

**Executive Board Agenda**  
**November 17, 2009**  
**7:00 PM**  
**Mayflower Room**

- I. Opening Reflection – Kara Clark
- II. Clergy Comments
- III. \*Consent Agenda
  - A. October 27 Executive Board Minutes
  - B. Reports/ Minutes from Ministers, Boards and Others
  - C. Boy Scouts Pancake Breakfast Fundraiser
- IV. Committee Reports
  - A. Communication Committee: Advent Mailing
  - B. Planning Committee: Draft Proposed Groundrules and Behavioral Covenant
  - C. PMRC: Responsibilities and Planning for the Year
- V. Treasurer's Report
- VI. Board Reports
  - A. Finance: 2010 Budget Planning
  - B. Stewardship: 2009 Campaign Progress & Resource Development Committee Ideas
  - C. Music: Organ Celebration Fundraising Update
- VII. Selected Pending Matters
  - A. Recognition of Sally's Ministry
  - B. Open & Affirming Task Force Recommendation
- VIII. Congregational Comments
- IX. Adjournment & Lord's Prayer

\* May need Executive Board approval

**Meeting Reminders:**

**Planning Committee Mtg.: December 16; 7:00 PM (Founders)**  
**Leadership Committee Mtg: December 13; 9:30 AM (Founders)**  
**Operating Committee Meeting: November 24; 7:00 PM (Mayflower)**  
**Executive Board Meeting: December 15; 7:00 PM (Mayflower)**  
**PMRC Meeting: Date TBD; 7:00 PM (TBD)**

**EXECUTIVE BOARD MINUTES  
GLENVIEW COMMUNITY CHURCH  
27 October 2009**

- I. Call to Order:** The meeting was called to order in the Mayflower Room at 7:05 PM by Moderator, Constance Filling. The roll was recorded silently by the clerk.

Present: Howard Roberts, Pam Keckler, Constance Filling, Tom Amos, Rob Hevey, Beryl Bills, David Aki, Kara Clark, Bob Kappus, Judy Fellingham, Scott Lothian, Pam Riedy, Mark Sawires, Pam Asplund for Carolyn Brown, Chris Calandra, Glenn Davis, Laura Heyser, Melinda Krueger for Bud Kinzalow, Barb Lothian, Betsy Martin, Steve Morgan, Ray Scott, Tracy Sawires, Sally Thuresson, Kim Yagelski.

Excused: Sally Iberg, Lloyd Bettis, Christine Foley, Bill Ryan

Guests: Larry Kemp, Jane Sanderson, Allison and Bob Vevang and Confirmands Bryant Nelson, Jason Vevang and Michael Baddeloo

Opening Reflection was given by Davis Aki.

- II. Clergy Comments:** complete reports from Howard Roberts, Pam Keckler and Sally Iberg are included in the Executive Board Packet dated October 27, 2009. Howard reflected on the grieving process and the value of the materials on grieving provided in his report.

**III. Consent Agenda:**

- A. Minutes from the September 22 Executive Board meeting and the September 27 Special Congregational meeting
- B. Minutes and Reports from Ministers, Boards, and Others
- C. Sunsetting the Personnel Task Force
- D. Request from the Vevang's 8<sup>th</sup> grade Confirmation class to raise funds beginning in December for St. Martin de Porres "House of Hope", a shelter for women and their children
- E. Permission to hold at GCC and provide support for a Heifer International Quilt Auction, November 5 and 6, 2010.

A motion was made, seconded, and passed by those present and voting to approve the Consent Agenda as presented.

**IV. Committee Reports:**

- A. Leadership Committee: The following individuals' names were placed in nomination for the Adult Education Board for the 2009-2011 terms: Vicki Buzard and Sally Sargent. A motion was made, seconded, and passed by those present and voting to approve the Adult Education Board nominations.
- B. Communications Committee: Larry Kemp, acting chair, no report.
- C. Operating Committee: Constance Filling, committee chair, provided an update of the meeting held prior to this Executive Board meeting which covered the following items:
  - Review of the Committees' role and responsibilities
  - Identification of issues for consideration by the committee
  - Examining the space needs of staff and Boards

- V. Treasurer's Report:** Rob Hevey, Church Treasurer, reviewed the year-to-date and month of September financials. Pledge collections continue to exceed the budget and the pledge overage account is ahead of budget due to some pledge units exceeding their pledge amount. Although September expenses were below budget, expenses exceeded revenue by \$31,000. Year to date, actual expenses have exceeded actual revenues, resulting in a deficit balance in the General Fund of \$34, 573.

Questions regarding the expense overages on Account 9382 Health Insurance were addressed. Sally Thuresson requested a 10 year historical look at GCC Investments, sans any Nursery School investments.

## VI. Board Reports

- A. **Finance Board:** Steve Morgan, chair, confirmed that the 2010 Budget continues to be refined, including the incorporation of PTF Group A recommendations as approved by the Executive Board. Steve reminded all Board Chairs to submit their 2010 budgetary requests to the Finance Board as soon as possible. As more concrete numbers from the Stewardship campaign are received, they will be used to adjust the proposed budget.
- B. **Stewardship Board:** Sally Thuresson, chair, reported results of the 2010 Stewardship Campaign *My Faith – My Church – My Commitment*. through October 26, as shown below:

Date	Number of Pledges received	Total dollars pledged	% Change over 2009*
09/17	72	\$248,467	14% inc.
10/26	372	\$866,666	10.23% inc.

\* Comparison between those pledging in both 2009 and 2010.

- C. **Membership Board:** Barb Lothian, chair, reported on additional efforts being taken to make visitors feel welcomed at GCC and to be more easily recognized. Red "visitor ribbons" will be placed in the Friendship Booklets and visitors will be encouraged to wear them. Other ideas were suggested by Executive Board members, including the following: use of two columnar Friendship Book pages which visually separates visitors' signatures from members signing the book; taking time during the service for greeting pew mates; and, sending visitors invitations to GCC events and activities held throughout the year.
- D. **Music Board:** Ray Scott, chair, reviewed the "Turn Back the Clock" service held October 18 which included Dr. Douglas Runnels and Dr. Marcia Van Oyen and reminded Board members of upcoming organ rededication events including Adult Education programs and the November 15<sup>th</sup> organ rededication service.
- E. **Children's Board:** Chair, Laura Heyser requested permission to place posters in the Narthex to advertise the toy and gift card drive being conducted by the Children's Board for the benefit of the Pediatric Oncology Treasure Chest.
- F. **Adult Education:** Chris Calandra, chair, solicited feedback on potential Adult Education programs and speakers.

## VII. Selected Pending Matters

- A. **Actions Taken following September 27 Congregational Meeting:** Constance Filling reviewed the steps taken to date by the ministers and moderators, including:
- Presenting a formal letter to Sally Iberg delineating the results of the September 27<sup>th</sup> meeting
  - Defining the church's role in meeting Sally's needs over the next three months
  - Identifying steps and actions needed to be taken between now and the end of the year for a smooth transition
  - Developing a process and time for grieving.

Celebrations of gratitude for Sally's ministry will be held on November 22 and December 27. As a part of the celebration, it was suggested that a "love offering" be collected for Sally. In response, the following motion was made and seconded: "to provide an opportunity for members to make a love gift to Sally Iberg." By voice vote, the motion was passed unanimously by all of those present and voting. The following individuals volunteered to act upon the motion: Tracey Sawires, Sally Thuresson and Tom Amos.

- B. **Pledging Confidentiality Discussion:** postponed to the November Executive Board.

- C. **Fund Raising Activities Reporting:** Going forward, individuals overseeing a fundraising project approved by the Executive Board will be requested to provide to the Executive Board a summary of the event including the financial outcome.
- D. **Meeting Ground Rules:** Board members were reminded of the Ground Rules which have governed GCC meetings in the recent past and were asked to hold themselves and others up to them. Comments were made concerning their relevance as related to all forms of communications (face-to-face, electronic, hard copy, etc.). As a result, the Ground Rules as well as the Behavioral Covenant and other related documents will be reviewed by the Planning Committee.

**IX. Congregational Comments:** none given

**X. Adjournment:** The meeting was adjourned at 9:55 pm with the unison saying of the Lord's Prayer.

Respectfully submitted,  
Beryl Bills - Church Clerk

<p>Next Executive Board Meeting, Tuesday, November 17, at 7:00 PM in the Mayflower Room</p>
---

**OPERATING COMMITTEE MINUTES  
GLENVIEW COMMUNITY CHURCH  
27 October 2009**

**I. Call to Order:** The meeting was called to order in the Mayflower Room at 6:40 PM by Moderator, Constance Filling. The roll was recorded silently by the clerk.  
Present: Howard Roberts, Constance Filling, Tom Amos, Beryl Bills, Pam Asplund for Carolyn Brown, Chris Calandra, Laura Heyser, Melinda Krueger for Bud Kinzalow, Barb Lothian, Betsy Martin, Steve Morgan, Ray Scott, Tracy Sawires, Sally Thuresson

Excused: Pam Keckler, Sally Iberg, Glenn Davis, Bill Ryan, Kim Yagelski

**II. Review of Committee Description and Responsibilities:** Constance reviewed the role and responsibilities of the committee as prescribed in the Glenview Community Church Constitution.

**III. Identification of Issues for Consideration for the Coming Year:**

A. Board Collaboration: The following opportunities for collaboration were identified:

- Rally Day
- Fund raising activities (e.g., Adult Education hosting a well-known speaker) and other ideas developed by the Resource Development Committee
- Developing a greater understanding of the UCC denomination and its relationship with GCC.

B. Board roles and support needed as we transition to two ministers:

- Evaluation of and need for ministerial and outside input/support on those Boards Sally Iberg interfaced with
- Provision of grief counseling for congregational members
- Staffing of the Church office front desk.

C. Development of realistic Board budgets for 2010 and 2011

- Provide to the Finance Board a realistic evaluation of budget needs.

**IV. Identification of Space Needs**

Constance introduced the issue of how to best meet and manage the space needs of both the staff and Boards. This issue will be explored further at the next Operating Committee meeting (TBD).

**V. Adjournment:** The meeting was adjourned at 7:00 pm.

Respectfully submitted,  
Beryl Bills - Church Clerk

<p><b>Next Operating Committee Meeting TBD.</b></p>
---

**Sunday Service Attendance 2007 - 2009**

	<b><u>2007</u></b>				<b><u>2008</u></b>				<b><u>2009</u></b>			
Mon	8:30/ 9:30	10:30	Total	AVG	8:30/ 9:30	10:30	Total	AVG	8:30/ 9:30	10:30	Total	AVG
Jan.	91	235	364		206		206		151		151	
	77	206	248		68	242	310		58	212	270	
	108	190	298		82	179	261		92	235	327	
	133	255	388		314		314		323		323	
			<b><u>325</u></b>				<b><u>273</u></b>				<b><u>268</u></b>	
Feb	103	251	354		95	218	313		86	277	363	
	91	250	341		89	214	303		111	234	345	
	105	307	412		66	164	230		98	263	361	
	58	143	201		100	257	357		73	223	296	
			<b><u>327</u></b>				<b><u>301</u></b>				<b><u>341</u></b>	
Mar	116	255	371		63	269	332		69	238	307	
	114	241	355		71	294	365		47	213	260	
	106	242	348		123	404	527		74	243	317	
	87	208	295						82	274	356	
			<b><u>342</u></b>						27	123	150	
					393	466	859	Easter				
					14			Friday Noon Hour				
					62			Maundy Thurs.				
					85			Good Fri.				
					58	131	189	<b><u>454</u></b>				
Apr	138	378	519		79	292	371		120	270	390	
	686	686	1372	Easter	240	457	697	Godspell	73		Maundy Thursday	
	148	390	538		89	226	315		113		Good Friday	
	191	262	453		61	367	428	confirm.	447	757	1204	East.
	118	405	523	Confirm.					112	363	475	Musical
			<b><u>680</u></b>				<b><u>453</u></b>		60	451	511	Confirm
											<b><u>645</u></b>	
May	96	166	262		143	232	375	Choir	41	423	464	Choir
	81	191	272		81	192	273		98	377	475	Kids Sing
	103	454	557	Vote	81	304	385		69	118	187	
	106		106		131			begin 1 9:30 service	99			begin 1 9:30 service
			<b><u>299</u></b>				<b><u>291</u></b>		194		Youth Sunday	
											<b><u>284</u></b>	
Jun	309		309		244		244		214		214	
	198		198		152		152		143		143	
	132		132		164		164		127		127	
	133		133		132		132		156		156	
			<b><u>193</u></b>		147		147				<b><u>160</u></b>	
							<b><u>168</u></b>				<b><u>160</u></b>	

Easter Maundy Thurs. 99  
 Easter Good Friday 156

		<u>2007</u>				<u>2008</u>				<u>2009</u>			
Mon	8:30/ 9:30	10:30	Total	AVG	8:30/ 9:30	10:30	Total	AVG	8:30/ 9:30	10:30	Total	AVG	
Jul	167		167		139		139		98		98		
	120		120		159		159		136		136		
	131		131		164		164		129		129		
	202		202		155		155		172		172		
	167		167										
				<u>157</u>				<u>154</u>				<u>131</u>	
Aug	213		213		160		160		121		121		
	191		191		146		146		101		101		
	180		180		200		200		137		137		
	132		132		199		199		161		161		
					123		123		130		130		
				<u>179</u>				<u>166</u>					
Sep	132		132		284 Rally		284		114		114		
	114	254	368	Rally	43	183	226		290		290		
	81	230	311		51	161	212		53	281	334		
	103	181	284		69	208	277		82	299	381		
	83	208	291										
				<u>276</u>				<u>250</u>				<u>238</u>	
Oct	121	270	392		96	386	482		92	283	375		
	78	233	311		76	178	254		59	224	283		
	110	217	327		77	247	324		153	337	490		
	90	230	320		68	235	304		60	199	259		
				<u>337</u>				<u>340</u>				<u>352</u>	
Nov	98	221	319		76	287	363		76	230	306		
	95	183	278		85	205	290						
	82	272	354		55								
	171		171		114	308	422						
					119		119						
				<u>281</u>				<u>250</u>					
Dec	10:30	1:30	4:00		10:30	1:30	4:30						
	592	286	333	1211	486	379	484	1349					
	61	245	306		116	278	394						
	123	261	384		50	187	237						
	75	225	300										
	4:30	7:30	11:00		4:30	7:30	11:00						
	552	67	497	1116	662	112	445	1219					
	172		172		120		120						
				<u>582</u>				<u>664</u>					

## **Senior Minister's Report**

Executive Board

November 17, 2009

About this time each year I spend a week working off site planning sermons and worship services for the following year. I shall the results with the worship and program staff as an outline for our preparation and planning for the year. An additional part of the planning and preparation during the week this year involved planning to cover the necessary responsibilities of Rev. Pam Keckler while she is on sabbatical from December 1, 2009 through February 28, 2010. I also began formulating what ministries we will not be able to provide with the vacating of Sally Iberg's position.

Since the last Executive Board Meeting, I conducted worship services on 10/31, 1/1, and 1/15. I also conducted a memorial service, two baptisms, and seventeen meetings.

The community Thanksgiving service will be held at The New Church in Glenview on Wednesday evening November 25 at 7:30 p.m. The community choir will rehearse at 6:30 at The New Church. Worshipers are encouraged to bring canned goods which will be collected for the Northfield Food Pantry.

Howard W. Roberts

## Pam's Sabbatical

For those of you who have been in my office, you've seen the many pictures of family and grandchildren that adorn my walls and windows. These faces inspire and energize me. One of my favorite pictures is that of the three little girls standing on a fence, their backs to us, looking out over a field and farm yard with nothing there but blue sky, trees and grass. Wait, that's just what *I* see. I'm sure these pre-school children are seeing cotton candy clouds, frogs jumping, trees dancing. They are doing what children do: taking *time* to explore, listen, play and learn. When I think about my upcoming sabbatical, I picture myself climbing on the fence and looking through a different lens of what's out there for me to explore and learn as I take time for growth and renewal.

I received approval a year ago from the Executive Board to take my three month sabbatical during the months of December, 2009 through February 2010. An odd time, you may say. Perhaps – but it's a good time for *me* as I review my major planning months of programs and confirmation curriculum writing, which are normally done in the spring and summer time. Although I didn't expect us to have one less minister next year, I do have volunteers and staff people in place to make sure the programs and work continue during my absence. It will be different than I might do it, but that's good, too. The author of Clergy Renewal says that "...one of the blessings of sabbaticals is that they force clergy and lay leadership to re-think how ministry is done while they are gone" and that "lay ministry and leadership are often able to emerge in more new and creative ways..." *Clergy Renewal – The Alban Guide to Sabbatical Planning* by Bullock and Bruesehoff.

So what am I planning to do while I'm on sabbatical? I hope to participate in various retreats and workshops for my *personal and spiritual growth*. These may include a "Soul Care Retreat" which will offer time for prayer and listening. Others are a self-directed retreat; Advent Day of Reflection; Winter Pastor's School with various theologians and authors; Spirituality Practice with Joyce Rupp through "E-courses" online.

I am yearning to return to my piano playing. I realize I have not sat down and played the piano for weeks, maybe months. So I want to spend time with *music*. I hope to visit a recording studio, take music theory classes, attend a congregational song seminar for church leaders. I want to spend *hours* playing the piano without interruptions, meetings, or following a schedule or answering emails and phone calls.

Finally, I hope to research the various *career networking* that is happening in other churches, etc. for people who are in career transitions or looking for jobs. We've begun a good work here at GCC and in the community, but I think we can offer more programs and help for individuals. Now I will have time and space to do that.

Of course, many sabbatical books say that it's important to "maintain flexibility and a sense of expectancy" and not to be too rigid. So I'm always open to see what other paths may open this winter. Who knows what may lie beyond the fence. *Pam*

**Report to the Executive Board**  
**November 2009**  
**Rev. Dr. Pam Keckler – Minister for Spiritual Formation**

**Worship**

Preached once and assisted in worship once  
Preparing for leading Family Advent worship  
Attended a wonderful workshop on congregational singing

**High School Youth**

Great job by the PYF Singers and Kim Yagelski for worship Nov. 8  
Attendance and participation has been very good  
Always looking for a pool of volunteers/sponsors for PYF  
Gearing up for Pageant  
Delivering 21 Christmas trees on Thanksgiving weekend. We sold 52.  
Congratulations to Lisa Ruch, our Optimist Club recipient of Religious Service

**Confirmation Class**

Classes are creating a variety of service projects & still finalizing some  
Met with teachers to obtain their needs while I am gone, plus coverage

**678 Club**

A good number of 6<sup>th</sup> and 7<sup>th</sup> graders, no 8<sup>th</sup> graders at this time  
They love working on mission projects and playing games together.  
PYF youth help with event and get to know the young people

**This Past Month**

Women's Winter Retreat – finalizing plans; 2 women to help Marilyn  
Attended Glenview Clergy meeting  
Attended 60 Plus luncheon  
Delivered several new prayer shawls to members and friends of GCC

**Report on recent Pastoral Care Opportunities**

Caregiver's Support Circle - very appreciative of being together  
Prayer Shawl Ministry Group – 38 women who knit/crochet  
Women's Breast Cancer Group – 12 women who share with each other

Future meeting with 20-30 year old group – TBD – They're all busy!

**Sabbatical**

My report is on a separate page in this report. It is the article that will go into the Broadcaster next week.

## A Thanksgiving Blessing

May an abundance of gratitude burst forth  
as you reflect upon what you have received.

May thanksgiving overflow in your heart,  
and often be proclaimed in your prayer.

May you gather around the table of your heart  
the ardent faithfulness, kindness, and goodness  
of each person who is true to you.

May the harvest of your good actions  
bring forth plentiful fruit each day.

May you discover a cache of hidden wisdom  
among the people and events  
that have brought you distress and sorrow.

May your basket of blessings surprise you  
with its rich diversity of gifts  
and its opportunities for growth.

May all that nourishes and resources your life  
bring you daily satisfaction and renewed hope.

May you slow your hurried pace of life  
so you can be aware of, and enjoy  
what you too easily take for granted.

May you always be open, willing,  
and ready to share your blessings with others.

May you never forget the Generous One  
who loves you lavishly and unconditionally.

*Joyce Rupp*

*May you and those you love have a wonderful season of Thanksgiving.  
See you when I return. Thank you for your gifts and talents you share.  
Pam*

## **EXECUTIVE BOARD REPORT**

Rev. Sally Iberg, Minister for Mission and Ministry  
November 17, 2009

Allison and Bob Vevang's confirmation class invited me to join them for breakfast on November 8 and to talk with them about my work at GCC. The muffins were delicious. The discussion was engaging. Our time together began with one of the confirmation students reading my October Executive Board report, outlining my time with GCC through the end of the year.

I talked briefly about my ministry here and then these inquiring teenagers asked questions. I won't remember all of the questions. Let me try to capture some of them. What does it mean to be ordained? What attracted you to GCC? What have you most enjoyed about being here? When did you know you were going to be a minister? Were you surprised by the vote at the congregational meeting or did you have some sense that it would happen that way? Is it difficult to be here now? When you leave, will you be glad that you were here?

What an amazing array of questions. What a wonderful conversation.

I continue to talk with members and friends of GCC about what lies ahead for the church and for me. I am glad to have these conversations. A few weeks ago a member who has been away for a while greeted me with her regrets that I would be leaving and then asked about my sabbatical. She was interested in what I did while I was away. We spent some time looking at the highlights of that time and talking about what a renewing experience it was.

I am updating my ministerial profile which will be a key document in my search for a new call. Prior to my call to GCC, I served as the pastor of a church in Chicago. I will explore opportunities to serve as a sole pastor or as senior pastor of a multi-staff church.

Several people have commented on the "Ordained Minister's Code" that was included with last month's EB report and in a recent Broadcaster. There is a companion piece from the UCC, which I have attached. It is called "The Church in Relation to its Pastor" and covers ministry, partnership, ethics, and commitments. Both of these documents were included with the Letter of Call that GCC provided me when I began my ministry here. They are helpful documents as churches and ministers live out their calls to ministry.

I will be here through the end of the year. On December 27th, the morning worship service at 9:30 will incorporate the liturgy that formally ends my authorized ministry. A representative of the Chicago Metropolitan Association will participate in that service, just as representatives of the wider church participated in the service of installation when I came to GCC over six years ago.

## **THE CHURCH IN RELATION TO ITS PASTOR**

In the United Church of Christ

### **THE MINISTRY**

This local church recognizes itself as a part of the people of God and fulfills its purpose as it becomes a community for ministry and mission. We recognize our pastor as a person called by God who has attained particular skill and competence in leading our local church in fulfilling its mission and ministry.

We have called our pastor to preach and teach the gospel, to administer the sacraments and rites of the Church, and to exercise pastoral care and leadership. As we expect the pastor to be responsible in preaching and teaching the gospel and in administering the sacraments and rites, so will we be responsible for receiving and heeding the Word of God that comes through the proclamation of the gospel and the celebration of the sacraments and for responding to the pastoral care and leadership offered.

### **PARTNERSHIP IN MINISTRY**

We believe that the ministry and mission of the Church are given to all baptized Christians. We will nurture and join our gifts for ministry with those of the pastor in the Church and in the world.

In all matters pertaining to the life, organization, and mission of this local church, we will work cooperatively and collegially with the pastor.

We recognize that our church and our pastor are part of the larger faith community that is the United Church of Christ, and we will be and will support our pastor in being responsible participants in our Association, the Conference, and the United Church of Christ.

We recognize that our church and our pastor are part of the Church Universal, and we will be and will support our pastor in being responsible participants in ecumenical activities in order to strengthen the unity, witness, and mission of the Church everywhere.

### **THE ETHICS OF MINISTRY**

We will regard all persons with equal respect and concern and will support and expect our pastor to undertake to minister impartially. We will not discriminate against any person, group or organization on the basis of race, gender, age, sexual orientation, faith, nationality, ethnicity, marital status, or physical, mental, or emotional disability.

We recognize that we have called our pastor as the pastoral leader of this local church, and we will not invite other pastors to provide pastoral services within this church or to members of this church without our pastor's consent.

We recognize and respect that our pastor receives confidential and privileged communication.

We will establish policies regarding baptism, communion, marriages, funerals, and the use of church facilities and personnel in consultation with our pastor and will honor them in our life as a local church.

We respect the privacy of the pastor's family and the family's right to time together without interruption.

We do not expect the pastor's family to assume roles of leadership or levels of involvement beyond the family's wishes.

We recognize that conflict or tension between our pastor and the local church can arise. Should divisive tensions threaten our life together, we will seek the counsel of the Conference or Association Minister or the Association Committee on the Ministry.

## **COMMITMENTS IN MINISTRY**

We recognize the many and diverse expectations we have of our pastor, and we will offer our support through prayer, encouragement, and partnership in the ministry of this church.

We recognize our responsibility to provide our pastor with adequate compensation and fringe benefits. We will make these decisions in consultation with our pastor and in light of the compensation guidelines established by our Conference. We will provide for an annual review of compensation that considers effectiveness, cost of living, ministerial competence, and years of service.

We recognize our pastor's need for physical and spiritual renewal, and we will provide adequate time and resources for study, devotion, leisure, vacation, and sabbatical.

Relying on the grace of God, we will lead lives worthy of the calling to which we have been called.

**GLENVIEW COMMUNITY CHURCH BOARD MINUTES  
CHILDREN'S BOARD**

**MEETING DATE:** November 3, 2009  
Meeting called to order at 7:07 p.m.

**MEMBERS PRESENT:** Laura Heyser, Kathy Lifton, Jim Yagelski, Shane Bill, Terry Adams, Sarah Taylor, Corey Barnes, Clark Bundy, Tracie Noe

**MEMBERS EXCUSED:** Betsy Garvey

**MEMBERS ABSENT:** Jennifer Nelson, Michelle Langenbach

**Opening Prayer/Reflection**

**Sarah**

**Executive Board Meeting**

Reviewed notes from previous Executive Board Meetings

**Laura**

**Rally Day**

Board Chairs coming together in January to discuss increased board participation/representation

**Sunday School Report**

**Kathy**

Attendance has been down the past couple of weeks, apparently related to sports activities. Kathy is looking for a substitute music instructor for 3-4 year olds for the balance of the year due to Debby Shellard's medical leave. A script is being developed for Palm Sunday. 5<sup>th</sup> grade will perform the Holy Week story. Kathy and Laura will lead and are looking for volunteers to help.

Classroom connections: Sarah has indicated that it is difficult to get parents to sign up and volunteer. Kathy suggested calling out for help closer to the day needed rather than a calendar for the year as people are afraid to commit to far in advance and often cancel.

The 5<sup>th</sup> graders will lead the November 22<sup>nd</sup> Children's Sermon.

Treasure Chest collection runs November 1-22. Larry Kemp (supports PR efforts for the Church) has volunteered to help with publicity to the congregation. Sarah will put together the content for an email blast. Kathy will look into getting information into the local paper. Kids are very engaged in it.

**Chair Report**

**Laura & Kathy**

11/29 Advent Wreath Party – 9:30 am – Children's Board cut greens for Wreaths. Laura has reserved room. Kathy will check with Pam on getting bread. Laura to ensure the event is communicated in the advent flyer. The Children's Board discussed donating extra wreaths to a Nursing Home. Shane to follow up with Marilyn Belleau to determine where to donate the wreaths. Jim to follow up with Confirmation & Youth Board to see if there is an advent book or insert to add along with the wreath.

11/29 – the Children's Board has been asked to coordinate with Fellowship Board to provide an appropriate send off for Pam Keckler. Laura will follow up with other Boards.

12/20 – Poinsettia Party – Clark, Betsy, Tracey and Michelle to lead. Sunday School children will make cards to go along with the Poinsettia. There was a recommendation to keep it simple and do a snack (chips and salsa) rather than a lunch.

Used book drive: Waiting to hear from Properties Board regarding bookshelf in the narthex but will plan on starting used book drive in January regardless of placement.

February - Mission Project – Heartland Animal Shelter – Sarah, Corey and Shane to lead.

3/28 Palm Sunday – Kathy and Laura to lead.

April 25<sup>th</sup> – Confirmation Sunday, lead the children in exercises. Worship in the Gym. Kathy will contact Barb Lothian to see if she will lead "Sweating in the Spirit"

May 16 and May 23<sup>rd</sup> Multicultural Worship

**New Business:**

An issue was raised by one board member regarding friends visiting GCC for the first time and ambassadors not knowing where to direct this family for Sunday School. There was also confusion about drop and pick up areas being different. This led to a general discussion of a desire to have worship services be more child-friendly and child-inclusive. Member discussed a desire to have children start worship in the sanctuary and then be dismissed to Sunday School. Comments were also made regarding a lack of social warmth in the sanctuary but it was pointed out that when “cares and concerns” were presented, the sanctuary is a warmer and more engaging environment. Discussions about how to better welcome new members/visitors led to inquiries regarding a Sunday school headquarters. Laura informed the board that a special meeting of the operating committee is being scheduled to discuss shared space in the church which will hopefully lead to the establishment of a Children’s Ministry Office and Resource room that will be centrally located and easy for visitors and members to find.

Reminder to continue checking in with your classrooms and support

**Classroom Connections –**

4 Year Olds – Sarah

5 Year Olds - Betsy

1<sup>st</sup> Grade - Jim

2<sup>nd</sup> Grade - Tracy

3<sup>rd</sup> Grade - Laura

4<sup>th</sup> Grade – Corey/Tracy

5<sup>th</sup> Grade - Clark

6<sup>th</sup> Grade – not needed

Meeting adjourned with the Lord’s Prayer at 8:30.

Next meeting: December 1, 7:00-9:00 pm at GCC

Respectfully submitted by Shane Bill

GLENVIEW COMMUNITY CHURCH  
FELLOWSHIP BOARD MINUTES

NAME OF BOARD: Fellowship Board

MEETING DATE/TIME/PLACE: Sunday November, 8, 2009/9:30 a.m. Room 213

MEMBERS PRESENT: Bud Kinzalow, Susan Johns, Ann Grant, Diane Christiansen, Melinda Krueger, Steve Krueger

MEMBERS EXCUSED: Paul DesJardins

The meeting was called to order by Bud Kinzalow at 9:30 a.m.

SUMMARY OF MEETING:

1. The meeting began with an in-depth discussion of jet lag and how people deal with traveling across many time zones in a short period of time.
2. We talked about upcoming celebrations during November and what help was needed by the Fellowship Board.
3. The board was updated on the last Executive Board meeting, specifically the love offering for Reverend Sally and the need for a 3<sup>rd</sup> person to help with coffee hour.
4. Our doughnut duty schedule was reviewed.
5. A list of prospective new board members was reviewed and board members agreed to contact prospects.
6. We discussed the rummage sale's current status.
7. While nothing needs to be done now we all agreed to mark our calendars for the St. Pat's Day Potluck on March 7<sup>th</sup>, 2010.

Minutes respectfully submitted by Bud Kinzalow.

**Glenview Community Church**  
**Finance Board Minutes**  
**November 9, 2009**

Members Present: Steve Morgan, Cricket Kelly, Jane Hund, Janet Berkenstock, Marlene Baddeloo, Larry Kemp, Laura Olsen, Rob Hevey

Members Absent: Scott Barnes

Meeting called to order 7:00 pm opening prayer led by Marlene Baddeloo

**Summary of Meeting:**

**Minutes**

October meeting minutes were approved

**Treasurers Report:**

No surprises in the financial results. The deficit of \$41,000 at October 31 is better than the budgeted deficit of \$107,000 and positions the Church to achieve break-even for the year.

**Budget:**

Janet Berkenstock continues to refine the budget for 2010. We have received confirmation from several board chairs regarding their proposed 2010 budget, and are following up with the remaining board chairs as well as other groups including Women's Association, Pageant, etc. so that we can finalize the budget at our next meeting and then deliver it to the Executive Board at their December meeting.

We almost have enough pledges to support the preliminary pledge contribution budget and that number should go up. However, we are also still refining items on the expense side of the equation and so should not be presuming at this time that any excess revenue will be available.

**Insurance:**

Steve will follow up with Lloyd Bettis to determine what the various health care options are.

**Stewardship:**

Updated amounts have been provided as they have been available. Pledges for next year still look strong.

**Nursery School:**

A meeting will be scheduled for December 7 with the Nursery School.

**Investment:**

October marginally down, but not significant. The portfolio is still coming back nicely.

Marlene and Cricket will draft a resolution to make sure transfers from endowments comply with the new UPMIFA law that went into effect on June 30, 2009.

**Leadership**

A Leadership meeting is scheduled for Sunday, November 15th.

**Audit:**

Marlene Baddeloo will get bids for either an audit or review for 2009. The bylaws require a financial review every other year. May consider having an outside review (less than an audit) and supplementing with internal procedures.

**PMRC:**

They did meet.

**Old Business:**

None

**New Business:**

BJBE is renting space on Tuesday nights to run their Hebrew school. Follow up will be done to determine the amount of the rent to be received and this information will be added to the budget.

Trustee of the day needs to tend to both the 8:30 and 10:30 services. Laura will call Chris Calandra to figure out what they want us to do with the children's offering.

Submitted by Marlene Baddeloo

# **GLENVIEW COMMUNITY CHURCH BOARD MINUTES**

## **Membership Board**

**November 8, 2009 at 11:45 am in the Parlor**

**MEMBERS PRESENT:** DeAnne Frank, Barb Lothian, Doug Morgan, Fran Oldham, Jill Ruter and Phyllis Scott

**MEMBERS EXCUSED:** Per Hanson, Meg Macfadden, Isabel McFaul, David Selby and Dave Winton

### **SUMMARY OF MEETING**

#### **Executive Board**

- **Reception for Sally Iberg**
  - December 27, 2009
  - Donations requested
- **Friendship Book**
  - Suggestion to create a more pronounced "Visitor" section
  - Membership Board will revisit suggestion once the current pads are diminished
- **Name Tags for Congregants?**
  - Membership Board thoughts
    - Tags would get lost
    - Adds another expense
- **Fund Raising Reports**
  - Groups affiliated with GCC should report fund raising activities to the Executive Board
- **Sunday School Kids**
  - Collecting new toys and gift cards for cancer ward "Treasure Boxes"
- **Pam Keckler**
  - Three month sabbatical starts December 1
- **Rally Day**
  - Suggestion that all boards should be involved

#### **New/Old Business**

- **Proposed Membership Board Budget for 2010**
  - \$2,600
  - Membership Board accepted
- **Rally Day Committee "Thank You"**
  - A note from Colleen MacKimm to thank the Membership Board for covering the \$73.40 postage to send out the Rally Day invitations.

- **Advent Calendar/Christmas Card**
  - Fran will stuff, label and stamp and send out by November 19
  - Jill will get Advent information online
  
- **Activity Calendar Card**
  - Similar to Advent Card currently sent out
  - Frequency—Monthly, seasonally, quarterly: to be decided
  - Highlight activities going on at the church
  - Present opportunities for involvement
  - Activities divided into categories
    - Fellowship, Music, Youth, Worship
  - Small enough for members/visitors put up on bulletin board for quick reference
  - Keep some at Visitor Tables and in pews
  - Doug will follow-up with Tania McCarthy
  
- **Visitor Tables**
  - Greeters
    - Be sure to put the dates you signed up for on your calendar
    - If unable to be there on your date, please find a substitute
  - Split duty in 2010
    - Starting in January, greeters will consist of one Membership Board member and a member from another board
    - Get information to direct people to right activities, i.e., Sunday School, especially on Rally Day
  
- **Visitor Brochure**
  - Tania McCarthy would like to be involved
  - More discussion at next meeting
  
- **Visitors that Didn't Join – Follow-up**
  - Dave W. – Report at next meeting
  
- **Bread Delivery**
  - Nan Hinchliff is not currently delivering bread
  - Reintroduction of delivering bread to all church visitors
    - Weekly: Get visitor information from Melissa Aki
    - Order and pick up bread
      - Previously ordered from Meier's Bakery in Morton Grove
    - Get loaves to Neighbor-to-Neighbor "point" person for delivery
      - Neighbors sign-up to deliver on an "as needed" basis
      - DeAnne will figure out in January
  - Bread delivered the week of the visit to GCC
  
- **Visitor Follow-up phone calls**
  - David S. – The response was positive, when he would get hold of the visitor

- **"Did You Know?" section to be added to Broadcaster and Bulletin**
  - Church Facts/Information – Historical, fun, activities, etc.
  - Phyllis will continue to move forward
  - Susan Mann, long-time member to come up with some DYKs
  
- **Bring Friends to Church**
  - Encourage members to bring friends to church and church activities, any time, not just during "Bring a Friend to Church" month.
    - Reminders
      - E-Mail from Membership Board: "GCC – Pass it on!"
      - Broadcaster and Bulletin
      - During "Welcome" at services
  
- **Survey – Jill**
  - Example sent to members of Membership Board
  - Discuss at next meeting
  
- Meeting adjourned

**NEXT BOARD MEETING SCHEDULED FOR:**

**December 13, 2009 at 11:45 am in the Parlor**

**Minutes Submitted On: November 10, 2009 by DeAnne Frank**

Ray Scott, chair, called the meeting to order at 7:05, it adjourned at 8:40.

Present: Ray Scott, Sue Newberry, Char Melzer, Bill Cooper, Mickey Safstrom, Gary Wendt, and Andy Lewis.

Absent: Peggy Roberts, Dick Conser, Ed Detweiler, Jennifer Burrows, and Debbie Shellard (we're glad you are recuperating!)

October minutes were approved. Ray shared information from the October Executive Board meeting.

Gary updated us on the concert series with the information that the 11/20 concert, sponsored by the North Suburban American Guild of Organists, will be at 8:00 instead of the published 7:00, and there will not be a featured artist, but numerous NSAGO members will perform.

The Organ Birthday celebration funding now has over \$9,000 in donations and pledges.

The 11/5 Chancel Choir discussion regarding the CD fund (#4119) resulted in a decision to wait and revisit the possible uses of the funds at another time.

A discussion was held to clarify the Simple Gifts Concert Series free will offerings collected at the concerts. The 10/18 concert program noted that it was to honor the memory of George Williams at Northfield Community Church. Bill Cooper moved to donate the collection from 10/18 to Northfield's Scholarship Fund in George's memory. The motion died for lack of a second. Further discussion revealed that this concert, and several others (like the one coming up Sunday 11/15) are all part of the Simple Gifts Concert Series, and, while it might be appropriate sometimes to donate portions of offerings to good causes, as a general rule monies collected at these concerts should be run through account #4123. Sue Newberry moved that all free will offerings at the Simple Gifts Community Concert Series be deposited in account #4123 -- Music Concert Series. Seconded by Char Melzer. Motion carried with one nay vote.

Staff reports: Andy says that everything is moving ahead normally. Debbie has arranged for subs until she returns, around 11/22, and she expects to direct the children at the pageant. Gary shared that someone has chosen to purchase a three octave set of hand chimes for the bell choir as a memorial. He also recommended that the board begin to identify some priorities regarding possible future projects. To that end the M.B. will have a special meeting after the first of the year dedicated to discussing priorities. Later in the meeting we decided to add a discussion to that special meeting designed to establish norms for pay to GCC musicians when they are involved in non-worship performances (i.e.; Simple Gifts, Organ Birthday.)

Financial matters: The budget has been set at \$13,600 for 2010. Month to date M.B. finances are correct. The issue of Friends of Music envelopes came up and Ray will try to get a definitive answer from the E.B. regarding our ability to collect funds in that way this year. He will also try to get a definitive answer on whether we can collect for charities at Pasta Luigi or if that collection must go to the general fund. In addition, Ray will contact the Clonts family to get a better definition of what their intention was regarding memorial money, as described in her obituary, dedicated to the memory of Sally.

Submitted by Sue Newberry

# GLENVIEW COMMUNITY CHURCH BOARD MINUTES

E-Mail to – [gccucc@gccucc.org](mailto:gccucc@gccucc.org)

DUE: 9:00 a.m. Wednesday before the next Executive Board Meeting

**NAME OF BOARD:** Pastoral Care Board

**MEETING DATE/TIME/PLACE:** Nov. 10, 2009, 7:00 p.m. Room 210, GCC

**MEMBERS PRESENT:** Mary-Lou Aagaard, Karen Aeschlimann, Val Anderson Marilyn Belleau, Toni Cucco, Barbara Gundrum, Sally Hicks, Mary Ellen Johnson, Carolyn Keller, and Betsy Martin

**MEMBERS EXCUSED:** Ann Deakyne, Barbara Pollak, Jackie Seter, and Sylvia Studt.

**MEMBERS ABSENT:** N/A

**DEVOTIONS:** Barbara Gundrum shared St. Theresa's prayer, commenting that it seemed to apply very well to the work of the Pastoral Care Board.

## SUMMARY OF MEETING:

**Parish Nurse's Report:** Marilyn Belleau said that a number of her recent activities also summarized the role of pastoral care. She met with the Care Givers group as they discussed their concerns about the holidays and their effect on them and those for whom they care. She met with the prayer shawl knitters. The group has grown from 18 to 30 with ages of the knitters ranging from school age to senior citizen. They shared their thoughts about their knitting and the unknown persons who will receive the shawls. Marilyn also met with the breast cancer group that has agreed to meet quarterly to share experiences and to nurture one another. Marilyn concluded that it had been a week of "doing what we're about".

## Old Business:

**October Minutes:** On a voice vote the Board approved the Minutes of the October 13 meeting with the following addition on page 2, the October Minutes were submitted on October 20, 2009.

**Sixty + Luncheon:** Val Anderson reported that, as expected, the October 20 luncheon had a large turn-out when Rosalie Amos, Ann Deakyne, and Mary Ann Peruchini told of their visit to Bhutan. There were many favorable comments about the program and food served that day. Val asked for volunteers to help at the November 17 luncheon. Toni Cucco, Sally Hicks, Barbara Gundrum and Barbara Pollak agreed to serve. The speaker, Janet Muskrat, will discuss the "7 super foods".

**Blood Drive:** Sally Hicks reported that the November 1 blood drive had gone well. Life Source had set a goal of 25 donors and was very pleased that 35 people gave blood that day. There were a few no shows but they were replaced by some walk-ins.

**All Church Memorial Service:** Marilyn said that the attendance was forty plus. Attendees appreciated the service and the reception following it. It was helpful that there was no concert scheduled in the sanctuary. This allowed people to linger in the church and talk. She thanked Betsy Martin for her readings.

**Memorial Services:** Carolyn Keller described the large Memorial Reception held for Sally Clonts on October 31. PCB members expressed some concerns about keeping the coffee pots filled when there is a large crowd. Carolyn thanked Mary Ellen Johnson for polishing the silver that sparkled at the reception.

**New Business:**

**Poinsettia Set-Up:** Marilyn and Betsy reviewed the schedule for the poinsettia set-up: Between 8:30 a.m. to 10:30 a.m. on Saturday, December 19th the sanctuary will be decorated. Volunteers delivering poinsettias will pick them up Saturday morning December 26 between 10 and 12. The remaining poinsettias will be taken to the Lake/Cook Nursing home by PCB members.

**We Care:** In Barbara Pollak's absence, Betsy reported that Barbara will be looking for drivers to bring members to church.

**Coffee Service:** Pastoral Care board will be serving at the coffee hours on December 20. Mary Ellen Johnson and Mary-Lou Aagaard agreed to serve following the 8:30 service. Val Anderson and Betsy Martin will serve following the second service.

**Executive Board Report:** Betsy provided the following highlights from the Executive Board:

1) The Membership Board has requested that each board have a member serve as a greeter when that board is serving coffee. Toni Cucco volunteered to do so on December 20 when PCB serves.

2) The PCB budget request for 2010 is \$800.00.

3) Eighth graders have asked for approval to raise funds for St. Martin's. It was approved.

4) Board approved Heifer Quilt Auction for Nov. 5 and 6, 2010.

5) The Children's Board asked for participation in the toy drive to benefit Pediatric Oncology Treasure chests.

6) There will be two events honoring Sally Iberg – at both coffee hours on Nov. 22 and a celebration during the church service on Dec. 27.

Following the Lord's Prayer, the meeting was adjourned.

**Next Board Meeting scheduled for Tuesday, December 8 2009 7:00 p.m., Room 210, GCC**

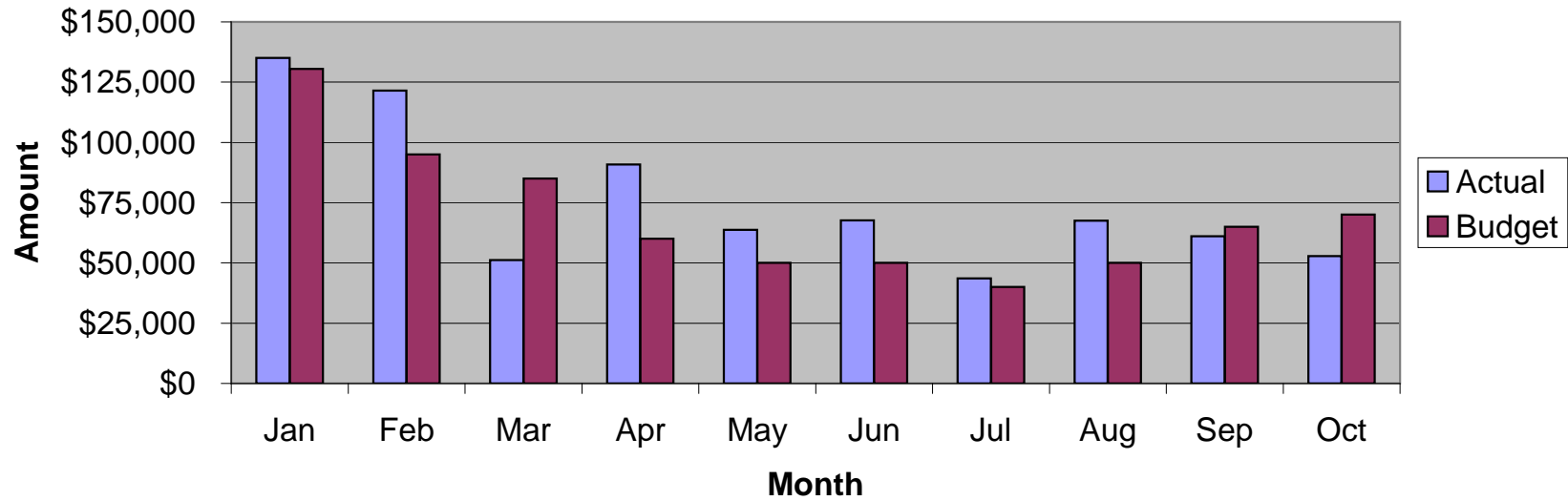
**Devotions: Karen Aeschlimann**

**Minutes submitted on:** November 12, 2009 by Mary-Lou Aagaard

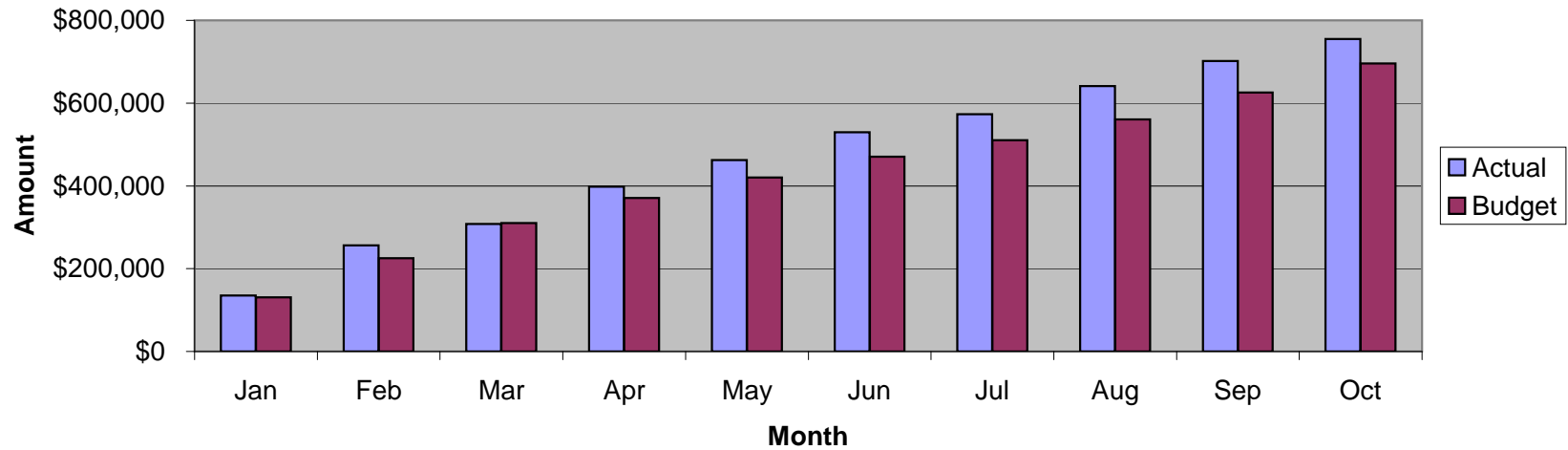
**Glenview Community Church  
YTD Revenue Expense Summary**

		YTD	YTD	YTD	Notes	
	Oct-09	Actual	Budget	Over/(Under)	General Note: Most revenue accounts and certain expenses have been seasonally adjusted.	
				Budget		
<b>Revenues</b>						
Contributions	66,229	865,421	760,409	105,012	Current Year, Overage, and Prior Year Pledges	
Loose Offerings	891	7,332	6,200	1,132		
Women's Assoc	-	13,100	13,000	100		
Fees & Nursery School	4,293	35,922	34,830	1,092		
Interest	11	440	3,200	(2,760)		
Housing Trust	1,229	4,037	10,200	(6,163)		
Endowment I	2,863	2,863	-	2,863		
Endowment II	1,380	9,451	8,000	1,451		
Mission Offering	-	11,644	12,500	(857)		
Special Events Income	2,811	2,811	-	2,811		
<b>Total Revenues</b>	<b>79,708</b>	<b>953,020</b>	<b>848,339</b>	<b>104,681</b>		
<b>Expenses</b>						
Pastoral	23,249	318,083	305,740	12,343		Expense prepaid insurance and annuities
Missions	7,757	88,314	89,000	(687)		
Children's Ministry	3,223	27,177	28,895	(1,718)		
Confirmation & Youth	3,468	27,788	26,680	1,108		
Pastoral Care	4,396	44,437	44,410	27		
Membership	74	10,391	12,028	(1,637)		
Adult Education	-	1,000	1,672	(672)		
Services & Sacraments	-	373	360	13		
Fellowship	-	115	480	(365)		
Music	5,969	57,843	58,375	(532)		
Stewardship	331	2,108	1,720	388		
General & Administrative	17,977	163,996	163,610	386		
Church Property	19,727	227,060	222,650	4,410	Salaries, Maintenance & Repairs partially offset by lower Utilities	
Pageant	-	-	-	-		
Capital Reserve	-	26,000	-	26,000	Repayment of "Loan" from 2008 year-end	
<b>Total Expenses</b>	<b>86,170</b>	<b>994,685</b>	<b>955,620</b>	<b>39,065</b>		
<b>Net</b>	<b>(6,462)</b>	<b>(41,665)</b>	<b>(107,281)</b>	<b>65,616</b>		
<b>General Fund</b>	<b>(41,035)</b>				<b>General Fund Negative - "Borrowing" from Capital Reserve</b>	
Capital Reserve	245,432					

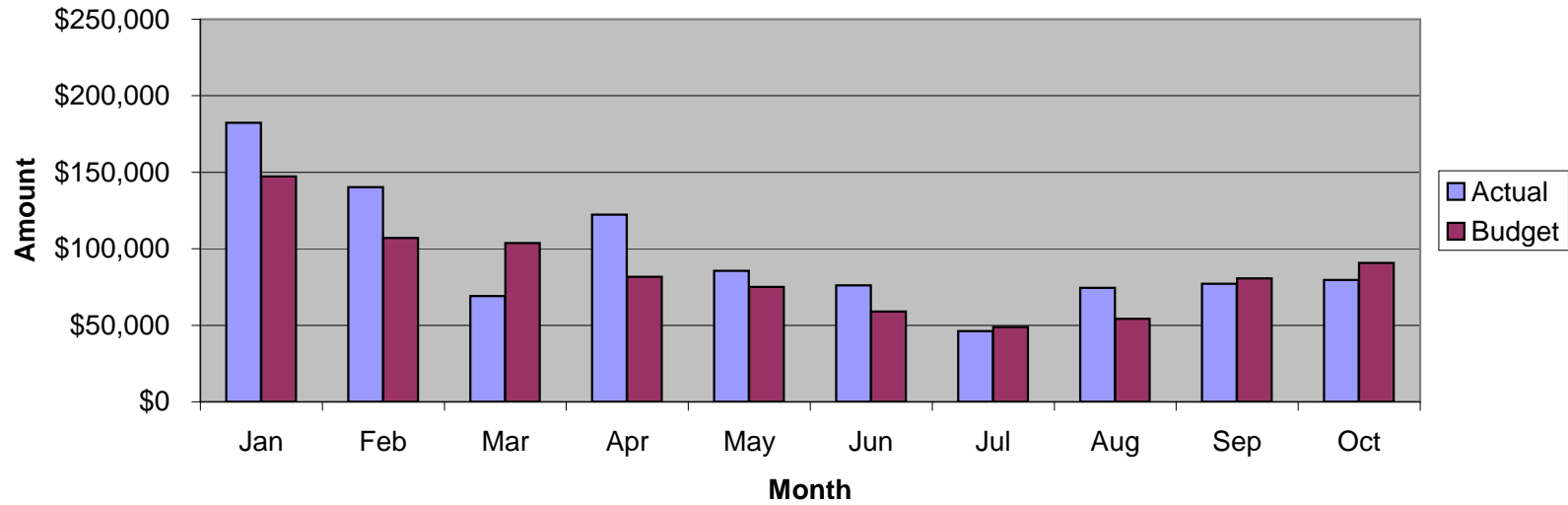
### Monthly Pledges - Actual vs. Budget



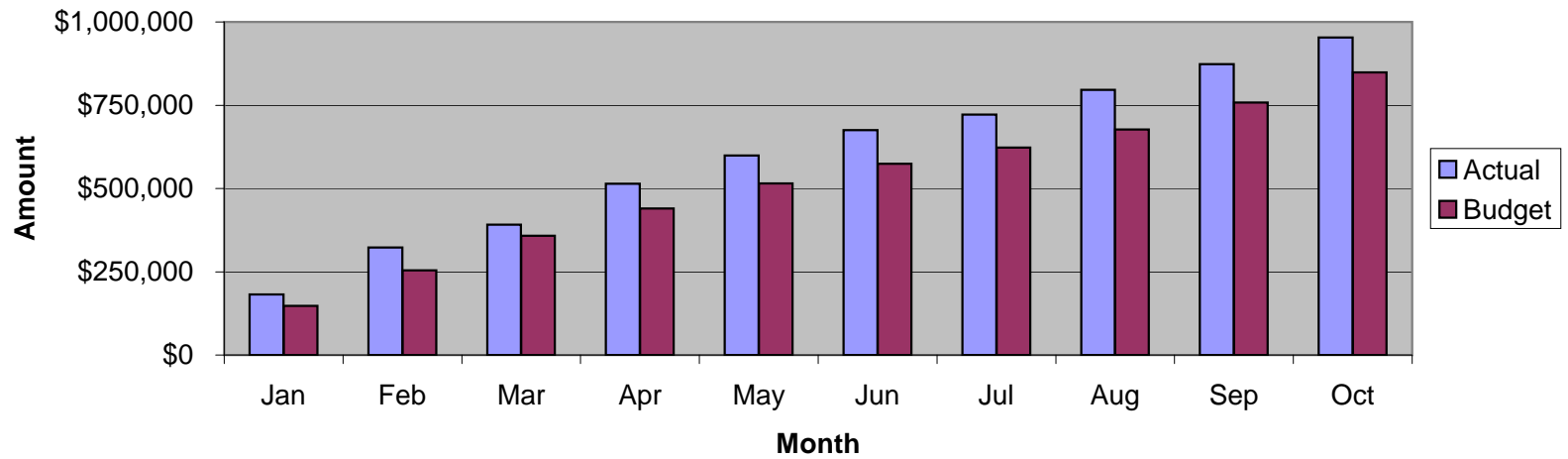
### YTD Pledges - Actual vs. Budget



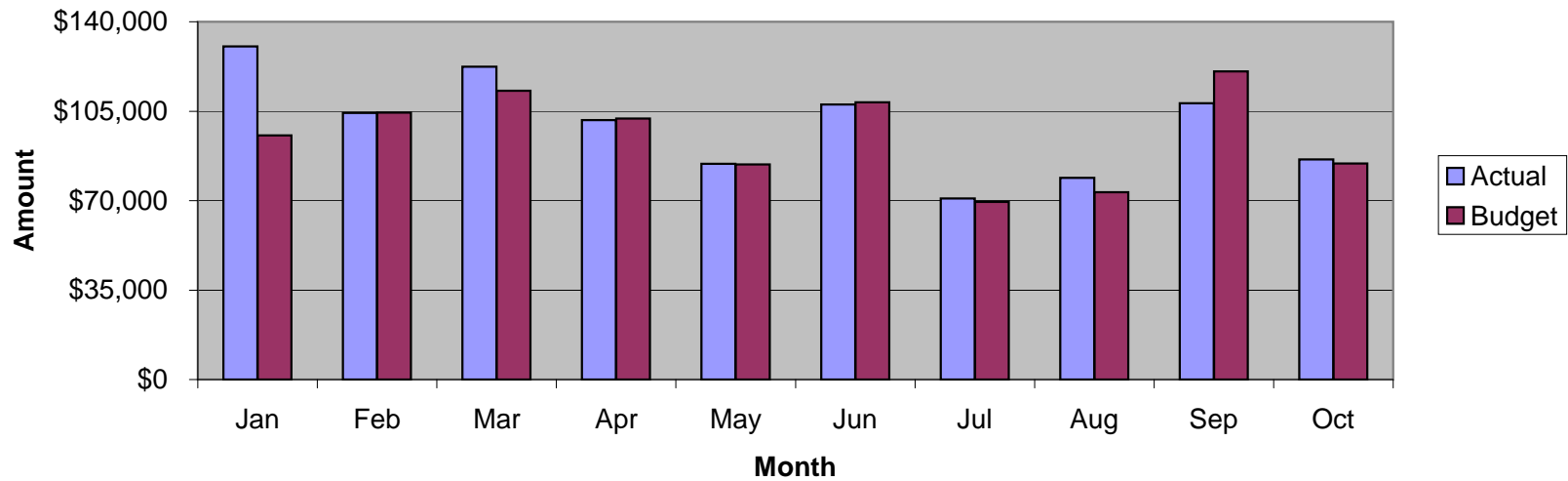
### Monthly Revenue - Actual vs. Budget



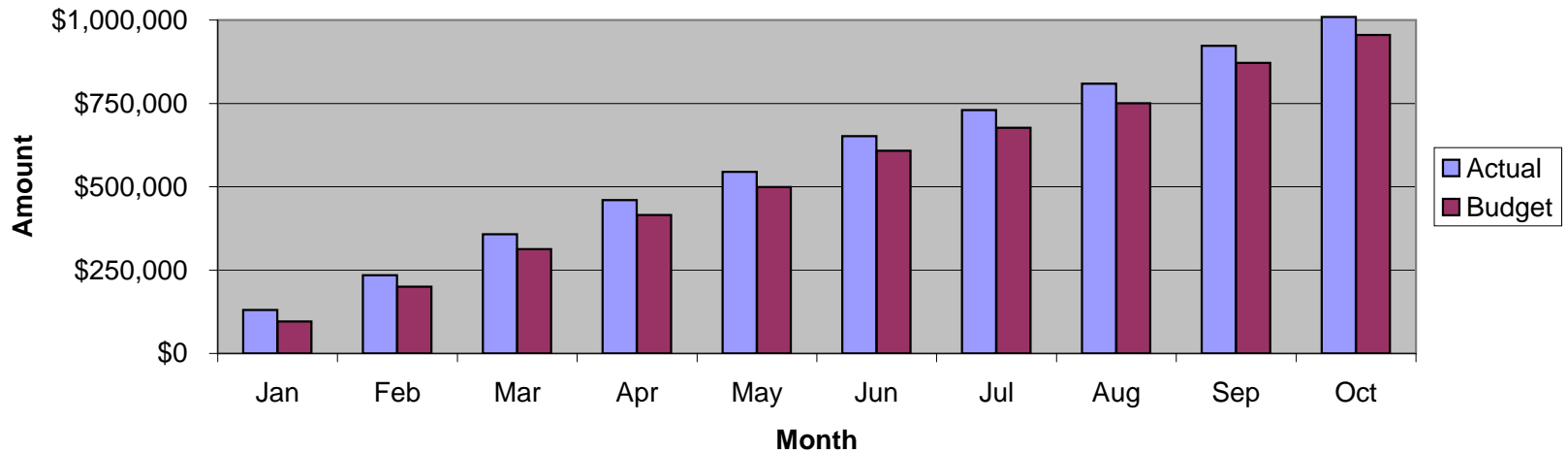
### YTD Revenue - Actual vs. Budget



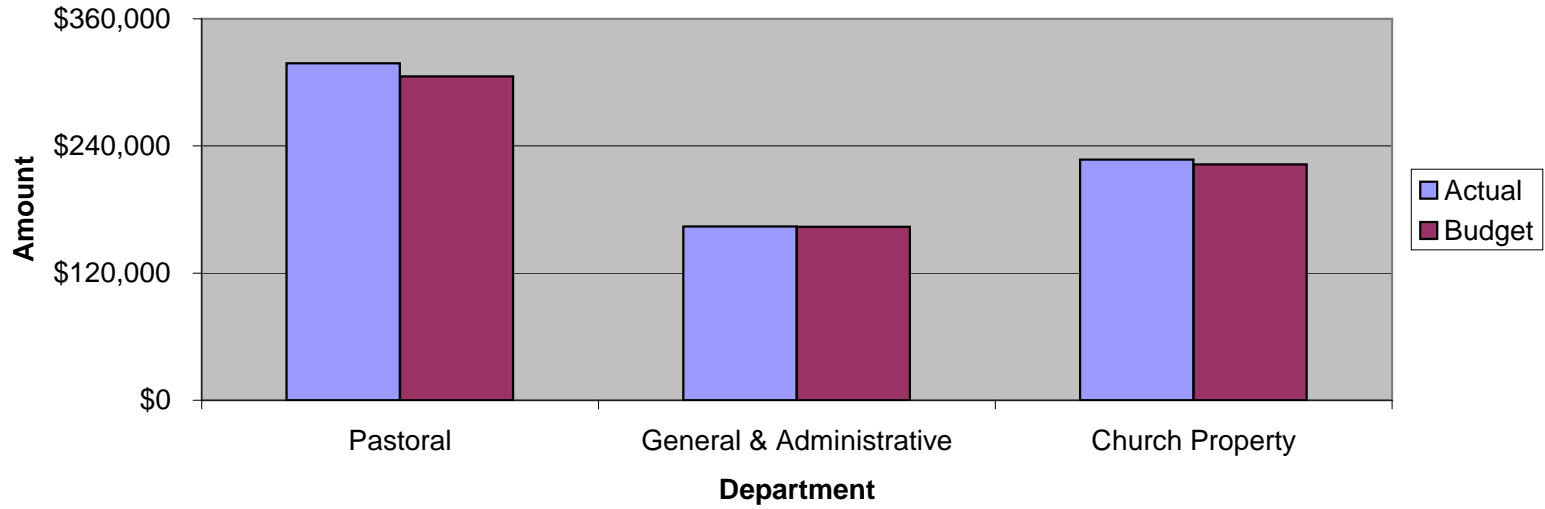
### Monthly Expenses - Actual vs. Budget



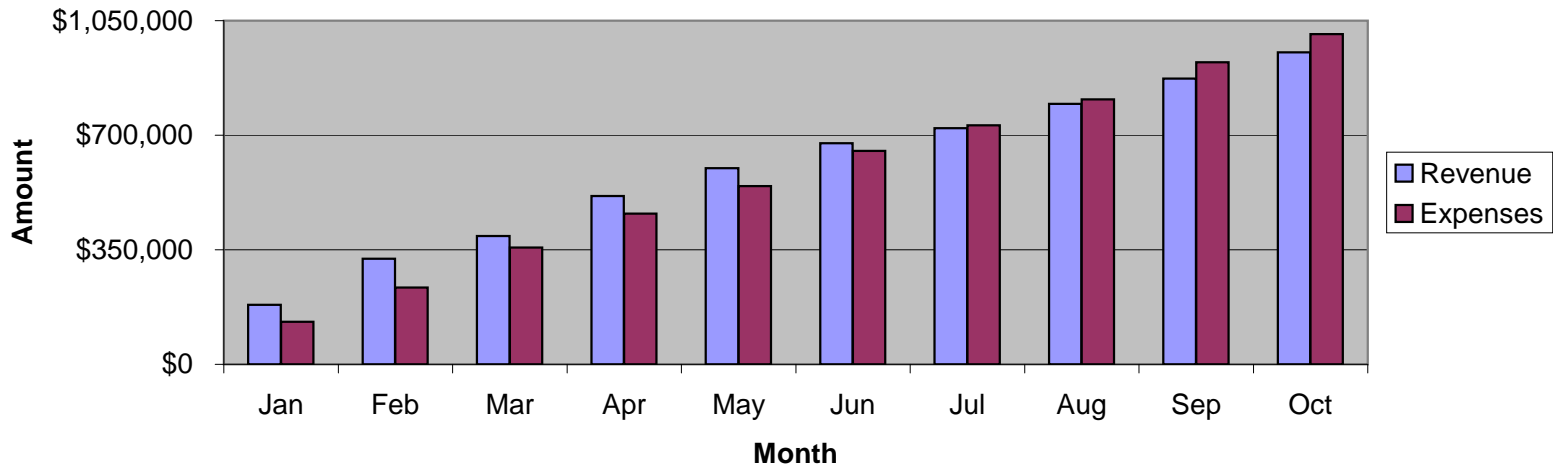
### YTD Expenses - Actual vs. Budget

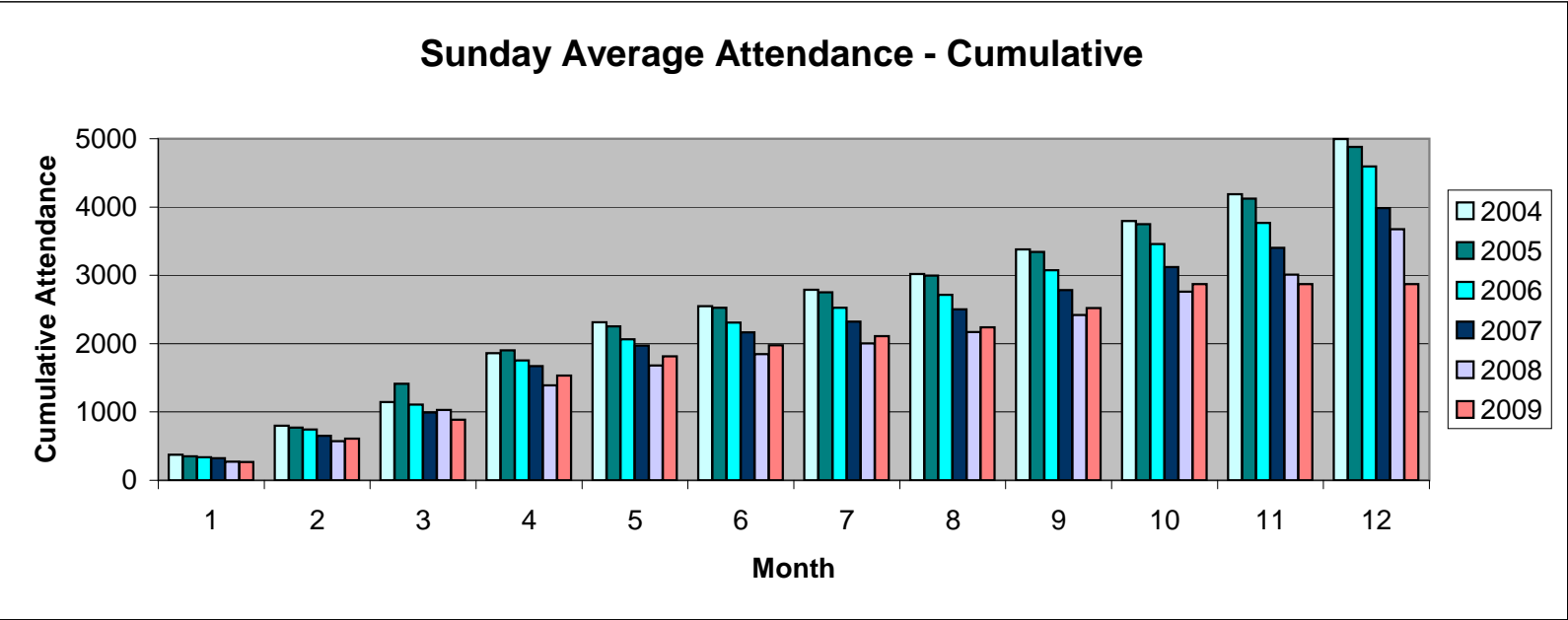
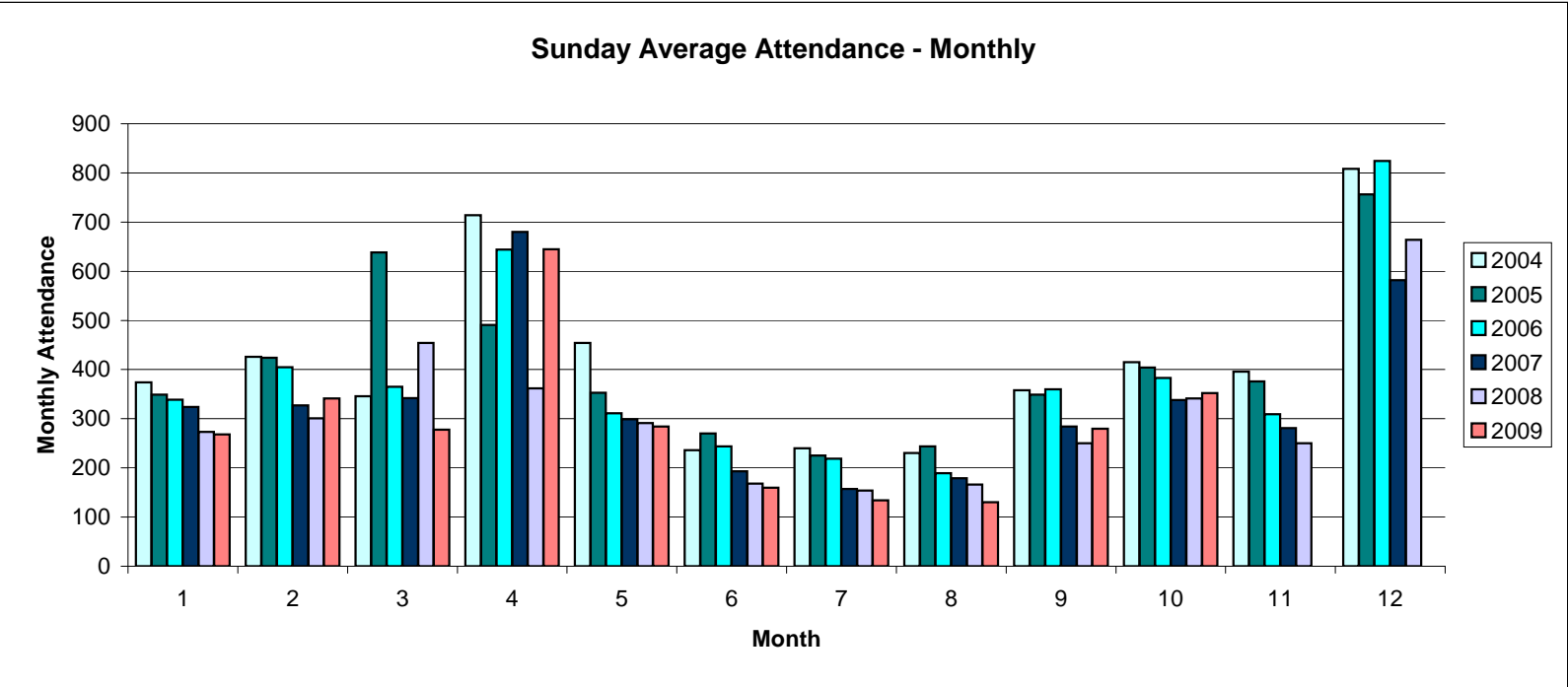


### YTD Operations - Actual vs. Budget



### YTD Actual - Revenue & Expenses





Glenview Community Church  
 Analysis of Revenues & Expenses - Summary Portrait 2009  
 October 2009

Accounts	MTOActual (This Year)	MTO Budget (This Year)	YTOActual (This Year)	YTO Budget (This Year)	YTO Actual (Last Year)	Annual Budget (This Year)
<b>Revenues</b>						
Total Revenues	\$79,707.90	\$90,690.00	\$953,019.84	\$848,339.00	\$866,876.27	\$1,125,687.00
<b>Expenses</b>						
Pastoral Expenses	\$23,249.42	\$23,420.00	\$318,082.70	\$305,740.00	\$295,404.06	\$362,960.00
Missions	\$7,757.00	\$9,550.00	\$88,313.50	\$89,000.00	\$89,257.93	\$116,879.00
Children's Ministry	\$3,223.08	\$3,200.00	\$27,176.73	\$28,895.00	\$28,645.13	\$35,385.00
Confirmation & Youth Ministry	\$3,467.80	\$3,335.00	\$27,788.12	\$26,680.00	\$28,095.80	\$33,392.00
Pastoral Care	\$4,396.11	\$4,455.00	\$44,437.43	\$44,410.00	\$43,077.91	\$53,371.00
Membership	\$73.68	\$275.00	\$10,391.11	\$12,028.00	\$25,826.01	\$12,582.00
Adult Education	\$0.00	\$209.00	\$1,000.00	\$1,672.00	\$1,113.25	\$1,998.00
Services & Sacraments	\$0.00	\$45.00	\$373.30	\$360.00	\$310.73	\$441.00
Fellowship	\$0.00	\$60.00	\$114.67	\$480.00	\$622.01	\$621.00
Music	\$5,968.55	\$6,190.00	\$57,842.69	\$58,375.00	\$66,564.62	\$69,455.00
General & Administrative	\$17,977.23	\$12,310.00	\$163,996.32	\$163,610.00	\$194,805.87	\$194,680.00
Stewardship	\$330.54	\$215.00	\$2,107.59	\$1,720.00	\$1,239.63	\$2,201.00
Church Property	\$19,726.83	\$21,225.00	\$227,060.47	\$222,650.00	\$235,023.87	\$270,731.00
Pageant	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,341.00
Capital Reserve	\$0.00	\$0.00	\$26,000.00	\$0.00	\$16,145.00	\$0.00
Long Range Plan Funds	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Expenses	\$86,170.24	\$84,489.00	\$994,684.63	\$955,620.00	\$1,026,131.82	\$1,156,037.00
Net Total	(\$6,462.34)	\$6,201.00	(\$41,664.79)	(\$107,281.00)	(\$159,255.55)	(\$30,350.00)

Glenview Community Church  
Analysis of Revenues & Expenses - Detail Portrait 2009  
October 2009

Accounts	MTD Actual (This Year)	MTD Budget (This Year)	YTD Actual (This Year)	YTD Budget (This Year)	YTD Actual (Last Year)	Annual Budget (This Year)
<b>Revenues</b>						
9105 - Current Pledge Contributions	\$52,804.55	\$70,000.00	\$754,880.20	\$695,509.00	\$691,023.64	\$898,661.00
9107 - Non-Pledge Contributions	\$6,052.00	\$4,000.00	\$47,988.62	\$47,500.00	\$54,353.85	\$60,000.00
9109 - Pledge Coverage Contributions	\$7,372.63	\$4,000.00	\$26,476.63	\$12,400.00	\$22,360.69	\$40,000.00
9110 - Prior Year Pledge	\$0.00	\$0.00	\$36,076.03	\$5,000.00	\$2,692.00	\$5,000.00
9115 - Loose Offering	\$761.00	\$700.00	\$7,065.77	\$6,000.00	\$6,301.54	\$9,000.00
9124 - Church School Offering	\$130.34	\$25.00	\$266.10	\$200.00	\$274.60	\$300.00
9130 - Women's Association	\$0.00	\$0.00	\$13,100.00	\$13,000.00	\$8,000.00	\$13,000.00
9135 - Building Fees	\$550.00	\$500.00	\$7,085.00	\$5,600.00	\$6,212.00	\$7,000.00
9142 - Nursery School	\$3,743.11	\$5,265.00	\$28,836.77	\$29,230.00	\$22,964.47	\$39,766.00
9145 - Interest Income	\$11.20	\$400.00	\$439.77	\$3,200.00	\$6,186.63	\$4,000.00
9147 - Housing Trust Income	\$1,228.91	\$3,400.00	\$4,036.90	\$10,200.00	\$18,750.00	\$13,960.00
9155 - Endowment Income	\$2,863.04	\$0.00	\$2,863.04	\$0.00	\$3,750.00	\$0.00
9157 - Endowment Income II	\$1,380.12	\$500.00	\$9,450.51	\$8,000.00	\$10,741.42	\$10,000.00
9170 - Neighbors In Need	\$0.00	\$1,900.00	\$0.00	\$1,900.00	\$1,655.00	\$1,900.00
9175 - Thanksgiving	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,250.00
9180 - Christmas	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9,250.00
9185 - Easter	\$0.00	\$0.00	\$9,765.50	\$8,750.00	\$8,466.18	\$8,750.00
9190 - One Great Hour of Sharing	\$0.00	\$0.00	\$1,878.00	\$1,850.00	\$3,144.25	\$1,850.00
9199 - Special Events Income	\$2,811.00	\$0.00	\$2,811.00	\$0.00	\$0.00	\$0.00
<b>Total Revenues</b>	<b>\$79,707.90</b>	<b>\$90,690.00</b>	<b>\$953,019.84</b>	<b>\$848,339.00</b>	<b>\$866,876.27</b>	<b>\$1,125,687.00</b>
<b>Expenses</b>						
<b>Pastoral Expenses</b>						
9302 - Salaries	\$10,575.44	\$10,575.00	\$105,772.28	\$105,750.00	\$105,761.96	\$126,913.00
9304 - Auto Expense	\$317.51	\$270.00	\$4,208.37	\$2,700.00	\$3,378.31	\$3,240.00
9306 - Expense Reimbursement	\$38.75	\$75.00	\$378.33	\$750.00	\$880.54	\$927.00
9308 - Annuities	\$0.00	\$0.00	\$34,993.75	\$32,340.00	\$29,402.62	\$35,283.00
9310 - Conferences 1 Continuing Educa	\$186.23	\$300.00	\$3,213.28	\$5,500.00	\$3,128.52	\$6,100.00
9312 - Senior Minister Allowance	\$0.00	\$150.00	\$211.33	\$500.00	\$499.38	\$675.00
9314 - Housing Allowance	\$10,426.43	\$10,425.00	\$104,264.30	\$104,250.00	\$104,264.40	\$125,117.00
9316 - Assoc. Minister Allowance	\$185.39	\$100.00	\$1,240.04	\$700.00	\$677.67	\$900.00
9382 - Insurance-Health	\$0.00	\$0.00	\$48,604.32	\$38,000.00	\$32,127.02	\$45,482.00
9384 - Social Security Add On	\$1,519.67	\$1,525.00	\$15,196.70	\$15,250.00	\$15,283.64	\$18,323.00
<b>Total Pastoral Expenses</b>	<b>\$23,249.42</b>	<b>\$23,420.00</b>	<b>\$318,082.70</b>	<b>\$305,740.00</b>	<b>\$295,404.06</b>	<b>\$362,960.00</b>
<b>Missions</b>						
9450 - Mission Offering	\$0.00	\$1,900.00	\$11,643.50	\$12,500.00	\$11,855.43	\$25,000.00
9454 - Missions	\$7,757.00	\$7,650.00	\$76,670.00	\$76,500.00	\$77,402.50	\$91,879.00
<b>Total Missions</b>	<b>\$7,757.00</b>	<b>\$9,550.00</b>	<b>\$88,313.50</b>	<b>\$89,000.00</b>	<b>\$89,257.93</b>	<b>\$116,879.00</b>
<b>Children's Ministry</b>						
9464 - Salaries-CM	\$2,407.64	\$2,485.00	\$22,687.80	\$22,525.00	\$22,687.80	\$27,503.00
9466 - SS-CM	\$184.18	\$190.00	\$1,735.58	\$1,720.00	\$1,735.58	\$2,104.00
9468 - Spiritual Formation	\$0.00	\$145.00	\$729.76	\$1,160.00	\$1,500.36	\$1,458.00
9472 - Teacher Training & Appreciation	\$0.00	\$0.00	\$168.59	\$450.00	\$521.45	\$450.00
9476 - CradleIToddler Supplies	\$0.00	\$60.00	\$439.87	\$480.00	\$40.12	\$630.00
9488 - Fellowship	\$50.26	\$90.00	\$312.20	\$720.00	\$47.96	\$900.00
9490 - Education & Spiritual Formation	\$581.00	\$160.00	\$616.12	\$1,280.00	\$1,447.58	\$1,620.00
9494 - Mission & Outreach	\$0.00	\$20.00	\$86.81	\$160.00	\$139.28	\$180.00
9496 - Childcare	\$0.00	\$50.00	\$400.00	\$400.00	\$525.00	\$540.00
<b>Total Children's Ministry</b>	<b>\$3,223.08</b>	<b>\$3,200.00</b>	<b>\$27,176.73</b>	<b>\$28,895.00</b>	<b>\$28,645.13</b>	<b>\$35,385.00</b>
<b>Confirmation &amp; Youth Ministry</b>						
9526 - Salaries-CY	\$2,525.00	\$2,525.00	\$20,200.00	\$20,200.00	\$20,200.00	\$25,250.00
9528 - SS-CY	\$193.16	\$190.00	\$1,545.28	\$1,520.00	\$1,545.29	\$1,932.00
9530 - Jr High - Confirmation	\$0.00	\$165.00	\$1,618.14	\$1,320.00	\$1,661.19	\$1,665.00
9532 - Jr High - Social	\$0.00	\$35.00	\$301.64	\$280.00	\$234.98	\$360.00
9536 - Sr High - Education	\$156.33	\$185.00	\$1,930.56	\$1,480.00	\$1,975.94	\$1,845.00
9538 - Sr High - Social	\$593.31	\$235.00	\$2,192.50	\$1,880.00	\$2,478.40	\$2,340.00
<b>Total Confirmation &amp; Youth Ministry</b>	<b>\$3,467.80</b>	<b>\$3,335.00</b>	<b>\$27,788.12</b>	<b>\$26,680.00</b>	<b>\$28,095.80</b>	<b>\$33,392.00</b>
<b>Pastoral Care</b>						
9550 - Salaries-PN	\$4,387.62	\$4,385.00	\$43,876.20	\$43,850.00	\$42,422.40	\$52,651.00
9552 - Pastoral Care Board	\$8.49	\$70.00	\$561.23	\$560.00	\$655.51	\$720.00
<b>Total Pastoral Care</b>	<b>\$4,396.11</b>	<b>\$4,455.00</b>	<b>\$44,437.43</b>	<b>\$44,410.00</b>	<b>\$43,077.91</b>	<b>\$53,371.00</b>

Glenview Community Church  
Analysis of Revenues & Expenses - Detail Portrait 2009  
October 2009

Accounts	MTD Actual (This Year)	MTD Budget (This Year)	YTDActual (This Year)	YTD Budget (This Year)	YTDActual (Last Year)	Annual Budget (This Year)
<b>Membership</b>						
9572 - Salaries-Mbr	\$0.00	\$0.00	\$9,252.00	\$9,252.00	\$23,026.83	\$9,252.00
9574 - SS-Mbr	\$0.00	\$0.00	\$480.36	\$576.00	\$1,278.34	\$576.00
9576 - Membership	\$73.68	\$275.00	\$658.75	\$2,200.00	\$1,520.84	\$2,754.00
<b>Total Membership</b>	<b>\$73.68</b>	<b>\$275.00</b>	<b>\$10,391.11</b>	<b>\$12,028.00</b>	<b>\$25,826.01</b>	<b>\$12,582.00</b>
<b>Adult Education</b>						
9602 - Program	\$0.00	\$189.00	\$1,000.00	\$1,512.00	\$1,100.00	\$1,800.00
9614 - Miscellaneous	\$0.00	\$5.00	\$0.00	\$40.00	\$13.25	\$63.00
9616 - Literature & Library	\$0.00	\$15.00	\$0.00	\$120.00	\$0.00	\$135.00
<b>Total Adult Education</b>	<b>\$0.00</b>	<b>\$209.00</b>	<b>\$1,000.00</b>	<b>\$1,672.00</b>	<b>\$1,113.25</b>	<b>\$1,998.00</b>
<b>Services &amp; Sacraments</b>						
9624 - Sacred Services	\$0.00	\$45.00	\$373.30	\$360.00	\$310.73	\$441.00
<b>Total Services &amp; Sacraments</b>	<b>\$0.00</b>	<b>\$45.00</b>	<b>\$373.30</b>	<b>\$360.00</b>	<b>\$310.73</b>	<b>\$441.00</b>
<b>Fellowship</b>						
9636 - Special Functions	\$0.00	\$45.00	(\$42.00)	\$360.00	\$584.27	\$486.00
9640 - Miscellaneous	\$0.00	\$15.00	\$156.67	\$120.00	\$37.74	\$135.00
<b>Total Fellowship</b>	<b>\$0.00</b>	<b>\$60.00</b>	<b>\$114.67</b>	<b>\$480.00</b>	<b>\$622.01</b>	<b>\$621.00</b>
<b>Music</b>						
9648 - Salaries-Music	\$5,749.43	\$5,750.00	\$53,937.29	\$53,020.00	\$53,020.62	\$64,519.00
9650 - SS-Music	\$439.82	\$440.00	\$4,126.10	\$4,050.00	\$4,056.01	\$4,936.00
9652 - General - Instrumentalists	(\$371.20)	\$360.00	\$3,850.00	\$2,880.00	\$1,075.00	\$3,600.00
9654 - General - Organ & Piano Care	\$0.00	\$350.00	\$2,139.00	\$2,800.00	\$2,910.18	\$3,510.00
9656 - General - Cleaning Robes	\$0.00	\$20.00	\$0.00	\$160.00	\$147.00	\$180.00
9660 - General - Sub. Organist	\$0.00	\$90.00	\$950.00	\$720.00	\$825.00	\$900.00
9666 - Chancel Choir - Music	\$0.00	\$225.00	\$153.18	\$1,800.00	\$2,091.49	\$2,250.00
9668 - Chancel Choir - Misc.	\$0.00	\$45.00	\$177.30	\$360.00	\$178.15	\$468.00
9670 - Organ Music	\$0.00	\$45.00	\$334.32	\$360.00	\$459.25	\$450.00
9772 - Bell Choir - Music	\$150.50	\$45.00	\$5,643.19	\$360.00	\$663.64	\$450.00
9780 - Children's Choir - Music	\$0.00	\$70.00	\$144.94	\$560.00	\$717.27	\$720.00
9782 - Children's Choir - Misc.	\$0.00	\$20.00	\$175.06	\$160.00	\$198.01	\$180.00
9784 - Copyright Expenses	\$0.00	\$35.00	\$646.90	\$280.00	\$223.00	\$360.00
9790 - Music Transfer	\$0.00	(\$1,305.00)	(\$14,434.59)	(\$9,135.00)	\$0.00	(\$13,068.00)
<b>Total Music</b>	<b>\$5,968.55</b>	<b>\$6,190.00</b>	<b>\$57,842.69</b>	<b>\$58,375.00</b>	<b>\$66,564.62</b>	<b>\$69,455.00</b>
<b>General &amp; Administrative</b>						
9822 - Postage (except B'dcaster)	\$1,038.19	\$600.00	\$7,321.31	\$6,000.00	\$5,583.13	\$7,200.00
9830 - Social Securily	\$572.55	\$575.00	\$6,521.33	\$6,370.00	\$7,908.50	\$7,370.00
9832 - Office Staff Salaries	\$7,484.34	\$7,480.00	\$85,538.14	\$84,300.00	\$105,983.60	\$99,261.00
9834 - Payroll Service	\$423.31	\$225.00	\$3,664.29	\$2,650.00	\$2,601.31	\$3,135.00
9836 - Telephone	\$216.57	\$540.00	\$6,363.88	\$5,400.00	\$5,615.80	\$6,500.00
9838 - Stationery & Supplies	\$499.64	\$960.00	\$10,454.22	\$9,600.00	\$10,327.65	\$11,500.00
9840 - Equip. Maintenance/ Repair	\$856.09	\$1,065.00	\$14,370.60	\$10,650.00	\$13,234.67	\$12,800.00
9842 - Broadcaster	\$0.00	\$335.00	\$2,710.63	\$3,350.00	\$3,189.40	\$4,000.00
9846 - Communications/Promotions	\$20.94	\$85.00	\$1,183.44	\$850.00	\$2,845.90	\$1,000.00
9848 - Kitchen	\$153.80	\$125.00	\$1,346.56	\$1,250.00	\$929.94	\$1,500.00
9850 - Insurance-Prop/Casualty/Wor	\$6,598.00	\$0.00	\$23,478.95	\$30,000.00	\$31,031.96	\$36,554.00
9852 - Miscellaneous	\$25.00	\$10.00	\$75.00	\$90.00	\$3,104.96	\$100.00
9854 - Office Equipment Purchase	\$0.00	\$190.00	(\$129.99)	\$1,900.00	\$2,067.16	\$2,260.00
9855 - Executive Board Expenses	\$0.00	\$80.00	\$648.96	\$800.00	\$0.00	\$1,000.00
9856 - Bank Fees	\$88.80	\$40.00	\$449.00	\$400.00	\$381.89	\$500.00
<b>Total General &amp; Administrative</b>	<b>\$17,977.23</b>	<b>\$12,310.00</b>	<b>\$163,996.32</b>	<b>\$163,610.00</b>	<b>\$194,805.87</b>	<b>\$194,680.00</b>
<b>Stewardship</b>						
9802 - Offering Envelopes	\$0.00	\$40.00	\$998.59	\$320.00	\$290.57	\$405.00
9803 - Stationery	\$195.00	\$55.00	\$654.26	\$440.00	\$571.99	\$563.00
9804 - Postage	\$0.00	\$85.00	\$319.20	\$680.00	\$173.88	\$855.00
9806 - Celebration	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$18.00
9810 - Miscellaneous	\$135.54	\$35.00	\$135.54	\$280.00	\$203.19	\$360.00
<b>Total Stewardship</b>	<b>\$330.54</b>	<b>\$215.00</b>	<b>\$2,107.59</b>	<b>\$1,720.00</b>	<b>\$1,239.63</b>	<b>\$2,201.00</b>
<b>Church Property</b>						
9862 - F acility Staff-Salaries	\$10,228.09	\$11,190.00	\$117,971.07	\$111,900.00	\$118,458.89	\$134,580.00
9864 - Social Security	\$782.44	\$860.00	\$8,528.85	\$8,600.00	\$8,409.52	\$10,296.00
9868 - AudioNideolTelephonics	\$0.00	\$0.00	\$47.48	\$0.00	\$0.00	\$0.00
9870 - Electricily	\$1,740.44	\$2,600.00	\$20,428.76	\$23,200.00	\$23,088.72	\$27,500.00

Glenview Community Church  
 Analysis of Revenues & Expenses - Detail Portrait 2009  
 October 2009

Accounts	MTD Actual (This Year)	MTD Budget (This Year)	YTD Actual (This Year)	YTD Budget (This Year)	YTD Actual (Last Year)	Annual Budget (This Year)
9872 - Water	\$792.40	\$0.00	\$2,400.12	\$2,500.00	\$3,278.22	\$3,000.00
9874 - N. I. Gas	\$799.33	\$1,200.00	\$13,119.52	\$22,700.00	\$22,276.86	\$28,275.00
9876 - HVAC Repair & Maintenance	\$441.77	\$0.00	\$2,478.94	\$0.00	\$0.00	\$0.00
9878 - Building Repair and Maintenance	\$2,349.14	\$2,300.00	\$21,987.92	\$23,000.00	\$24,676.47	\$27,500.00
9880 - Maintenance Contracts	\$2,221.67	\$2,700.00	\$34,047.21	\$27,000.00	\$31,094.81	\$32,000.00
9882 - Scavenger	\$344.12	\$375.00	\$3,596.56	\$3,750.00	\$3,740.38	\$4,500.00
9884 - Furn., Fixt., Equip. Purchase	\$27.43	\$0.00	\$2,454.04	\$0.00	\$0.00	\$3,080.00
Total Church Property	\$19,726.83	\$21,225.00	\$227,060.47	\$222,650.00	\$235,023.87	\$270,731.00
Pageant						
9912 - Pageant	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,341.00
Total Pageant	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,341.00
Capital Reserve						
9910 - Capital Reserve Expense	\$0.00	\$0.00	\$26,000.00	\$0.00	\$16,145.00	\$0.00
Total Capital Reserve	\$0.00	\$0.00	\$26,000.00	\$0.00	\$16,145.00	\$0.00
Total Expenses	\$86,170.24	\$84,489.00	\$994,684.63	\$955,620.00	\$1,026,131.82	\$1,156,037.00
Net Total	(\$6,462.34)	\$6,201.00	(\$41,664.79)	(\$107,281.00)	(\$159,255.55)	(\$30,350.00)

Date : 11/09/2009  
 Time: 2:47:44 PM

Glenview Community Church  
 Balance Sheet - Summary  
 October 2009

Page: 1

Accounts

Assets

Current Assets

Cash

1010 - Operating Account	\$107,298.80
1200 - Special Petty Cash Fund	<u>\$1,000.00</u>
Total Cash	\$108,298.80

Investments

1110 - Housing Trust	\$386,861.00
1120 - Merrill Lynch Govt. MF	\$229,164.03
1130 - Nursery School Vanguard	\$100,343.24
1140 - Romeiser Trust Account	\$175,105.00
1160 - Endowment	\$135,345.00
1170 - Wm. Blair Managed Cash	\$300,022.61
1180 - Nursery School GSB CD#32351 0	\$26,279.57
1185 - Endowment Fund II	\$510,488.39
1190 - Nursery School GSB CD#323512	<u>\$30,889.97</u>

Total Investments Prepaid \$1,894,498.81

Expenses Prepaid Health \$611.13

Insurance Total Current \$2,103.00

Assets

\$2,005,511.74

Fixed Assets

1770 - Church Land	\$100,126.50
1790 - Church Garage & Contents	\$10,074.00
1800 - Church Building	\$5,430,585.00
1810 - Church Furnishings	\$426,130.00
1815 - Office Equipment	\$91,458.00
1816 - Art & Music Collections	\$50,400.00
1817 - Organ	\$896,000.00
1820 - Canoes	\$1,200.00
1825 - Accumulated Depreciation	(\$742,695.00)

Total Fixed Assets \$6,263,278.50

Total Assets \$8,268,790.24

Liabilities, Fund Principal, & Restricted Funds

Liabilities Fixed

Assets

0001 - Represented by Fixed Assets \$6,263,278.50

Total Fixed Assets \$6,263,278.50

Total Liabilities

\$6,263,278.50

Fund Principal

0002 - Beginning Balance-General Fund \$629.92

Excess Cash Received (\$41,664.79)

Total Fund Principal and Excess Cash Received (\$41,034.87)

Restricted Funds

Total Temporarily Restricted Total \$837,255.50

Permanently Restricted Total \$1,209,291.11

Restricted Funds

\$2,046,546.61

Total Liabilities, Fund Principal, & Restricted Funds

\$8,268,790.24