

Executive Board Agenda
August 29, 2009

- I. Call to order – Constance Filling
 - A. Meeting process
 - B. Review of 2010 Personnel Task Force Recommendations - Tom Amos and Lloyd Bettis
 - C. Congregational Comments

- II. *Consent Agenda - Constance Filling
 - A. June 2009 Executive Board Minutes
 - B. Reports/ Minutes from Ministers, Boards and Others

- III. Clergy Comments-Howard Roberts, Pam Keckler, Sally Iberg

- IV. Committee Reports
 - A. Planning Committee – Constance Filling
 - B. Operating Committee – Constance Filling
 - C. Leadership Committee – Lloyd Bettis
 - D. Personnel and Ministerial Relations Committee - Tom Amos
 - E. Technology and Communications - Larry Kemp

- V. Treasurer’s Report – Rob Hevey

- VI. Board Reports
 - A. Finance – Steve Morgan
 - B. Stewardship – Sally Thuresson
 - C. Music – Jennifer Burrowes
 - 1. *Organ Anniversary Celebration Plans

- VII. Selected Pending Matters
 - A. *2010 Personnel Task Force (PTF) Report and Recommendations

- VIII. Closing

* May require Executive Board approval.

**MINUTES OF THE EXECUTIVE BOARD
GLENVIEW COMMUNITY CHURCH
June 16, 2009**

- I. **The meeting was called to order** in the Mayflower Room at 7:05 pm by Moderator, Constance Filling who offered an opening reflection.
- II. **Welcome and Introductions:** Constance welcomed all new Board members. Those present introduced themselves. The roll was recorded by the clerk.
Present: Howard Roberts, Pam Keckler, Constance Filling, Lloyd Bettis, Tom Amos, Rob Hevey, Beryl Bills, David Aki, Kara Clark, Bob Kappus, Judy Fellingham, Scott Lothian, Pam Riedy, Mark Sawires, Glenn Davis, Laura Heyser, Barb Lothian, Betsy Martin, Steve Morgan, Ray Scott, Tracy Sawires, Peter Grant for Sally Thuresson, Kim Yagelski
- Excused: Sally Iberg, Carolyn Brown, Chris Calandra, Bud Kinzalow, Bill Ryan
Absent: Christine Foley
Guests: Jennifer Burrowes, Larry Kemp, Sue Newberry, Jane Sanderson, Barbara Schwarting, Gary Wendt
- III. **Orientation:** Constance commented on the Executive Board binders provided members, with specific mention given to the duties of the Executive Board as set by the GCC Constitution and Bylaws and meeting dates for the coming year.
- IV. **In Care Committee for James Coyle:** Barbara Schwarting, committee chair, provided an up-date on Jim's journey to ordination and requested a motion for conditional approval from the Executive Board to send to the Chicago Metropolitan Association (CMA) a letter of recommendation for James Coyle's ordination in the UCC based on receipt of his final ordination paper and its approval by Rev. Roberts and the in-care committee. The motion was made, seconded and passed unanimously by those present and voting.
- V. **Clergy Comments:** complete reports from Howard Roberts and Pam Keckler are included in the Executive Board Packet dated June 16, 2009.
- VI. **Committee Reports:**
- A. **PMRC and Leadership Committee Appointments:** As set forth in the GCC Constitution and Bylaws, each Executive Board At-Large member shall serve on the Planning Committee and only one standing committee (PMRC or Leadership). A motion was made, seconded, and passed to approve the following committee appointments as proposed by Moderator Constance Filling:
- | PMRC | Leadership Committee |
|------------|----------------------|
| David Aki | Judy Fellingham |
| Pam Reidy | Mark Sawires |
| Kara Clark | Christine Foley |
| Bob Kappus | Scott Lothian |
- Reflecting the desire to have a broader representation of congregational views, Constance Filling, proposed that all eight At-Large members attend and interact on both PMRC and Leadership. At-large members have agreed to their added involvement and no objections were raised by the Executive Board as a whole.
- B. **Leadership Committee Proposals:**
- *Merger of Membership and Fellowship Boards:* At this point in time, the Executive Board feels that the two Boards should not be merged into one. Rather, the two Boards should continue to align themselves and work collaboratively and supportively on programming. In so doing, the boards should meet as one several times a year.

- *Reduction in size of Children's and Adult Education Boards:*
 - Children's Board expressed a desire reduce the Board size to 10 members + Chair from 12 members + Chair.
 - Adult Education Board expressed a desire to reduce the Board size to 8 members + Chair from 10 members + Chair.No action was taken at this time.

C. Technical and Communications Committees: Larry Kemp has agreed to chair the Technical Committee. Larry has also agreed to chair the Communications Committee until a permanent chair is named. Members of each committee are outlined in the GCC Constitution.

VII. Treasurer's Report: Rob Hevey, Church Treasurer, reported that revenues to date at \$ 599,475 are slightly ahead of the 2009 budget. Total expenses YTD at \$ 543,085 are slightly ahead of budget due to insurance payments and repairs. The net result YTD is a surplus of \$ 56,390 and a General Fund surplus of \$ 57,020.

VIII. Board Reports

- A. **Music Board:** Jennifer Burrowes and Sue Newberry presented the comprehensive plan for celebrating the 10 year anniversary of the installation of the Buzard Opus 21 organ, including opportunities and goals, planned activities and concerts, a communications plan and funding needs.
- B. **Stewardship Board:** Peter Grant, past chair, reviewed the analysis of the 2009 Stewardship Campaign dated May 13, 2009 included in the June 16, 2009 Executive Board packet.
- C. **Membership/Fellowship:** No update on the proposed September 11 Garage sale was available.

IX. Task Force Reports

- A. **Open and Affirming (ONA) Statement:** The ONA statement (as set forth below) and approved by the Executive Board on May 19, 2009, has been approved by the United Church of Christ Coalition. We will now proceed to a vote by our congregation. In advance of such a vote, it is anticipated that at least two informational sessions will be held and that the FAQ document developed will be distributed.

ONA Statement: Glenview Community Church, United Church of Christ, embraces diversity in our congregation and community, and affirms that every person has worth as a unique creation made in the image of God. As we seek to live out our mission to live Christ's compassion and promote justice, healing and wholeness of life, we welcome into our community persons of every gender, sexual orientation, gender identity and expression, mental and physical ability, age, race, nationality, economic and social status and faith background. We welcome all people to participate and share their time, talents and energy in worship, sacraments, leadership positions, fellowship, mission and the blessings and joys of our congregation.

- B. **Personnel Task Force 2010** - Tom Amos shared the progress to date of the task force with respect to reviewing staff job descriptions and interviewing staff members in order to determine potential areas of consolidation, reduction and elimination in light of an anticipated deficit budget in 2010. Tom encouraged Board members to attend one of the six scheduled Town Hall meetings in June to provide comment and feedback on the 2010 budget.

X. Consent Agenda

- A. Executive Board Minutes of the May 19, 2009 meeting.
- B. Minutes and Reports from Ministers, Boards, and Others.

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

IX. Selected Pending Matters

- A. **Facilities Manager Search:** Howard Roberts reported that he has conducted initial interviews with seven potential candidates. The search committee, including Mark Sawires, Glenn Davis, Douglas Heurich and Jill Ruter, will interview each of the proposed candidates and make recommendations.
- B. **Bylaws Revision:** A proposed Bylaws revision related to the description of the relationship of the Glenview Community Church Nursery School to Glenview Community Church (changing the word "supported" to "sponsored") was deemed unnecessary. The Bylaw will remain unchanged as set forth below:

*The Glenview Community Church Nursery School shall be recognized as an organization encouraged and **supported** by the Church and fiscally responsible to the Church through the Board of Finance and with participatory program guidance through the Children's Board.*

- C. **Board Meeting Night:** Constance Filling asked Board Chairs to discuss with their Board members the possibility of having their Board meet on the second Tuesday of the month in order to facilitate more Board collaboration and assimilation.

X. Comments, Reflections, and Guest Comments: None

XI. Adjournment: The meeting was adjourned at 9:50 with the unison saying of the Lord's Prayer.

Respectfully submitted,
Beryl Bills - Church Clerk

New Executive Board Meeting, Tuesday, August 11, 7:00 P.M., Mayflower Room

GCC Executive Board Retreat, Saturday, August 29, Time and Place TBD

Sunday Service Attendance 2007 - 2009

	<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
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	
			<u>325</u>				<u>273</u>				<u>268</u>	
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	
			<u>327</u>				<u>301</u>				<u>341</u>	
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	
			<u>342</u>						27	123	150	
					393	466	859	Easter				
					14			Friday Noon Hour				
					62			Maundy Thurs.				
					85			Good Fri.				
					58	131	189	<u>454</u>				
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
			<u>680</u>				<u>453</u>		60	451	511	Confirm
											<u>645</u>	
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
			<u>299</u>				<u>291</u>		194		Youth Sunday	
											<u>284</u>	
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	
			<u>193</u>		147		147				<u>160</u>	
							<u>168</u>				<u>160</u>	

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						
				<u>179</u>				<u>166</u>					
Sep	132		132		284 Rally		284						
	114	254	368	Rally	43	183	226						
	81	230	311		51	161	212						
	103	181	284		69	208	277						
	83	208	291										
				<u>276</u>				<u>250</u>					
Oct	121	270	392		96	386	482						
	78	233	311		76	178	254						
	110	217	327		77	247	324						
	90	230	320		68	235	304						
				<u>337</u>				<u>340</u>					
Nov	98	221	319		76	287	363						
	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

August 29, 2009

Wow! Where did the summer go? My perception of time is that summer passes more rapidly each year. Peggy and I enjoyed two weeks of vacation at the end of July and first of August but that feels like so long ago now. In recent weeks I've been

- Working with parents planning baptisms for their children (8 couples)
- Conducted two weddings-one in Oregon, IL
- Conducted three baptisms
- Monthly consultations as mentor of an associate pastor in another congregation
- Had 55 meetings/appointments
- Conducted orientation with Jennifer Helgren, Facility Manager
- Maintaining a growing list of potential new members (50) for New Member Class-October 4, 2009
- Completed an agreement with BJBE to provide space for their Hebrew School Tuesdays 4:30 – 6:30 p.m. October 2009 through April 2010
- Completed an agreement with Bulley and Andrews to provide parking spaces for their employees Monday through Friday 6:30 a.m. – 5:00 p.m. during the construction of the Glenview Public Library
- Attended an enriching retreat in Bryson City, NC
- Planning and anticipating a tremendous Rally Day September 13, 2009
- Prepared leadership materials for Executive Board packet (see them below)

There is an insightful and valuable lesson in the story of the feeding of the 5000 (Matthew 14:13-21, Mark 6:30-44, Luke (:10-17, John 6:1-14) about leadership that can help us discover that we have all we need and there is no way ever to have all we want. The feeding of the 5000 demonstrates what leadership for abundance and community does.

- The leader in this story looks, listens, and discerns but does not press a pre-planned agenda.
- The leader in this story acts responsively, informed by trust but does not get obsessed with “goals that become binding and blinding.
- The leader in this story keeps “reframing “reality but does not accept other's definition of the situation.
- The leader in this story deflects, redirects and “hands off” initiatives and actions but does not embrace other people's projections about his/her responsibilities.
- The leader in this story issues invitations, permissions, and challenges but does not give detailed orders or coercive commands.
- The leader in this story deals with what is available but does not become obsessed with what is lacking
- The leader in this story models the desired action but does not merely exhort others to act.
- The leader in this story risks waiting for reality to emerge, whatever it may be but does not force results, or the illusion of results. (Parker J. Palmer)

A Place that Offers Life

by Daniel P. Smith , Mary K. Sellon

"Finances are tight, and our numbers are dwindling. The congregation is looking to me to turn things around. So is my denomination—that's exactly what I was told when I was appointed here. And, frankly, that's my expectation too. Isn't that my job?" says a pastor of a congregation that has been experiencing decline for many years, voicing the belief of many congregations, denominations, and pastors that when a congregation is declining, it is the pastor's job to fix it.

Here's the hard truth. If you're a layperson in a congregation that's experiencing decline, whether the congregation thrives is ultimately up to you and the other members. Your pastor can teach, guide, lead, support, inspire, even cajole. But in the end, congregational health is a function of how people in the congregation relate to one another, to God, and to their community. A congregation is a microcosm of the greater church, a local embodiment of the body of Christ. In John's Gospel, Jesus says, "I came that they may have life, and have it abundantly" (John 10:10). We believe this is one of the primary messages that a healthy congregation embodies for its members and its surrounding community.

A congregation that is truly being *church* brings people into a loving, life-giving relationship with God and others that is transformational. This is the nature of the *kingdom* of God, where covenant relationships model the best aspects of family. People find hope. They experience belonging; they extend and receive forgiveness. They discover a sense of purpose and direction. They learn to live with appreciation and joy no matter what the circumstances. Although a pastor can preach and teach this message, the message has power only to the extent that the people in the congregation live it and practice it with one another. Practicing loving, life-giving relationships transforms congregation members. Witnessing such benefits draws others who want something similar for themselves and their families.

Businesses are based on the premise of offering something of value—goods or services—to a customer in exchange for money. Successful businesses "give value for money." Gimmicks and fancy features may bring people through the door, but people won't buy unless they believe they'll receive something of worth. And they'll return and recommend the business to others only if they receive something of value. Congregations are not businesses, yet they can fall into a similar trap of thinking that it's the features and the gimmicks that people want. A congregation's greatest asset, the unique gift it offers, is the people who make up the congregation and the possibilities for transformation they embody.

When we talk about congregational renewal, we mean a renewal of the people's ability to notice and experience God in their midst, a renewal of the congregation's desire to partner with God in achieving God's aims for the world. The term renewal implies that the congregation knew how to do this at one time and that the work is a reclaiming of a lost

skill. We find that's not always the case. Some congregations we've worked with have no memory of ever having been a church that talked openly about God and matters of faith. The people have no memory of the congregation's ever having had an evangelistic bent. However, we have yet to encounter a congregation that, when asked to recall moments when its church was really "being church," couldn't name sacred moments when God seemed present and people found healing and hope.

The church-growth movement is often blamed for leading congregations down the path of thinking that bigger is better and that increased numbers equal health and growth. That movement did, however, help raise the question of how to measure congregational health. If the measure is not dollars in the bank or people in the pews, what is it? We hear congregations and pastors wrestling with questions that weren't on the table twenty years ago. "What's the fundamental purpose of church? What difference is a congregation supposed to make in the lives of its members and in its surrounding community? What does it mean to be a follower of Jesus? What does it mean to be spiritual? What difference do spiritual practices make?"

These challenging questions are the foundation of renewal, the building blocks of a new future. They are not, however, the point at which most congregations start. Fear of having to close the church or to reduce the services offered to members typically prompts a congregation's desire for renewal: "We need to do something now, if we're going to still be open a decade from now." This desire to avoid death drives many renewal efforts, and it certainly provides energy. But if the congregation itself doesn't ultimately trade its fear of death for a longing for life, the efforts will end as soon as the danger has passed.

The aim of renewal is not a bigger building or high-tech worship or a slew of professional programs but a new way of looking at church, the work of a congregation, and what it has to offer the world. Congregational renewal is a renewal of the people's understanding of their relationship with God, their relationship with their community, and their calling. In the most fundamental sense, congregational renewal happens through "people renewal." What's renewed in congregational renewal is the people's understanding of their relationship with God, their relationship with their community, and their sense of calling.

No pastor, no program, no resource can make renewal happen. On the other hand, almost any pastor, program, or resource can help renewal unfold when the people of a congregation deeply desire a new and better life and are willing to do what it takes to get there. The hard part can be developing that desire. As long as life together is satisfactory, there is little impetus for change.

Over and over we hear congregations wishing that the people in the community would become active in their church. What drives that desire is revealed in their response to the question "Why?" Any time a significant number of people answer, "To keep our programs running and our doors open," we know that the congregation is in trouble. It has moved to the point at which the people beyond its doors are valued primarily for what they can bring to the church. People in the community are seen as the congregation's salvation, rather than the other way around.

Attempting to lure the new population group, the congregational leaders add programs and make changes they imagine will appeal to the people. Surprised and frustrated when their changes show little result, they redouble their efforts to find the right program. This work is misdirected. The congregation is not declining because the community around it has changed, or even primarily because the church's form of ministry and worship feels foreign to those in the neighborhood. The real and deeper issue is that the congregation has lost connection with a Christian church's basic mission: helping people experience God and connect with the gospel message of life and hope.

Declining congregations have lost connection with the Christian church's basic mission of helping people experience God and live the gospel message of life and hope.

Without this sense of mission to keep the congregation focused beyond the doors of the church, the congregation turns inward and loses connection with its community. Before others will turn to a congregation as a life-giving resource in their lives, the congregation has to be a place that offers life. When traveling by plane, passengers are reminded that in the event of an emergency they should put on their own oxygen masks before helping others. In congregational renewal, a congregation reminds itself of and intentionally engages in the basic practices of Christianity. It realigns itself with the basic outward-focused mission of church.

Adapted from [Pathway to Renewal: Practical Steps for Congregations](#) by Daniel P. Smith and Mary K. Sellon, copyright © 2008 by the Alban Institute. All rights reserved.

Spiritual Maturity: Preserving Congregational Health and Balance

Below are some notes from a helpful book, [Spiritual Maturity: Preserving Congregational Health and Balance](#) by Frank A. Thomas. A copy of the book is being provided to each member of the Executive Board. I look forward to the opportunity to lead a study of this book.

- I. Spiritual Maturity—*the willingness to take responsibility for one's own relationship with God and the life, decisions, choices and actions that flow from that relationship.*
- II. Biblical story of Adam and Eve illustrates immaturity in the form of victim thinking. They played the blame game—responsibility for their actions were outside themselves. A television situation comedy many years ago had character Geraldine whose explanation for any mistake was, “The devil made me do it.” No one makes us feel or do anything. The clue that we are playing victim is when we say, “He/She/You made me do . . . Our choices and our decisions result in our actions. There is a difference in being a victim and playing a victim. There are victims of child abuse. I’ve been a victim of robbery.
- III. Playing savior is at the opposite end of the spectrum of playing the victim. Playing savior is doing for others what they can do for

themselves. Taking over another's life, rescuing people so they do not experience the consequences of their actions. When we play savior and rescue we reward destructive behavior and prevent person from learning, growing, and being responsible.

- IV. Prime motivator for change is pain. Only when the pain becomes so intense that we are unable or unwilling to function with the pain, we then seek relief from the pain by doing something about it. Parable of the Mature Father—popularly called the Parable of the Prodigal Son (Luke 15:11-27). Father permitted his son to go his own way, gave him his inheritance, refused to step in and rescue him.
- V. A victim and a savior often team up and enable each other in a dance of immaturity.
- VI. Developing Maturity in Congregational Life
 - A. Victim and savior are roles we play to avoid walking into the storm of life. Walking into storms and allowing others to walk into storms are keys to maturity. "Life is not about waiting for the storms to pass; life is about learning to dance in the rain."
 - B. Personal and spiritual maturity contributes to corporate maturity.
 - 1. The most significant opportunity and benefit a congregation gives to a member is the privilege of participation, which is the responsibility and right to contribute to the work of the congregation. (p. 27)
 - 2. The privilege of participation is the gift that we give when we decide to treat each other equally rather than subserviently or unequally.
 - C. Over-functioning is a dysfunctional character trait in the leader. Under-functioning of the organization occurs when leader over functions.
 - D. The ultimate value of members and leaders to the congregation is judged by how well they uphold the principle of the privilege of participation. Spiritual maturity is based on love, which builds up people. Spiritually mature are those who use their gifts to build up other people rather than themselves.

VII. Abuses of Participation

- A. Secrets—the most grievous abuse of the privilege of participation is trafficking in secrets, that is, rumors, gossip, information leaks, third-party information, anonymous letters, and church intelligence and espionage.
 - 3. I will tell you but do not tell anyone else—people who do not have all the information are at a distinct disadvantage in decision making—secret meetings of members of congregation—then meetings with PMRC with only those members.
 - 4. Nobody talks about it—there are those who are consistently working to seek my termination—never talk about it.

5. Scattered opinions and unsubstantiated perceptions. Secrets about other people create false bonds and unnecessary estrangements—opinions about how staff members were selected—Director of Member Engagement
- B. Scapegoating-the direct opposite of the privilege of participation is resolving church and family conflict through scapegoating. (p. 41) The opposite of participating as an equal is being excluded and demonized. A scapegoat has to be someone whose death or expulsion no one will avenge. The truth, however, is that someone will avenge every scapegoat's death. Conflict in churches has been resolved by the inappropriate banishment, firing, dismissal, ostracizing, censoring, excommunication, and alienation of persons or groups that all agree are the troublemakers.
- C. The Illusion of Participation-the withdrawal of financial, spiritual, or physical participation and support, but not membership, to protest a pastoral, leadership, or congregational decision is an abuse of the privilege of participation.

VIII. Steps that Lead to Maturity

- A. The privilege of participation is a great benefit of inclusion, but we must guard against the illusion of participation, which can be giving in to the temptation to withdraw our financial, spiritual, or physical support from our congregation to protest a direction or decision by a leader or the leadership. "Anyone who, in the midst of the debate, states or even suggests that their participation with and support of the congregation is contingent on the decision reached should be disqualified from the debate." (p. 47) Jesus said, "Let your 'Yes' be 'Yes' and your 'No,' 'No.'" Jesus would say, "Make a decision to participate fully or not participate at all and live with the consequences." (p. 47)
- B. People use lack of morale as an excuse to withdraw support. People will not agree with a direction or decision and they will allow it to affect their morale. Because they rationalize their behavior by saying that their morale is low, they will withdraw their financial, spiritual, or physical participation. They will not withdraw their membership, but they will withdraw the proper participation as a member. They will back away from their privilege to participate while giving the illusion of participation. (p. 47)
- C. Membership on one's own terms is not the way of mature church membership. The true value of a member is his or her ability to hold to the privilege of participation even when he or she cannot convince the leadership that his or her perspective is correct.
- D. Be diligent in communicating factual information
- E. Have clear boundaries—what authority do I have, for what am I responsible?
- F. Respect a person's right to make decisions within the context of his or her roles and boundaries—when boundaries are unclear, people second-guess decisions on faulty and emotional information rather than stated principles

on which they disagree. People gain maturity when they have the opportunity to speak for themselves. Hold people accountable for their own statements. Allowing anonymous letters and nameless accusations is the abuse of leadership.

- G. Do not adapt to members who define themselves as victims—burnout is the result of doing the work of others. Any group that adapts and caves in to victims puts itself at a disadvantage for accomplishing its mission. Victim-people will consume so much time and energy that the leadership will not be able to address real concerns. When victims discover that they cannot throw the leadership off track, and the leadership and the rest of the group decide to move forward beyond the victims' concerns, they will even feel justified in secretly plotting to get rid of the leadership. (p. 83)
- H. Actions that support spiritual maturity in a congregation
 1. Celebrate the privilege of participation in the congregation and treat one another with equality and respect.
 2. Resist speaking for others and encourage and support others to speak for themselves.
 3. Be responsible for our actions and hold each other accountable for what we say and do.

IX. Characteristics of Mature Leadership

- A. Clarity—the ability to decide what you believe in the midst of complex and conflicting issues and concerns.
- B. Decisiveness—often enacted in the context of competing ideas, philosophies, emotions, individuals, or groups. To decide means to cut off. To decide something means we are forced to cut something: a competing idea, philosophy, emotion, or business deal. The tendency to want to make everyone happy plays havoc with the ability to be decisive. A leader must be decisive.
- C. Courage—the ability to maintain your position when you believe you are right, even when people are saying you are wrong. Courage is the ability to change your position when you know you are wrong, even though people think you are right. Courage is the ability to discern your position based on an internal guidance system, rather than always checking for signals for ever-shifting opinion polls.

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

Summer Worship

--Assisted in worship 3 times and preached 2 times; planned PYFF Vespers

GCC Career Network Update

--The GCC Career Network is now meeting once a month (last Monday of the month at both noon and 7 pm) so as to collaborate with neighboring programs and churches. Three women have stopped in to see me and talk about their dreams and skills, etc. because of this program. I'm thinking about offering a program for spouses/partners/families of those seeking employment and the impact it is having on their lives.

High School Youth

--Enjoyed Workcamp trip to Cass Lake. Already making plans for next summer
--Elizabeth began her work again mid-August and we are preparing for programs

Confirmation Class

--Have registered 24 students for 7th grade confirmation classes

Some "Advancements"

--I wrote a program idea for a youth magazine called *Group*, which was printed.
--I was interviewed by the editor for the Trib Local in the North Shore about our role in the GCC Career Network and was quoted in the article (fairly accurately)!
--I completed the course with Advocate Health Care on Advanced Care Training and was certified so that we might implement a program this fall with Parish Nurse and Clergy.

Weddings, Baptisms, Funerals

Weddings – 3 member weddings at the church and 2 member weddings out of town
Baptisms – 4 babies
Memorial service for Mrs. Rosalind Mikesell
Graveside service for non-member without a pastor or church home
Funeral service for Mr. George Younanzadeh, long time member and usher at GCC

Personal

Enjoyed vacation time spent with family, including holding my newest grandchild.
Walking to the library each week and am reading books by Thomas Lynch, including *Bodies in Motion and at Rest (On Metaphor & Mortality)* and *The Undertaking: Life Studies from the Dismal Trade*. Mr. Lynch, a funeral director, essayist and poet will be speaking this fall in Chicago at the annual Christian Century lecture and workshop which I hope to attend. I've also started looking at *Living the Heart of Christianity –A Guide to Putting Your Faith into Action* by Marcus Borg and Tim Scorer. Perhaps we can study this book later this year.

Pam

EXECUTIVE BOARD REPORT

REV. SALLY IBERG, MINISTER FOR MISSION AND MINISTRY

August 29, 2009

Before I began my **sabbatical**, a member of the church asked me if I would come back to tell everyone what the secret to life is. Of course, I said. Perhaps it's not the secret to life, but it is something that is key for me. Sabbatical time gave me the opportunity to read, reflect, write, relax, explore. It gave me time to recover my sense of call to ministry in the United Church of Christ. I was able to rediscover my gifts for this work. That is a blessing and for that I am grateful. I am also grateful to Gary Berkenstock, Lloyd Bettis, Don Clark, Amy Davis, Dick Gottfred, Gretchen Grad, Bill Ryan, Jane Sanderson, Tracy Sawires, and Jackie Seter for the support they have given me preparing for this sabbatical time.

We're organizing **small groups** for the fall. Look for material this coming week and sign up for a small group of your choice.

Help Rebuild New Orleans. New Orleans is still in recovery mode, rebuilding from the devastation of floods following hurricane Katrina in August 2005. From September 12 to 20, I will join members of various churches throughout the Chicago area to travel to New Orleans and work as a volunteer rebuilding homes, as I did in the spring of 2008. Nan and Dick Conser joined them this past spring. Consider participating in this recovery effort. Contributions may be made to the Chicago Metropolitan Association. You might purchase a gift card that can be used in New Orleans for needed building materials, or a gas card to help defray travel costs. You could volunteer to join this group in September. And you can always pray. The group travels by van, stopping each way over night in Memphis. We sleep in dorms and share community meals. And we do work that is very rewarding. The cost per person runs about \$300 (unless one chooses to fly). For more information please talk with me. My email is sally.iberger@gccucc.org and my phone number is 847 724-2210 x 23. Information is also available through the Chicago Metropolitan Association of the United Church of Christ: www.cmaucc.org.

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

MEETING DATE: June 11, 2009
Meeting called to order at 7:40 p.m. following potluck dinner

MEMBERS PRESENT: Laura Heyser, Kathy Lifton, Becky Lothian, Shawn Eshoo, Shane Bill, Michelle Langenbach, Clark Bundy, Jim Yagelski, Betsey Garvey, Sarah Eggleston, Corey Barnes, Terry Adams

MEMBERS EXCUSED: Tracey Noe, Amy Davis

MEMBERS ABSENT: JoAnne Matik, Beth-Anne Solem, Jennifer Nelson

Opening Prayer

Laura Heyser

Welcome to new members

Introductions

Chair: Laura Heyser

Vice Chair: Jim Yagelski

Secretary: Shane Bill

New Business

1. Need to determine best time to meet as a board
 - a. New & returning board members will submit conflicts and challenges to Laura
2. Reviewed last year's board sponsored events
 - a. Replacing the 5 C's Christmas party with Poinsettia and Pizzas was applauded
 - b. Incorporating board sponsored events into the Sunday school experience was appreciated and successful
3. Brainstormed new events/ideas
 - a. It was suggested that during the poinsettia and pizza party, children go outside and then carol to the sanctuary, opening windows briefly. (To be coordinated with Gary)
 - b. Discussed meaning of Interfaith participation. Kathy contacted Tom Amos to obtain name of native American woman who participated in a former Interfaith service to lead a native American service on 9/27. Laura and Kathy will follow up with Tom.
 - c. Discussed challenge of involving children in meaningful mission activities
 - i. Used blanket & towel drive for animal shelters
 - ii. Make dog biscuits (spin off of Souper Sunday)
 - iii. Hunger lunch
 - iv. Guest speakers
 - d. Submit further ideas to Laura by mid July
4. Discussed family worship
 - a. World Communion Sunday
 - i. Discussed the importance and meaning of sharing communion with their children at a variety of ages & stages in their development
 - ii. Sharing Communion in Room 201 has been tried in the past. It was decided that it would represent a learning of the mechanics but lack the true value of participation
 - iii. Members shared how much they enjoyed the wonderful experience of participating in the 2007 World Communion Sunday with their children.

- b. Members discussed the value, meaning, and success of Advent wreath making Sunday and Sundaes on Sunday.
- 5. Sunday school program
 - a. Kathy is looking for teachers for the four year old, kindergarten, and first grade programs.
 - b. Discussed the need to define the goals of the Sunday school program as well as evaluate and determine the future role of the Children's board in relation to the Sunday school goals. (to be discussed further at the August meeting)
 - c. Kathy shared thank you letter from a parent regarding her children's Sunday school experience this year:
 - a. "I just want to drop you a note to tell you that I thought you and the children's board did a great job this year organizing Sunday school. The programs and curriculum were great. The weekly children's service helps remind children that they are at church and connect them to what their parents are experiencing in the sanctuary. I really thought this year was well organized and made a positive impact on the kids. Thank you so much for your hard work."

Old Business

- 1. Sunday school space
 - a. Sunday school is allowed to use the nursery school playground with young children
 - b. Jim Yagelski will follow up on the communication between Pam Keckler, former properties board chair, and Becky Lothian regarding the use of the facilities manager office next to Room 201 as children's ministry headquarters to facilitate the organized and effective operation of the program. Discussion ensued.

Lord's Prayer

Next meeting: to be scheduled in mid-August

Meeting adjourned at 8:50 p.m. with the Lord's Prayer.

Respectfully submitted on June 13, 2009 by Laura Heyser

GLENVIEW COMMUNITY CHURCH BOARD MINUTES

E-Mail to – 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: June 9, 2009, 6:30 p.m. at Betsy Martin's home

MEMBERS PRESENT: Mary Lou Aagaard, Val Anderson, Marilyn Belleau, Mary Buchanan, Toni Cucco, Ann Deakyne, Sally Hicks, Mary Ellen Johnson, Carolyn Keller, Betsy Martin, Barbara Pollak, Jackie Seter, and Sylvia Studt.

MEMBERS EXCUSED: Karen Aeschlimann, Kara Clark, Diane Damico, Barbara Gundrum, and Jane Sanderson.

MEMBERS ABSENT: N/A

DEVOTIONS: In recognition that the Pastoral Care Board is a "hands on" ministry, Marilyn Belleau led the devotions, ending by giving each person's hands a touch of oil and a personal blessing.

SUMMARY OF MEETING:

This was a meeting of the incoming and outgoing board members of the Pastoral Care Board. The business meeting was preceded by a potluck supper with outgoing and continuing board members supplying the food.

Following the self introductions, Chair Betsy Martin recognized the outgoing board members and thanked them for their service. Betsy then asked those who chaired a committee during the past year to give a brief description of the committee's work.

1. Carolyn Keller and Toni Cucco described the work of the Memorial reception committee. They indicated that the number of PCB members needed to help at the receptions depended on the number of persons who attend the services. Usually the clergy are able to give a good estimate of the expected numbers.
2. Barbara Pollak told about the We Care committee. She indicated that the committee may need more volunteers to help with food preparation in the coming year.
3. Jackie Seter summarized the plan that had been used for displaying the poinsettias in the church at Christmas and the subsequent delivery of the flowers to members, shut-ins, and nursing homes.
4. Mary Buchanan discussed the way in which the 60+ luncheons are organized and the assistance that PCB members give at the luncheons. She added that the poster boards prepared for the meetings have been a popular feature at the luncheons.
5. Sally Hicks described the PCB's responsibilities in giving flu shots, conducting a blood drive, and hosting the annual Senior Housing Fair.
6. In Kara Clark's absence several members told about what is involved in setting up the labyrinth during Lent.
7. Val Anderson and Marilyn Belleau discussed the work of the Privileged Visitors.

New Business:

Board Notebooks: Betsy asked that the retiring board members pass their notebooks on to a new board member. Several board members reported that they had never received a notebook. Betsy indicated that she would arrange to get notebooks for anyone without one.

Calendar: Betsy reviewed the meeting dates for the board and asked for volunteers to present devotions at the meetings. She also distributed sign-up sheets to volunteer for specific Board activities.

Secretary: Betsy also asked for a board secretary. Mary-Lou Aagaard said she would serve again.

Delivery of altar flowers: The board reviewed the 2009-2010 altar flower delivery schedule. Betsy said that she would make any changes now if anyone had a conflict with any of the summer dates they had been assigned. Other conflicts can be resolved later. A revised schedule will be forwarded to the Board. Betsy also requested that when exchanging delivery dates that Jane Payne, the altar flower chair, and she be notified.

Communications: Betsy distributed the board roster indicating that most of her communication will be via e-mail and reminded the board to notify her if they will be absent from a meeting.

Old Business:

Minutes of the May 12: The board approved the May Minutes as submitted.

Coffee Hour: The PCB is scheduled to host the coffee hour on June 12. Ann Deakyne agreed to assist Kara Clark who had signed up earlier.

Annual Report: Betsy called the board's attention to the report that Kara had filed. Several persons made favorable comments about the report and expressed regrets that Kara had been unable to attend the meeting tonight.

Mini Town Hall Meetings: Jackie Seter reminded the board that the mini town hall meetings begin on June 11 and continue through June 18. She urged all board members to attend one of them and to express their views on the 2010 budget and the likely need for cuts. Sign-ups are needed for these meetings. They may be made through the church office.

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

Next Board Meeting Scheduled For: Tuesday, September 8, 2009 7:00 p.m. in Room 210, GCC

Devotions: Betsy Martin

Minutes submitted on: June 17, 2009 by Mary-Lou Aagaard

Properties Board Minutes
July 24, 2009. 7:00 p.m.

Members present: Kathryn Bettis, Glenn Davis, Blanche Hanson, Tom Monico, Barry Nelson, Jeff Noe,
Jennifer Helgren
Members Excused: Steve Sargent

Meeting Minutes:

1. The meeting was called to order at 7:00 by Glenn Davis.
2. The board toured the area of the Nursery School to be isolated and secured. We have an initial proposal from Waukegan Safe and Lock which needs to be updated with specific details regarding doors to be installed or replaced, locks, alarms, communication devices.
 - A. Jennifer will meet with Bill (Waukegan Safe and Lock) for measurements and new numbers.
 - B. By August 10 a meeting will be set with Jennifer, Glenn and PB members, Marcia Kiraly, Shawn Eshoo, and Howard Roberts to finalize specifics.
 - C. Nursery School hopes to complete security by opening of school year.
3. New Sloan flushers are not working properly in new Women's bathroom. Jennifer has two calls in to plumber.
4. Children's Board has requested to have Facility Manager Office for Director of Church School Office and storage of materials.
 - A. Facility Manager and staff use office 7 days a week
 - B. Office needed for meeting with contractors tradesmen and others.
 - C. The building computer is set up there and working well.The request was not approved. Glenn will contact Laura Heyser of Children's Board to let her know that Properties Board will help relocate the Church School Office to a space that is functional and agreeable to them.
5. Discussion regarding follow up on cracked boiler. Carbon monoxide issue with 4 boilers running needs to be addressed with gas company.

New Business:

1. Decision to re-seed or re-sod gravel patches next to new circle drive at front of church. Staff will do the work rather than using the Landscaper.
2. Jennifer would like to install a simple pump in the elevator shaft to remove any ground water seepage that collects.
3. We need to revisit the Garth leak into the kitchen and the condition of the bitumen roof over the Gym.
4. Move Capital Projects list forward.
5. Tech Sub-Committee (Barry Nelson, Larry Kemp, Tom McFadden) to investigate telephone system and possible cell tower.

The meeting was adjourned at 9:00 with The Lord's Prayer

Next meeting: September 15, 2009

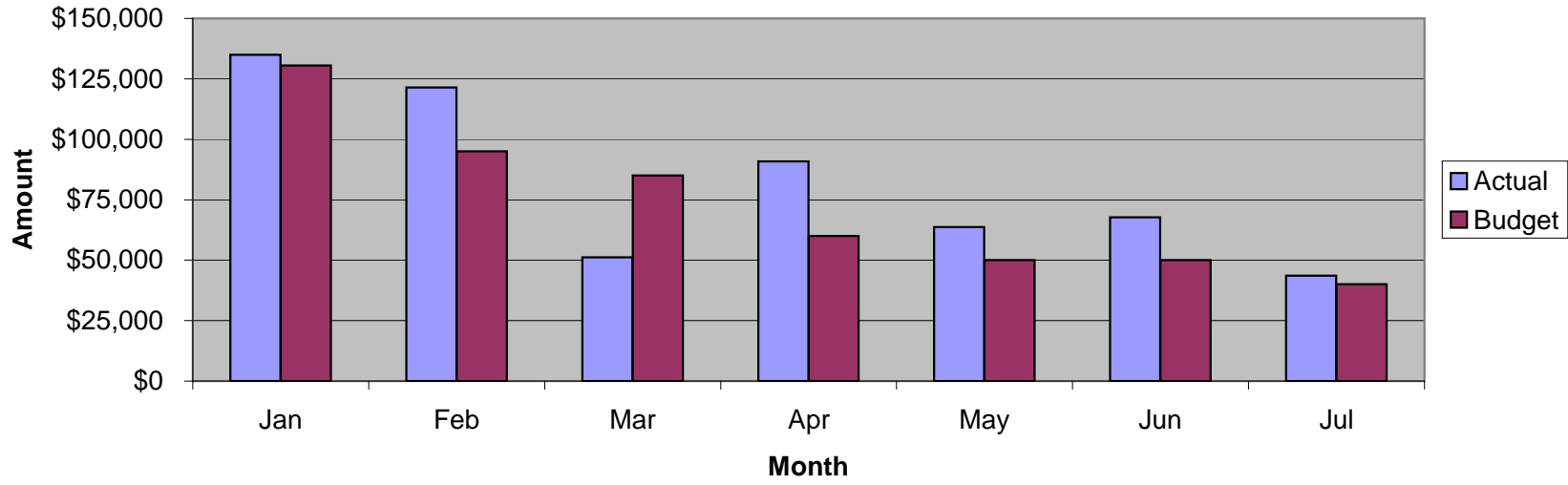
Minutes submitted by Blanche Hanson

**Glenview Community Church
YTD Revenue Expense Summary**

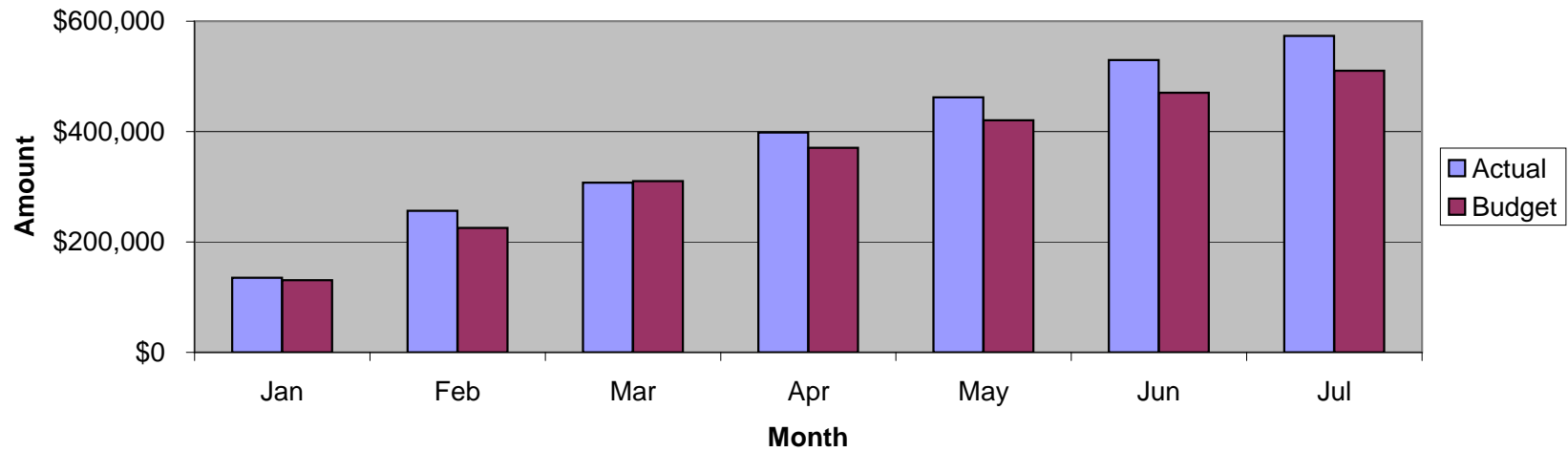
	Jul-09	YTD Actual	YTD Budget	YTD Over/(Under) Budget	Notes General Note: Most revenue accounts and certain expenses have been seasonally adjusted.
Revenues					
Contributions	45,831	655,229	556,509	98,720	Current Year, Overage, and Prior Year Pledges
Loose Offerings	367	5,333	4,250	1,083	
Women's Assoc	-	13,100	13,000	100	
Fees & Nursery School	-	27,051	23,700	3,351	Insurance Reimbursement
Interest	26	399	2,100	(1,701)	
Housing Trust	-	2,808	6,800	(3,992)	
Endowment I	-	-	-	-	
Endowment II	-	6,170	5,700	470	
Mission Offering	-	11,644	10,600	1,044	
Total Revenues	46,224	721,733	622,659	99,074	
Expenses					
Pastoral	22,740	228,086	218,910	9,176	Expense prepaid insurance and annuities
Missions	7,657	65,243	64,150	1,093	
Children's Ministry	3,308	19,031	20,655	(1,624)	
Confirmation & Youth	609	20,908	20,010	898	
Pastoral Care	4,388	31,126	31,115	11	
Membership	-	9,940	11,478	(1,538)	
Adult Education	-	1,000	1,254	(254)	
Services & Sacraments	-	298	270	28	
Fellowship	-	115	360	(245)	
Music	(1,402)	41,579	40,915	664	
Stewardship	706	897	1,290	(393)	
General & Administrative	9,729	108,458	106,690	1,768	Postage and Repairs
Church Property	23,086	168,808	160,175	8,633	Salaries, Maintenance & Repairs partially offset by lower Utilities
Pageant	-	-	-	-	
Capital Reserve	-	26,000	-	26,000	Repayment of "Loan" from 2008 year-end
Total Expenses	70,821	721,488	677,272	44,216	
Net	<u>(24,597)</u>	<u>245</u>	<u>(54,613)</u>	<u>54,858</u>	
General Fund	875				
Capital Reserve	245,408				

Note: \$26,000 "loan" to General Fund to be repaid in January 2009.

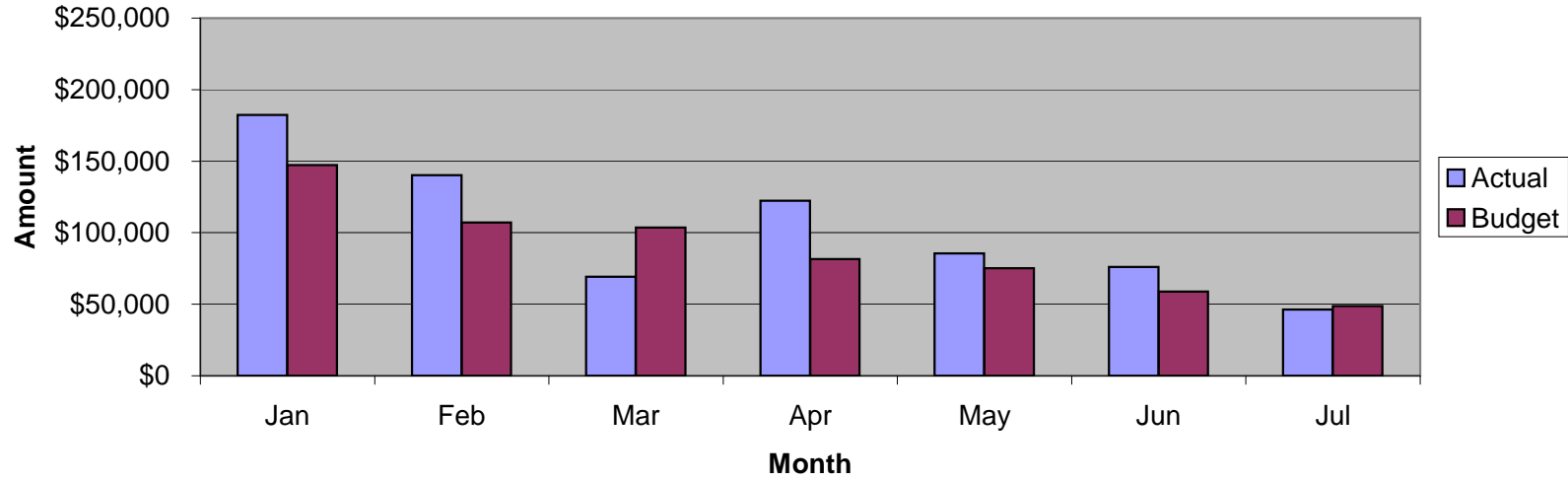
Monthly Pledges - Actual vs. Budget



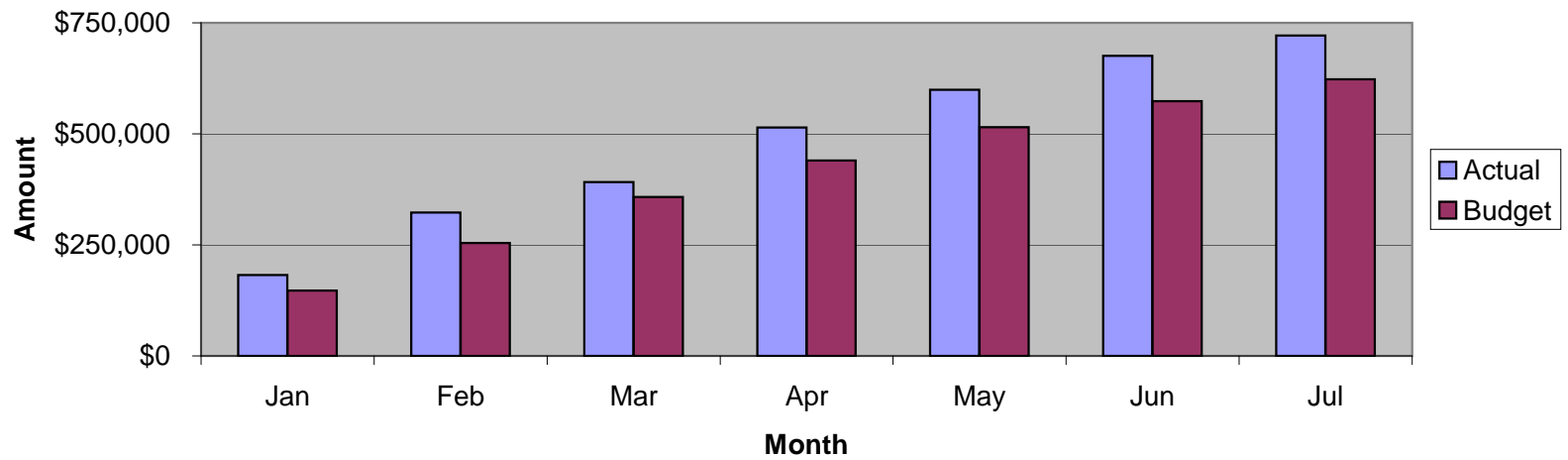
YTD Pledges - Actual vs. Budget



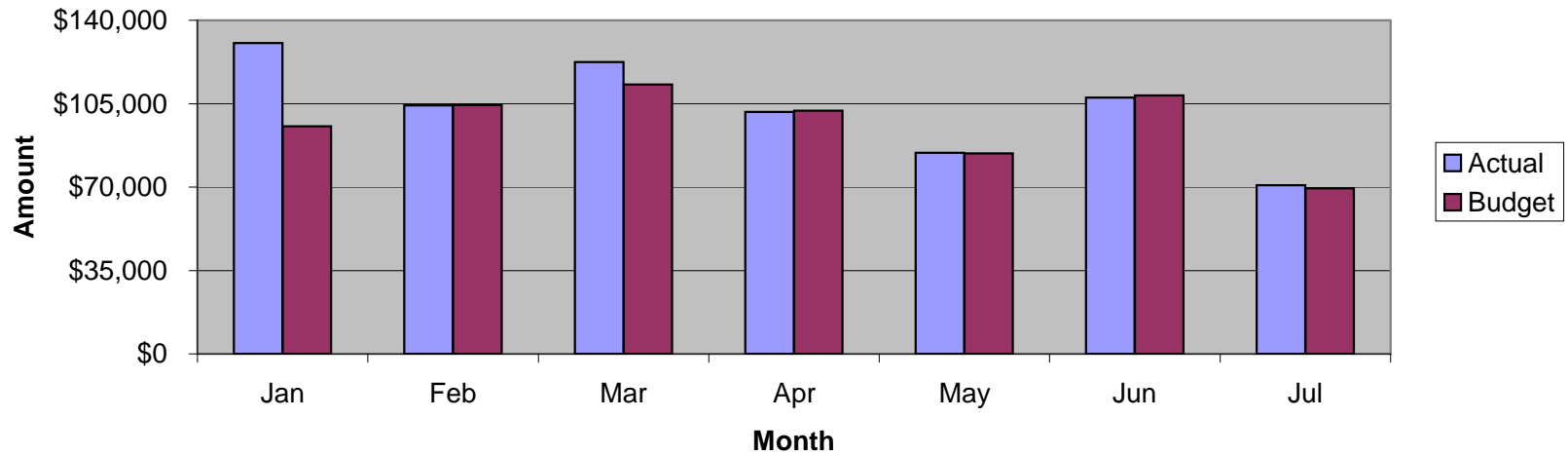
Monthly Revenue - Actual vs. Budget



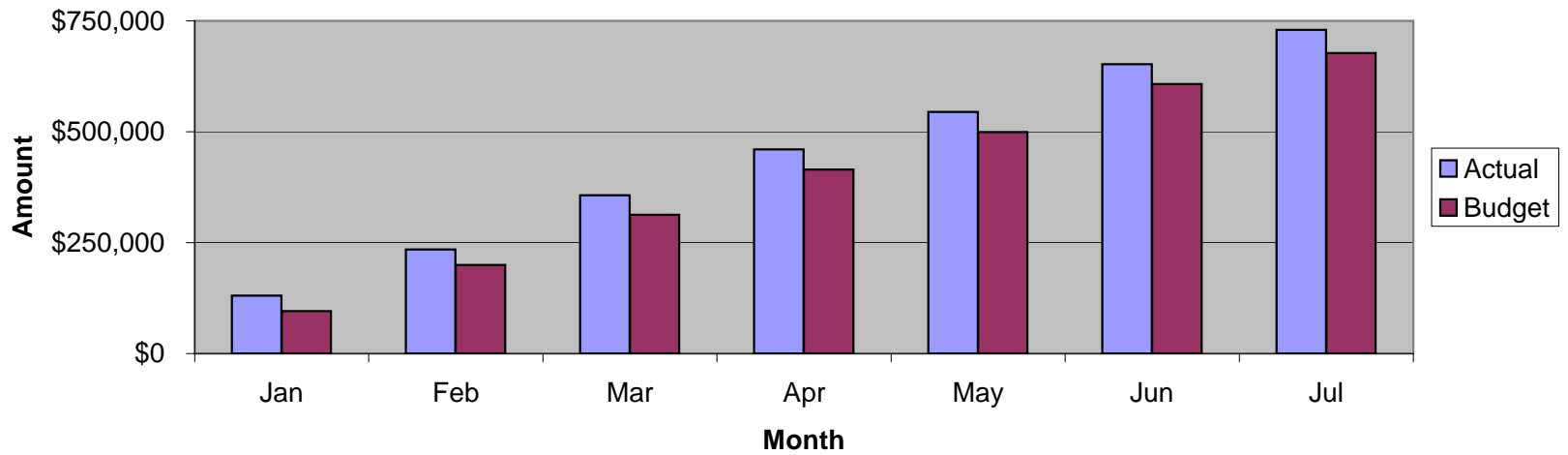
YTD Revenue - Actual vs. Budget



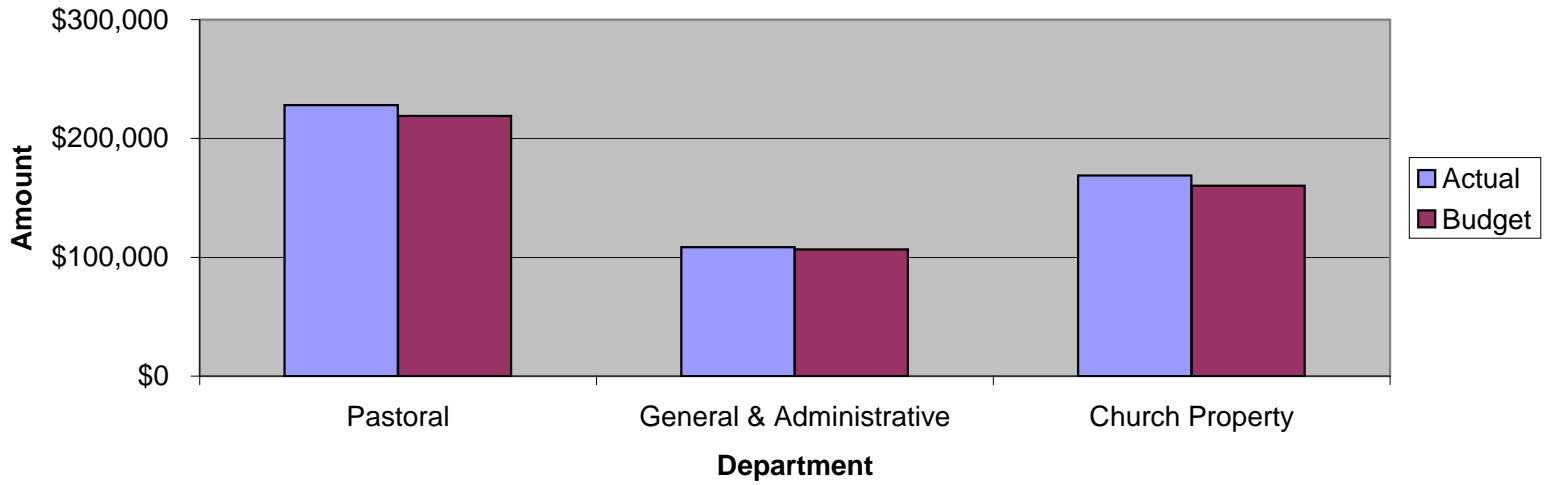
Monthly Expenses - Actual vs. Budget



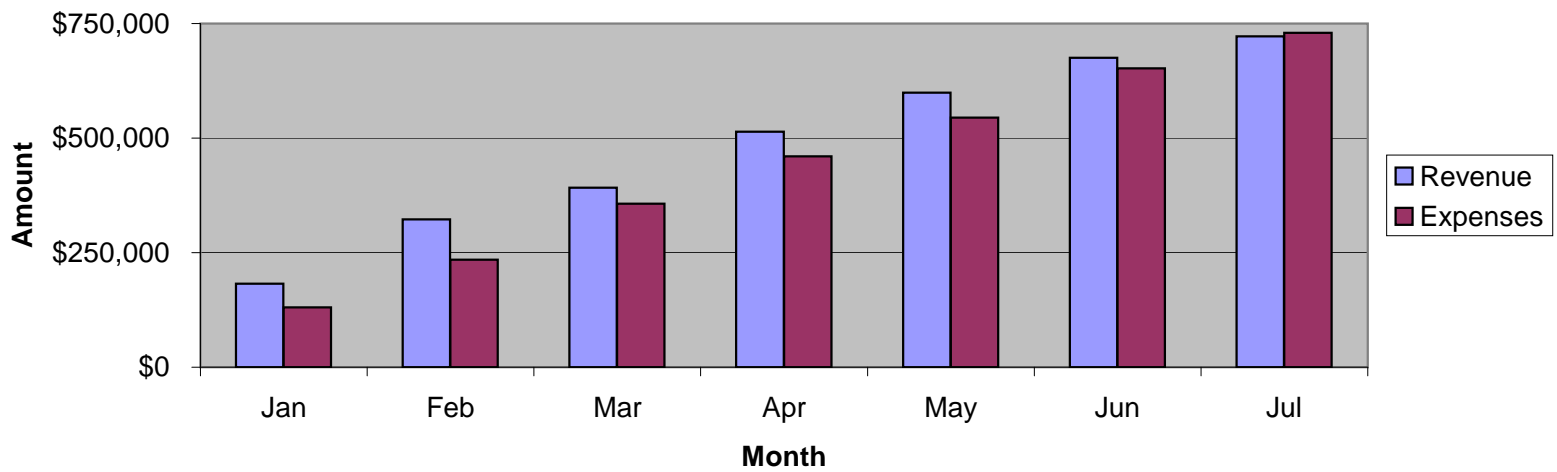
YTD Expenses - Actual vs. Budget



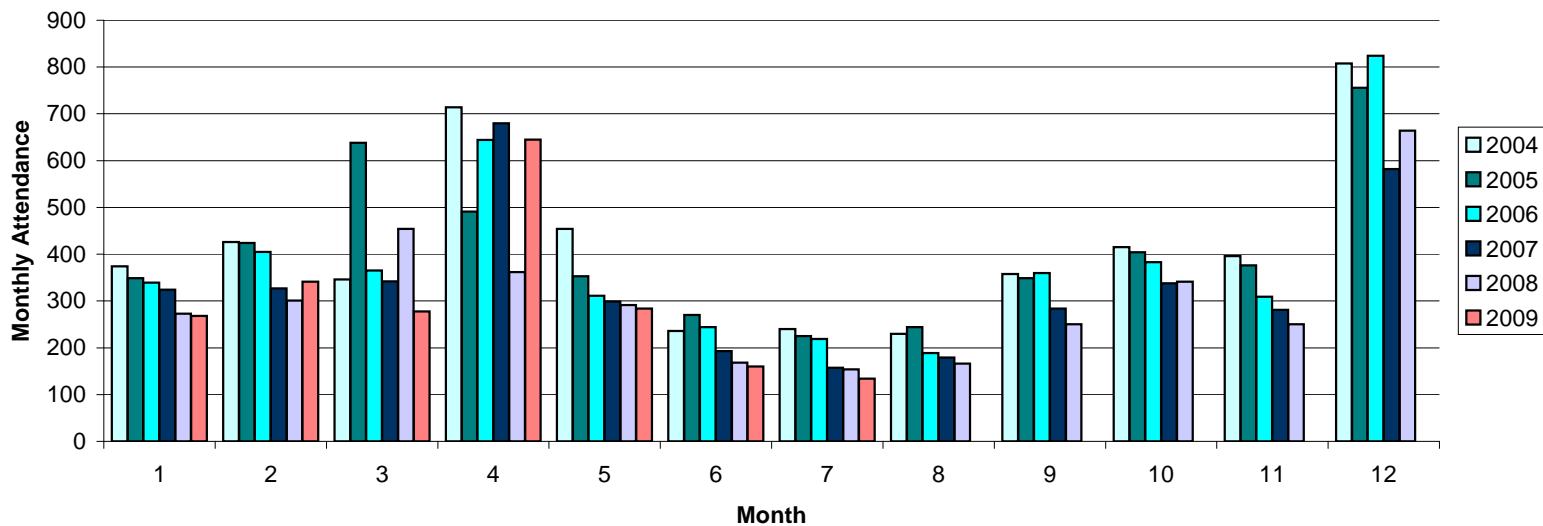
YTD Operations - Actual vs. Budget



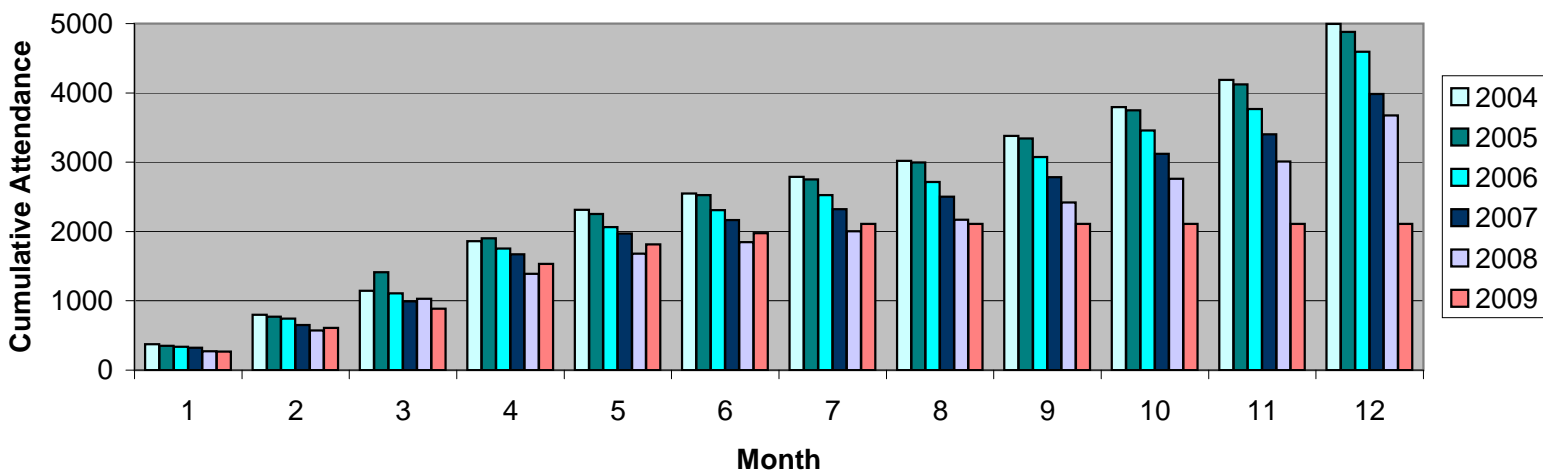
YTD Actual - Revenue & Expenses



Sunday Average Attendance - Monthly



Sunday Average Attendance - Cumulative



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

Accounts	MTO Actual (This Year)	MTO Budget (This Year)	YTO Actual (This Year)	YTO Budget (This Year)	YTO Actual (Last Year)	Annual Budget (This Year)
Revenues						
Total Revenues	\$46,223.52	\$48,800.00	\$721,733.25	\$622,659.00	\$607,585.86	\$1,125,687.00
Expenses						
Pastoral Expenses	\$22,740.09	\$23,220.00	\$228,085.99	\$218,910.00	\$208,679.90	\$362,960.00
Missions	\$7,657.00	\$7,650.00	\$65,242.50	\$64,150.00	\$66,037.18	\$116,879.00
Children's Ministry	\$3,307.80	\$1,840.00	\$19,030.61	\$20,655.00	\$19,655.24	\$35,385.00
Confirmation & Youth Ministry	\$608.88	\$0.00	\$20,908.03	\$20,010.00	\$20,242.72	\$33,392.00
Pastoral Care	\$4,387.62	\$4,385.00	\$31,126.08	\$31,115.00	\$30,231.68	\$53,371.00
Membership	\$0.00	\$0.00	\$9,940.05	\$11,478.00	\$18,177.53	\$12,582.00
Adult Education	\$0.00	\$0.00	\$1,000.00	\$1,254.00	\$1,113.25	\$1,998.00
Services & Sacraments	\$0.00	\$0.00	\$298.35	\$270.00	\$283.25	\$441.00
Fellowship	\$0.00	\$0.00	\$114.67	\$360.00	\$622.01	\$621.00
Music	(\$1,401.79)	(\$140.00)	\$41,578.76	\$40,915.00	\$44,730.98	\$69,455.00
General & Administrative	\$9,729.48	\$12,310.00	\$108,457.72	\$106,690.00	\$125,560.48	\$194,680.00
Stewardship	\$706.11	\$0.00	\$897.31	\$1,290.00	(\$113.00)	\$2,201.00
Church Property	\$23,085.57	\$20,225.00	\$168,808.09	\$160,175.00	\$162,831.53	\$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	\$11,301.50	\$0.00
Long Range Plan Funds	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Expenses	\$70,820.76	\$69,490.00	\$721,488.16	\$677,272.00	\$709,354.25	\$1,156,037.00
Net Total	(\$24,597.24)	(\$20,690.00)	\$245.09	(\$54,613.00)	(\$101,768.39)	(\$30,350.00)

July 2009

Accounts	MTD Actual (This Year)	MTD Budget (This Year)	YTD Actual (This Year)	YTD Budget (This Year)	YTDActual (Last Year)	Annual Budget (This Year)
Revenues						
9105 - Current Pledge Contributions	\$43,630.54	\$40,000.00	\$573,503.59	\$510,509.00	\$481,908.71	\$898,661.00
9107 - Non-Pledge Contributions	\$1,455.00	\$2,800.00	\$33,826.57	\$34,900.00	\$39,928.85	\$60,000.00
9109 - Pledge Overage Contributions	\$745.00	\$700.00	\$11,823.00	\$6,100.00	\$11,033.00	\$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	\$366.89	\$600.00	\$5,272.77	\$4,100.00	\$4,273.49	\$9,000.00
9124 - Church School Offering	\$0.00	\$0.00	\$60.50	\$150.00	\$265.60	\$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	\$0.00	\$0.00	\$5,700.00	\$5,000.00	\$5,587.00	\$7,000.00
9142 - Nursery School	\$0.00	\$0.00	\$21,350.55	\$18,700.00	\$15,478.25	\$39,766.00
9145 - Interest Income	\$26.09	\$300.00	\$398.57	\$2,100.00	\$5,050.92	\$4,000.00
9147 - Housing Trust Income	\$0.00	\$3,400.00	\$2,807.99	\$6,800.00	\$12,500.00	\$13,960.00
9155 - Endowment Income	\$0.00	\$0.00	\$0.00	\$0.00	\$2,125.00	\$0.00
9157 - Endowment Income II	\$0.00	\$1,000.00	\$6,170.18	\$5,700.00	\$7,137.61	\$10,000.00
9170 - Neighbors In Need	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$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	\$3,139.25	\$1,850.00
Total Revenues	\$46,223.52	\$48,800.00	\$721,733.25	\$622,659.00	\$607,585.86	\$1,125,687.00
Expenses						
Pastoral Expenses						
9302 - Salaries	\$10,575.44	\$10,575.00	\$74,045.96	\$74,025.00	\$74,035.65	\$126,913.00
9304 - Auto Expense	\$177.65	\$270.00	\$3,177.89	\$1,890.00	\$1,771.02	\$3,240.00
9306 - Expense Reimbursement	\$0.00	\$75.00	\$319.62	\$525.00	\$711.87	\$927.00
9308 - Annuities	\$0.00	\$0.00	\$26,172.98	\$23,520.00	\$20,581.81	\$35,283.00
9310 - Conferences / Continuing Educa	\$0.00	\$300.00	\$2,531.73	\$4,600.00	\$2,637.37	\$6,100.00
9312 - Senior Minister Allowance	\$0.00	\$50.00	\$195.68	\$200.00	\$290.48	\$675.00
9314 - Housing Allowance	\$10,426.43	\$10,425.00	\$72,985.01	\$72,975.00	\$72,985.11	\$125,117.00
9316 - Assoc. Minister Allowance	\$40.90	\$0.00	\$795.70	\$500.00	\$542.82	\$900.00
9382 - Insurance-Health	\$0.00	\$0.00	\$37,223.73	\$30,000.00	\$24,399.14	\$45,482.00
9384 - Social Security Add On	\$1,519.67	\$1,525.00	\$10,637.69	\$10,675.00	\$10,724.63	\$18,323.00
Total Pastoral Expenses	\$22,740.09	\$23,220.00	\$228,085.99	\$218,910.00	\$208,679.90	\$362,960.00
Missions						
9450 - Mission Offering	\$0.00	\$0.00	\$11,643.50	\$10,600.00	\$11,855.43	\$25,000.00
9454 - Missions	\$7,657.00	\$7,650.00	\$53,599.00	\$53,550.00	\$54,181.75	\$91,879.00
Total Missions	\$7,657.00	\$7,650.00	\$65,242.50	\$64,150.00	\$66,037.18	\$116,879.00
Children's Ministry						
9464 - Salaries-CM	\$1,713.34	\$1,710.00	\$16,159.18	\$15,845.00	\$16,159.18	\$27,503.00
9466 - SS-CM	\$131.07	\$130.00	\$1,236.15	\$1,210.00	\$1,236.15	\$2,104.00
9468 - Spiritual Formation	\$798.59	\$0.00	\$729.76	\$870.00	\$1,282.10	\$1,458.00
9472 - Teacher Training & Appreciation	\$168.59	\$0.00	\$168.59	\$450.00	\$521.45	\$450.00
9476 - CradleToddler Supplies	\$414.87	\$0.00	\$439.87	\$360.00	\$40.12	\$630.00
9488 - Fellowship	\$58.16	\$0.00	\$261.94	\$540.00	\$47.96	\$900.00
9490 - Education & Spiritual Formation	\$23.18	\$0.00	\$35.12	\$960.00	\$229.00	\$1,620.00
9494 - Mission & Outreach	\$0.00	\$0.00	\$0.00	\$120.00	\$139.28	\$180.00
9496 - Childcare	\$0.00	\$0.00	\$0.00	\$300.00	\$0.00	\$540.00
Total Children's Ministry	\$3,307.80	\$1,840.00	\$19,030.61	\$20,655.00	\$19,655.24	\$35,385.00
Confirmation & Youth Ministry						
9526 - Salaries-CY	\$0.00	\$0.00	\$15,150.00	\$15,150.00	\$15,150.00	\$25,250.00
9528 - SS-CY	\$0.00	\$0.00	\$1,158.96	\$1,140.00	\$1,158.97	\$1,932.00
9530 - Jr High - Confirmation	\$583.88	\$0.00	\$1,618.14	\$990.00	\$475.21	\$1,665.00
9532 - Jr High - Social	\$25.00	\$0.00	\$224.69	\$210.00	\$194.24	\$360.00
9536 - Sr High - Education	\$0.00	\$0.00	\$1,398.68	\$1,110.00	\$1,804.94	\$1,845.00
9538 - Sr High - Social	\$0.00	\$0.00	\$1,357.56	\$1,410.00	\$1,459.36	\$2,340.00
Total Confirmation & Youth Ministry	\$608.88	\$0.00	\$20,908.03	\$20,010.00	\$20,242.72	\$33,392.00
Pastoral Care						
9550 - Salaries-PN	\$4,387.62	\$4,385.00	\$30,713.34	\$30,695.00	\$29,689.08	\$52,651.00
9552 - Pastoral Care Board	\$0.00	\$0.00	\$412.74	\$420.00	\$542.60	\$720.00
Total Pastoral Care	\$4,387.62	\$4,385.00	\$31,126.08	\$31,115.00	\$30,231.68	\$53,371.00
Membership						

Glenview Community Church
 Analysis of Revenues & Expenses - Detail Portrait 2009
 July 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)
9572 - Salaries-Mbr	\$0.00	\$0.00	\$9,252.00	\$9,252.00	\$16,087.83	\$9,252.00
9574 - SS-Mbr	\$0.00	\$0.00	\$480.36	\$576.00	\$877.68	\$576.00
9576 - Membership	\$0.00	\$0.00	\$207.69	\$1,650.00	\$1,212.02	\$2,754.00
Total Membership	\$0.00	\$0.00	\$9,940.05	\$11,478.00	\$18,177.53	\$12,582.00
Adult Education						
9602 - Program	\$0.00	\$0.00	\$1,000.00	\$1,134.00	\$1,100.00	\$1,800.00
9614 - Miscellaneous	\$0.00	\$0.00	\$0.00	\$30.00	\$13.25	\$63.00
9616 - Literature & Library	\$0.00	\$0.00	\$0.00	\$90.00	\$0.00	\$135.00
Total Adult Education	\$0.00	\$0.00	\$1,000.00	\$1,254.00	\$1,113.25	\$1,998.00
Services & Sacraments						
9624 - Sacred Services	\$0.00	\$0.00	\$298.35	\$270.00	\$283.25	\$441.00
Total Services & Sacraments	\$0.00	\$0.00	\$298.35	\$270.00	\$283.25	\$441.00
Fellowship						
9636 - Special Functions	\$0.00	\$0.00	(\$42.00)	\$270.00	\$584.27	\$486.00
9640 - Miscellaneous	\$0.00	\$0.00	\$156.67	\$90.00	\$37.74	\$135.00
Total Fellowship	\$0.00	\$0.00	\$114.67	\$360.00	\$622.01	\$621.00
Music						
9648 - Salaries-Music	\$4,563.76	\$3,510.00	\$37,874.67	\$38,010.00	\$36,958.00	\$64,519.00
9650 - SS-Music	\$349.12	\$265.00	\$2,897.34	\$2,905.00	\$2,827.25	\$4,936.00
9652 - General - Instrumentalists	\$0.00	\$0.00	\$3,850.00	\$2,160.00	\$900.00	\$3,600.00
9654 - General - Organ & Piano Care	\$0.00	\$0.00	\$1,823.00	\$2,100.00	\$1,919.18	\$3,510.00
9656 - General - Cleaning Robes	\$0.00	\$0.00	\$0.00	\$120.00	\$0.00	\$180.00
9660 - General - Sub. Organist	\$350.00	\$0.00	\$950.00	\$540.00	\$650.00	\$900.00
9666 - Chancel Choir - Music	\$0.00	\$0.00	\$153.18	\$1,350.00	\$408.74	\$2,250.00
9668 - Chancel Choir - Misc.	\$0.00	\$0.00	\$116.41	\$270.00	\$127.50	\$468.00
9670 - Organ Music	\$288.57	\$0.00	\$334.32	\$270.00	\$434.30	\$450.00
9772 - Bell Choir - Music	\$168.20	\$0.00	\$1,211.15	\$270.00	\$0.00	\$450.00
9780 - Children's Choir - Music	\$0.00	\$0.00	\$144.94	\$420.00	\$85.00	\$720.00
9782 - Children's Choir - Misc.	\$0.00	\$0.00	\$175.06	\$120.00	\$198.01	\$180.00
9784 - Copyright Expenses	\$0.00	\$0.00	\$646.90	\$210.00	\$223.00	\$360.00
9790 - Music Transfer	(\$7,121.44)	(\$3,915.00)	(\$8,598.21)	(\$7,830.00)	\$0.00	(\$13,068.00)
Total Music	(\$1,401.79)	(\$140.00)	\$41,578.76	\$40,915.00	\$44,730.98	\$69,455.00
General & Administrative						
9822 - Postage (except B'dcaster)	\$269.91	\$600.00	\$5,245.14	\$4,200.00	\$4,105.50	\$7,200.00
9830 - Social Security	\$572.55	\$575.00	\$4,803.68	\$4,645.00	\$5,625.14	\$7,370.00
9832 - Office Staff Salaries	\$7,484.34	\$7,480.00	\$63,085.12	\$61,860.00	\$75,433.82	\$99,261.00
9834 - Payroll Service	\$341.11	\$225.00	\$2,501.71	\$1,975.00	\$1,821.62	\$3,135.00
9836 - Telephone	\$198.88	\$540.00	\$4,356.00	\$3,780.00	\$4,017.88	\$6,500.00
9838 - Stationery & Supplies	\$143.14	\$960.00	\$6,493.28	\$6,720.00	\$7,818.06	\$11,500.00
9840 - Equip. Maintenance/ Repair	\$680.75	\$1,065.00	\$10,059.25	\$7,455.00	\$5,425.98	\$12,800.00
9842 - Broadcaster	\$0.00	\$335.00	\$1,784.03	\$2,345.00	\$2,189.40	\$4,000.00
9846 - Communications/Promotions	\$0.00	\$85.00	\$1,110.50	\$595.00	\$1,615.50	\$1,000.00
9848 - Kitchen	\$0.00	\$125.00	\$749.54	\$875.00	\$652.63	\$1,500.00
9850 - Insurance-Prop/Casualty/Work	\$0.00	\$0.00	\$7,675.45	\$10,000.00	\$12,920.46	\$36,554.00
9852 - Miscellaneous	\$0.00	\$10.00	\$50.00	\$70.00	\$1,951.20	\$100.00
9854 - Office Equipment Purchase	\$0.00	\$190.00	(\$129.99)	\$1,330.00	\$1,770.20	\$2,260.00
9855 - Executive Board Expenses	\$0.00	\$80.00	\$401.41	\$560.00	\$0.00	\$1,000.00
9856 - Bank Fees	\$38.80	\$40.00	\$272.60	\$280.00	\$213.09	\$500.00
Total General & Administrative	\$9,729.48	\$12,310.00	\$108,457.72	\$106,690.00	\$125,560.48	\$194,680.00
Stewardship						
9802 - Offering Envelopes	\$706.11	\$0.00	\$578.11	\$240.00	(\$113.00)	\$405.00
9803 - Stationery	\$0.00	\$0.00	\$0.00	\$330.00	\$0.00	\$563.00
9804 - Postage	\$0.00	\$0.00	\$319.20	\$510.00	\$0.00	\$855.00
9806 - Celebration	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$18.00
9810 - Miscellaneous	\$0.00	\$0.00	\$0.00	\$210.00	\$0.00	\$360.00
Total Stewardship	\$706.11	\$0.00	\$897.31	\$1,290.00	(\$113.00)	\$2,201.00
Church Property						
9862 - Facility Slaff-Salaries	\$10,825.31	\$11,190.00	\$84,205.91	\$78,330.00	\$81,756.75	\$134,580.00
9864 - Social Security	\$781.48	\$860.00	\$6,058.99	\$6,020.00	\$5,760.95	\$10,296.00
9868 - AudioNideolTelephonics	\$47.48	\$0.00	\$47.48	\$0.00	\$0.00	\$0.00
9870 - Electricity	\$1,876.09	\$2,800.00	\$14,478.55	\$15,100.00	\$15,021.79	\$27,500.00
9872 - Water	\$573.38	\$0.00	\$1,109.48	\$1,900.00	\$1,914.62	\$3,000.00

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

Accounts	MTD Actual (This Year)	MTD Budget (This Year)	YTDActual (This Year)	YTD Budget (This Year)	YTDActual (Last Year)	Annual Budget (This Year)
9874 - N. I. Gas	\$0.00	\$0.00	\$12,320.19	\$21,200.00	\$20,761.10	\$28,275.00
9878 - Building Repair and Maintenano	\$5,661.92	\$2,300.00	\$16,825.93	\$16,100.00	\$16,313.28	\$27,500.00
9880 - Maintenance Contracts	\$2,632.75	\$2,700.00	\$28,803.66	\$18,900.00	\$18,708.50	\$32,000.00
9882 - Scavenger	\$360.57	\$375.00	\$2,548.32	\$2,625.00	\$2,594.54	\$4,500.00
9884 - Furn., Fixt., Equip. Purchase	\$326.59	\$0.00	\$2,409.58	\$0.00	\$0.00	\$3,080.00
Total Church Property	\$23,085.57	\$20,225.00	\$168,808.09	\$160,175.00	\$162,831.53	\$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	\$11,301.50	\$0.00
Total Capital Reserve	\$0.00	\$0.00	\$26,000.00	\$0.00	\$11,301.50	\$0.00
Total Expenses	\$70,820.76	\$69,490.00	\$721,488.16	\$677,272.00	\$709,354.25	\$1,156,037.00
Net Total	(\$24,597.24)	(\$20,690.00)	\$245.09	(\$54,613.00)	(\$101,768.39)	(\$30,350.00)

Accounts

Assets

Current Assets

Cash

1010 - Operating Account \$143,430.73
 1200 - Special Petty Cash Fund \$1,000.00

Total Cash 44,430.73

Investments

1110 - Housing Trust \$373,662.00
 1120 - Merrill Lynch Govt. MF \$229,083.62
 1130 - Nursery School Vanguard \$100,172.16
 1140 - Romeiser Trust Account \$174,919.00
 1160 - Endowment \$133,806.00
 1170 - Wm. Blair Managed Cash \$300,022.61
 1180 - Nursery School GSB CD#323510 \$29,670.01
 1185 - Endowment Fund II \$513,588.52
 1190 - Nursery School GSB CD#323512 \$30,765.89

Total Investments 885,689.81

Prepaid Expenses

Total Current Assets \$2,104.63

\$2,032,225.17

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

\$6,263,278.50

Total Assets

\$8,295,503.67

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 \$245.09

Total Fund Principal and Excess Cash Received

\$875.01

Restricted Funds

Total Temporarily Restricted Total \$833,882.92

Permanently Restricted Total \$1,197,467.24

Restricted Funds

\$2,031,350.16

Total Liabilities, Fund Principal, & Restricted Funds

\$8,295,503.67

PLEDGE CONTRIBUTION REPORT

MONTH	<u>2007 PLEDGE CONTRIBUTIONS</u>	<u>2008 PLEDGE CONTRIBUTIONS</u>	<u>2009 PLEDGE CONTRIBUTIONS</u>
January	\$ 56,063.34	\$ 62,768.86	*** \$ 135,012.50
February	\$ 80,293.16	* \$ 102,471.29	\$ 121,499.49
March	\$ 85,668.95	** \$ 92,359.27	\$ 51,163.06
April	\$ 93,927.70	\$ 66,588.90	\$ 90,801.88
May	\$ 56,778.54	\$ 55,985.47	\$ 63,682.44
June	\$ 67,220.94	\$ 54,904.79	\$ 67,713.68
July	\$ 95,823.69	\$ 46,830.13	\$ 43,630.54
August	\$ 50,718.28	\$ 55,487.39	
September	\$ 66,794.16	\$ 71,200.76	
October	\$ 84,059.35	\$ 82,426.78	
November	\$ 61,851.32	\$ 93,699.37	
December	\$ 130,154.13	\$ 131,372.61	
Actual Pledge Contrib.	\$ 929,353.56	\$ 916,095.62	\$ 573,503.59
Budget Pledge Contrib.	\$ 1,024,000.00	\$ 975,000.00	
Actual % to Budget	90.80%	93.96%	#DIVIO!

*Changed to reflect \$25000 pledge from non-pledge (9107) in Feb. report per EB

**Changed to reflect total \$1000 addition from changes requested by members

*** January 2009 changed to recognize all prepaid pledges paid in 2008 for 2009.

Glenview Community Church - Comparative Revenues

<u>Month</u>	<u>2009</u>	<u>2008</u>	<u>2007</u>	<u>2006</u>	<u>2005</u>	<u>2004</u>	<u>2003</u>
January	\$ 182,244.67 *	\$ 80,188.95	\$ 74,594.18	\$ 106,429.51	\$ 122,067.18	\$ 70,691.23	\$ 87,871.50
February	\$ 140,263.93	\$ 116,974.37	121,014.19	72,660.20	77,523.70	77,447.10	69,717.22
March	\$ 69,135.75	\$ 115,866.62	107,626.66	121,192.76	88,782.22	99,044.62	91,531.38
April	\$ 122,302.93	\$ 97,057.68	127,591.21	130,592.35	117,440.47	125,177.01	93,994.41
May	\$ 85,527.31	\$ 74,821.39	79,834.93	102,090.47	133,720.82	110,464.01	56,528.14
June	\$ 76,035.14	\$ 69,066.46	80,857.74	70,470.20	70,942.58	74,399.77	98,079.80
July	\$ 46,223.52	\$ 53,610.39	105,520.31	96,205.06	73,692.69	85,423.69	69,153.58
August		\$ 61,052.38	60,077.24	67,448.52	47,410.46	69,026.46	57,739.09
September		\$ 87,738.77	84,025.61	130,400.60	81,005.37	61,418.36	82,507.01
October		\$ 110,499.26	113,894.93	114,746.48	100,506.42	99,606.58	105,962.66
November		\$ 113,596.00	92,347.73	99,354.96	85,391.80	61,320.78	93,377.26
December		\$ 210,788.30	199,794.80	173,460.38	157,802.19	108,993.97	130,495.10
Total Actual	\$ 721,733.25	\$1,191,260.57	\$1,247,179.53	\$ 1,285,401.49	\$ 1,154,885.90	\$ 1,043,013.58	\$ 1,058,457.15
Budget		\$ 1,231,931.00	\$ 1,253,060.00	\$ 1,184,026.08	\$ 1,137,000.00	\$ 1,047,936.00	\$ 1,108,823.00
Percent	<u>#DIV/0!</u>	~	~	~	101.8%	~	~