across the globe and that we are teaching our youth the value of helping others and living as Christ taught. While my daughter Katie was in confirmation, her class served at a St. Joe’s meal site. While the parents provided the food, it was the youth who served the meal. As the people came to the kitchen asking for seconds, they didn’t want to make eye-contact with the kids or even speak very loud. I watched the kids ask questions and talk with the individuals without any judgment and how the people responded with louder voices, eye contact and smiles. The interaction was marvelous – I was so proud of all of the youth that night as they were truly behaving as Christ and showing how we are taught to love one another.

Cindy Savely
You shall know the truth, and the truth shall set you free. (John 8:32) The Kingdom of God has come near. (Mark 1:15)

The first time I participated in a mission to Guatemala, it was good, not great – lots of new experiences, lots of disillusionment with folks involved in the “movement” down there, a million questions.

Then I went again and we visited ILUGUA (Iglesias Lutheran Church) in Zacapa, Guatemala. After we saw the pain and the poverty, I asked the pastor what we could do to help. “Accompany us, walk with us, be with us.” That profound call, to journey in faith with God’s vulnerable children, has repeated itself over and over again to me as we work with the ILUGUA faith community.

That mission of Grace, our relationship with ILUGUA in Guatemala, has shown me God and God’s work. What a joy, what a gift!

Dr. Becky Wiese

The living body of Grace, led with its passionate ministry, continues to provide the focus I need to live out God’s word. My spirit recharges in worship and fellowship, refocusing my needs to a larger mission. I find joy, courage, and strength singing, creating music, sharing, working, and praying with friends who are so energized to serve. Paul’s words continue to lift me up: Be watchful, stand firm in your faith, be courageous, be strong. Let all that you do be done in love. (1 Corinthians 16:13) When I falter, the ministry of Grace is there to lift up my spirit and send me forth.

Debbie Alejo

When "Lamb of God, you break the chains of hatred and fear; you are the way of justice and peace..." is sung during worship, feelings of calm and hope come to me. I believe Grace’s contribution to missions offers these same assurances to individuals, to our community and to program participants worldwide.

Vicki Miller Liebbe

And what does the LORD require of you but to do justice, and to love kindness, and to walk humbly with your God? (Micah 6:8)

From my first time ever at Grace I have always thought of the people as humble. Even in the congregational singing, no one stood out, all singing together as one voice. The people at Grace observe their faith by serving, in other words, “Walking the talk.” The ELCA cares about justice throughout the world and Grace is a part of that mission. At Grace you will discover helpful servants who walk humbly with their God.

Susan Senn
Setting Goals

In 2012, after conducting a congregational survey and meeting with many members of Grace to guide us into the future, our Vision Team concluded the following:

"Grace is a welcoming, giving, collaborative, informal congregation with a sense of humor and a willingness to work hard both within and outside of the congregation. Social Ministry, Youth Ministry and Music Ministry provide our members a diversity of worship and witness that utilizes our physical plant (building) and appeals to our “not too big/not too small” mentality."

Our plan of ministry for the future includes the following commitments identified by the Vision Team:

1. Serving each other.
2. Serving those in need.
3. Being a good neighbor in the community.
4. Seeking out and welcoming those without a church home.
5. Partnering in efforts throughout the community and the world.
6. Renewing spiritual growth in all members.
7. Developing future leaders of the church.

We are currently working diligently to fulfill these commitments through the many resources available to our church and our membership.