

Note: 6:30pm meeting of the Operating Committee to discuss the filling of Board positions for the 2009-2010 church year. Leader of discussion = Constance Filling

GCC Executive Board Agenda

February 24, 2009

Opening Prayer:

Clergy Comments:

Consent Agenda:

Approval of Minutes of Meeting on January 27, 2009

PYF March 8th Selling of Pretzels.

Treasurer's Report:

Board Reports:

New Business:

Proposed "one word" change to description of Nursery School in By-Laws.

Other?

Old Business:

Proposed "Weather Policy for Building Closing"

Proposed Budget Resolution for the Congregational Meeting on March 8th.

Howard's Moment:

Closing Prayer:

Dates: March 8th – 9:30 pm - Sanctuary - Continued Mid-Winter Congregational Meeting.

March 17th 7pm pm – Mayflower Room - Executive Board Meeting

Change – No planning meeting on Monday, March 2nd – Date to be Determined.

You cannot change circumstances or other people. If you don't like the way your life looks, try changing the way you look at life.



Today, look at others as if you see them for the first time. You do.



Forgiveness is the only real prescription for the pain you feel over someone else's behavior. The healing choice is yours to make.

**MINUTES OF THE EXECUTIVE BOARD
GLENVIEW COMMUNITY CHURCH
January 27, 2009**

A silent roll was taken and recorded by the Church Clerk: Howard Roberts, Pam Keckler, Sally Iberg, Tom Amos, Constance Filling, Don Clark, Rob Hevey, Beryl Bills, David Aki, Bill Dailey, Judy Fellingham, Sandra Frantz, Larry Kemp, Susan Mann, Pam Riedy, Mark Sawires, Pam Asplund, Chris Calandra, Kara Clark, Amy Davis, Cindy Dailey, Christine Foley, Peter Grant, Blanche Hanson, Bud Kinzalow for Karin Kinzalow, Becky Lothian, Sue Newberry, Barbara Schwarting, Jeff Wagner and guests: Bob Kappus representing the budget committee, Jane Sanderson and Jan Valkenaar.

- I. **The meeting was called to order** in the Mayflower Room at 7:05 p.m. by Moderator, Tom Amos and opened with prayer led by Tom.
- II. **Clergy Comments**
Complete reports from Howard Roberts, Pam Keckler and Sally Iberg are included in the Executive Board Packet dated January 27, 2009.
- III. **Consent Agenda**
 - A. Executive Board Minutes dated December 29, 2008 with corrections to the Constitutional Amendment Article IX striking the word "received" and inserting the word "mailed," as follows:

ARTICLE IX: AMENDMENTS

*"This Constitution may be amended by a two-thirds vote of those voting at any meeting of the Church provided a notice of the meeting and the substance or a copy of the proposed amendment has been printed in three successive issues of the Broadcaster, the last of which shall be **mailed** at least four days prior to the date of the meeting. Alternatively, the substance or a copy of the proposed amendment shall be **mailed** at least ten days prior to the meeting date to all active members of the Church. The amendments passed by the Congregation shall be published on the Church website and made available in the Church office."*

Don Clark will take responsibility for overseeing that the proposed Constitutional amendments and changes are **mailed to** all active members of the Church at least ten days prior to the Midwinter Congregational meeting, February 8.

- B. Minutes/Reports from Ministers, Boards, and others included in the January 27, 2009 packet.
- C. Requests for collections and sales:
 - o PYF "Souper Bowl for Hunger " collection February 1, 2009
 - o Boy Scout Troop 156 Pancake Breakfast May 9, ticket sales April 26 and May 3.

A motion was made, seconded, and passed to approve the Consent Agenda as amended.

IV. Board Reports

- A. Leadership Committee – Constance Filling, Vice-Moderator, reported that Lloyd Bettis has agreed to serve as Vice Moderator upon election by the congregation at the Annual meeting in May 2009.
- B. Properties Board – Blanche Hanson, Chair, reiterated the Board's concerns with 1) using Capital Reserve Funds (CRF) to fund the 2008 budget deficit; and, 2) the lack of funding of the CRF in 2009 as well as the possibility of borrowing additional monies from the CRF to fund the 2009 proposed budget without a plan to replenish these funds. A copy of the Intent and Purpose of the Capital Reserve Fund (CRF) and a listing of Capital Projects for Glenview Community Church are attached.
- C. Finance Board - Rob Hevey, Church Treasurer, reported that despite strong year-end contributions, for the fiscal year ending December 31, 2008, revenues were nearly

\$40.7 thousand short of the budget. Shortfalls were due primarily to a \$59 thousand shortfall in Current Pledge Contributions; and, a \$38 thousand shortfall in Non-Pledge Contributions. Pledge Overage Contributions, however, were favorable to the 2008 budget by \$57 thousand. Overall, total expenses were unfavorable to the budget by \$14.6 thousand. The net result is a deficit for 2008 of \$55,477.84. Netted out against the General Fund surplus, there is a General Fund deficit of \$25,615.08. In order cover the loss, a \$26,000 loan against the Capital Reserve Fund (CRF) was made resulting in an excess of \$629.92 in the General Fund for 2008. A \$30 thousand prior year pledge (2008) received in early January 2009 will be used to pay off the \$26 thousand dollar CRF loan.

- D. Jeff Wagner, Finance Board chair, presented the proposed 2009 Budget which has a projected deficit of \$18,101 due to a revenue decline of \$132,583 versus the 2008 Budget. This decline would be offset by expense reductions of \$71,064 versus the 2008 budget and Fund transfers up to \$43,418 as follows: restricted transfers (which are equal and offsetting) from the Leadership Fund (\$7,500) and Music Funds (\$13,068 from either the Nutting Fund and/or Friends of Music, at the suggestion of the Music Board); and, a one-time unrestricted transfer from the Romeiser Trust (accrued interest of \$22,850).

Assumptions and justifications used by the Finance Board in developing the 2009 Budget, include:

- Revenue assumptions: a 93% receipt of pledged income and reductions of other revenue sources based on 2008 actual receipts and the 2009 financial outlook are reasonable.
- Payroll deductions: immediate reductions in headcount/payroll deductions are necessary.
- Deficit budget: while there was an attempt to prepare a balanced budget, there is no constitutional obligation to have a balanced budget.

Jeff further stated the Finance Board's belief that the proposed 2009 Budget represents a transition year. Beginning in March, the 2009 budget will be evaluated ongoing in an effort to eliminate the projected deficit and in an effort to determine what deficit, if any, might occur in 2010. As their assessment of 2009 is finalized, appropriate adjustments in 2010 will be recommended.

Discussion:

Don Clark voiced concern that the proposed budget does not reflect the following principles which he believes should be used in developing the 2009 budget:

1. Use the most accurate information and data in making assumptions and projections
2. Employ a set of principles and priorities, (e.g., balance the budget at all costs, children's programming expenses touched last, financial sacrifices to be felt by all staff, no employment terminations, unless necessary).
3. Reflect congregational points of view.

Using these guides the following assumptions were applied to create an amended budget:

- Pledge revenue based upon pledges received as of January 27, 2009, and a 95% pledge realization rate.
- Increase in Women's Association pledge contribution (\$2,000) per the Women's Association meeting minutes.
- Flat head count
- 3.5 percent reduction in compensation for all employees other than contracted-for Parish Nurse and part-time Business Administrator.

A general discussion by the Executive Board followed, focusing on the following areas:

- Overall philosophy regarding this budget

- need for immediate action versus deferring decisions to 2010
- not addressing core problems; a reluctance to make hard decisions now
- need for transparency in sharing the budget
- Payroll reductions both current and long term; need for:
 - salary reductions
 - staff reductions; job sharing
 - restoration of salaries when improved financial picture
- Deficit budgets:
 - support for and against
 - use of savings/fund transfers to diminish deficits
 - repayment of funds used to decrease the deficit
- Revenue:
 - pledge realization rate (93% versus 95%)
 - too much focus on revenues
 - need for additional revenue streams
- Overall vision and long term goals of GCC:
 - Lack of long term vision
 - sagging attendance
 - focus and energy needed.

V. Teachable Moment

Howard Roberts spoke of how the concept of generosity has been instilled in him by his parents' practices and examples and his concerns as to how members of GCC hold traditional views of stewardship versus the broader concept of generosity. In appreciation of his parents, he has purchased copies of *Creating Congregations of Generous People* using funds given to GCC in memory of his mother. It is his intent to use this text over the next few months as the basis for developing teachable moments which will empower us to become a congregation of generous givers.

VI. New Business: An initial discussion was held related to the current practices of closing the building and offices when faced with weather related issues. To date, practice has been driven by the decisions of School District 34. Howard Roberts and the staff were asked to craft a policy statement for review by the Properties Board and the Executive Board.

VII. Old Business

- A. Finance Board proposed 2009 Budget. A motion was made and seconded to approve the proposed budget presented by the Finance Board. (A copy of the budget is attached.) The motion was defeated, with 6 yeas, 20 Nays and 1 abstention.
- B. Amended 2009 Budget utilizing the assumptions outlined earlier. A motion was made and seconded to accept the amended 2009 proposed Budget. (A copy of the budget is attached.) The motion passed with 14 yeas, 12 nays and 1 abstention.

VIII. Adjournment - The meeting was adjourned at 9:40 with a prayer led by Tom Amos.

Respectfully submitted,
Beryl Bills - Church Clerk

Mid-Winter Annual Meeting: Sunday, February 8, 2009, 9:30 PM, Sanctuary

**Tuesday, February 27, 2009, Mayflower Room:
Operating Committee, 6:30 PM
February Executive Board Meeting, 7:00 PM**

Intent and Purpose of the Capital Reserve Fund (CRF)

In 2005, GCC Properties Board presented a report including the research and analysis that led to the conclusion that we must have "a priority goal of implementing a plan for a substantial, reliable and consistent increase in the GCC Capital Reserve Fund to support ongoing facilities needs over the near to long term." Projections of capital needed for future expenditures were based on three different, commonly accepted methods of financial review and analyses specific to construction and building maintenance.

- 1) Review of recent and previous Capital Projects with projections of inflation factor to reach an adjusted cost.
- 2) Capital Project needs based on a percentage of property value
- 3) Experience of other churches

A list of six future projects, a small portion of which has since been completed, was listed.

The conclusion of the study was that the annual target for GCC's funding of a Capital Reserve Fund, using 2005 as a starting point, should be approximately \$254,054 (\$240,809 from the recent 20-year annual average plus a 2.5% annual Construction Cost Index increase) and going forward such starting amount needs to be adjusted annually per the Construction Cost Index.

"This commitment and goal to increase the CRF [would] reduce major capital campaign fatigue and the negative impact of such campaigns on the Church's ability to regularly and incrementally increase fundamental programs and missions of the Church."

Quotes are from original document which can be supplied at request.

Capital Projects for the Future Needs Of Glenview Community Church 2008 List

Reviewing the over all condition of the building for the past six months I have noted the following items that should be planned for future repairs and or replacement. Properties board has been notified on some of these cost which will be highlighted. I will date the items needed in order of priority. 07/07/08

1. *Parking lots, should be planned in phases in order to keep to a reasonable budget number plan per year.* The properties Board has approved the idea of having an engineer review water flow before proceeding with the next step of actual replacement. The 2008 needs will have Wilson Landscaping dig out and add grade #9 gravel in two areas where trees were located to help reduce the trip of fall hazards. *I have ordered this to be done at the approximate cost of \$800.00 to \$900.00 Dollars.* This was decided as a temporary fix by Properties board versus adding pavement now and removing it with in the next two years. The parking lot pot holes and damaged north entrance driveway shall be hot patched only, no cutting for a more permanent repair. Morin Brothers or the Patching People will be contacted for this.
2. *All Church privacy fencing is in secondary stages of deterioration.* Cost review for replacement by 2010 is suggested. The play ground fencing is starting deterioration, currently needing small areas patched and or repaired. Suggestion for replacement would be in 2012 or 2013.
3. *Sump-pump draining on front sidewalk causing damages and slip hazards.* This should be done ASAP in Summer/Fall 2008 before the next winter icing season begins. Repair of this should include side walk repair. Front stairs need patch repair 2008.
4. *Stage Curtains are 5 years past fire proofing and or replacement.* Properties board was notified of this in April 2008. Voted against fire proofing as stage curtains need replacement with in the next 2 years at the estimated cost in 2008 dollars of \$7500.00. Suggest no later than 2009, this has the potential of being a Church and personal liability if it is not attended to. *Window Floral Curtains and outer Stage Floral Curtains are not fire rated, they are not the proper material for needed fire retardant chemical.*
5. Exterior paint on fascia and windows is cracked and peeling in numerous areas. Main entrance and West entrance pillars paint is peeling. Main entrance doors paint is peeling. I have requested a cost quote in 2 stages to allow for budgeting, suggestion is 2009 and not later than 2010.
6. Chapel air conditioning unit is of 1973 vintage. Repairs were made to the condenser unit by Hill Mechanical in order for 2008 start up. The time delay switch and start coil were replaced. Hill Mechanical did not check the refrigerant charge as the port is rusted shut and the unit was cooling. It is suggested that this exterior condensing unit be replaced for the 2009 or 2010 cooling season. The interior air handler that is associated with this unit is in good operating condition, the only suggested item for review would be damper operation controls.
7. Roofing systems seem to be adequate at this time, there have been repairs made in the past. There is only one known roof issue at this time. Leak into the stage control lighting office is from the flat roof outside the Memorial Garden Hallway.
8. Tuck pointing should be reviewed every other year as most mortar visually looks in good condition at this time. The cap work for the gymnasium brick parapets should be re-mortared/caulked in 2009 with review of mortar conditions below caps.
9. All future asbestos abatement should be considered as a long term projects in stages as needed. Current cost of asbestos removal is \$4.00 per square foot in 2008 dollars. Current visible tile conditions show no need for removal at this time.
10. Telephone system upgrades are needed. The current system is outdated and most available parts are located used. ITS Communications services existing system. ITS has been requested for cost of upgraded new system.
11. Building heating and cooling automation computer needs replacement at this time. System may need future upgrades or replacement if system can no longer be supported.
12. Water control through parking lot improvement and window well modification.

CAPITAL PROJECT / DESCRIPTION	CURRENT ESTIMATED COST	TIME FRAME	ESTIMATED LIFESPAN	ANNUAL MAINT.	COMMENTS	NOTES
<i>The following projects have recently been completed or are have been approved.</i>						
<u>PARKING LOT</u> Parking lot repairs made in 2008 by Mancilla for \$2920. This sum is included in Part 1 of Paving Project (front drive and walks) approved not to exceed \$25,000.	\$25,000	2008-2009				
<u>Stage curtains fire-proofed.</u> Interior curtain removed. Plan to screen storage area on stage.	\$850	2008	3 years certification			
<u>Heating system automation computer</u> has been ordered. Has not worked since Keith was hired.		2009				
<u>Sump pump repaired and re-attached to storm sewer.</u>		2008				
<u>PLYMOUTH ROOM AIR CONDITIONING</u>	Paid by Women's Association	2009	n/a	n/a		
<u>FIRST FLOOR Flooring</u> Replace carpeting in first floor hallway between office and Narthex stair and in adjacent hallways. Replace carpeting in Parlor and Library. Abate all ACM tiles under carpet that is to be replaced.	\$45,000	2008	10-15 years	unknown, no change		
<i>The following projects are the most critical to the well-being of the physical church.</i>						
<u>SECURITY</u> Add line item to budget for one-time and subsequent annual funds for physical security of the building.	\$5,000+ (one-time) \$1,500 (annual)	1 year (2009)	n/a	contract	Security Committee to meet and recommend to Properties Board.	

<u>PARKING LOT</u> Replace entire west parking lot with new asphalt. Repair bed, drainage as necessary.	\$130,000 (2004)	5-6 years (2011 / 2012)	15- 20 years	\$1,200 current and new	May require engineering fees for civil / hydronic upgrades.	
<u>ROOFING</u> Replace clay tile and felt underlayment on roofs over sanctuary and office/school wing.	\$150,000 (rough est.)	4-5 years (2010 / 2011)	30 years	\$2,500 current unkno wn new	Basic roof replacement only. Architectural roof could be additional \$50k but could last 2x longer.	
<u>ROOFING</u> Replace modified bitumen gymnasium roof.	\$18,000 (rough est.)	1-3 years (2008 - 2010)	30 years	(see above)	Basic roof replacement only.	
<u>FIRST FLOOR Flooring</u> Replace Toddler Room carpeting.		immediat e	10- 15 years	unkno wn, no chang e		
<u>ASBESTOS ABATEMENT</u> <u>Remediate all asbestos-containing material (ACM).</u> <u>First Floor hallway ceiling: \$40,000</u> <u>Second floor hallway flooring and ceiling: est. \$30,000.</u>		6-18 months (2008 - 2010)	30 years	minim al		
<u>CHAPEL HVAC CONTROLS</u> Evaluate functionality of existing controls.	\$1,750 (April, 2007)	immediat e	15 years	none	Existing controls are either full- on or off.	Wasating energy with full-on.
<i>The following projects have been identified as desirable, but not as critical as the first group.</i>						
<u>OFFICE RENOVATION</u> Add air conditioning and ventilation to office area rooms. Renovate office area with new ceiling, carpeting, lighting, etc.	\$30,000 \$300,000 (2002)	unknown	n/a	n/a	want vs. need	Originally part of Cre Sacred Space. Renovation may incl office/wall relocation better visual security main door.

<u>MUSIC FACILITIES Request</u> Add HVAC to Bell Choir Room additional choir room requests add point of use water heating to choir restrooms	Need to quantify	unknown	n/a	n/a	want vs. need Letter re'd Jan '08 from music board, specific request to come from facility budget	Phase 1: concept. d fffeasibility study and opinion of probable completed April 200 Music board request letter to consider AC choir room separate winter of '08
<u>MAYFLOWER / FOUNDERS AIR CONDITIONING</u>	\$25,000 (April, 2007)	unknown	n/a	n/a	want vs. need	Low-profile A/C wall units in each room.
<u>ROOM 201 AIR CONDITIONING</u>	\$15,000 (April, 2007)	unknown	n/a	n/a	want vs. need	Add coil / condenser existing air handler i above room.
<u>SANCTUARY LIGHTING</u> Install (8) downlights in existing positions, demolish existing dimming system and replace with new digital system tied into existing dimming system in control booth.	\$7,500	unknown	20 years	n/a	want vs. need Will allow greater control of all Sanctuary lighting.	Sweat equity installa
<u>SANCTUARY INSULATION</u> Replace insulation above Sanctuary and Transept ceilings with new blown-in insulation.	\$10,000 - \$20,000	unknown	20 years	n/a	Will improve efficiency of HVAC.	Should be done after lighting installation.

The following items are not projects per se, but should be included in the annual budget.

<u>CONTINGENCY</u> Add line item to budget for annual funds for gap between Operating budget and Capital Reserve.	\$5,000	annual	n/a	varies	Fund can roll over at end of each year if not used.	
--	---------	--------	-----	--------	---	--

The following projects are known problems but are extremely difficult to quantify for time frame or cost.

<u>WATER LINES</u> Replace all galvanized domestic water lines.	unknown	reactive	n/a	n/a	Scope unknown.	
<u>ELECTRICAL</u> Replace all aging, non-compliant electrical wiring	unknown	reactive	n/a	n/a	Scope unknown.	

Completed Projects

<p><u>LOWER LEVEL FLOORING</u> Replace carpeting in first lower level hallway between north stairs and Narthex stair and in adjacent hallways. Include carpeting in Founder's Room, Mayflower Room and Resale shop. Replace wallpaper or remove wallpaper and paint in hallways.</p>		2006-2007	10-15 years	minimal / annual deep cleaning	Completed as part of Basement Water Encroachment	
<p><u>LOWER LEVEL CEILINGS</u> Abate all asbestos in ceilings, replace lighting fixtures.</p>	\$101,000	2006-2007	20-30 years	none	Completed as part of Basement Water Encroachment	
<p><u>BOILER REFRACTORY BLANKETS</u> Replace blankets in boilers.</p>	\$5,591.	2006-2007	10-15 years	minimal / annual inspection	Blankets not installed properly when boilers were installed.	premature aging of boilers on installation.
<p><u>SANCTUARY EXHAUST FAN</u> Install new controls in Sacristy for EF.</p>		2007	10-15 years	minimal	Fan/controls not installed properly during CSS.	
<p>Projects on indefinite hold</p>						
<p><u>MUSIC FACILITIES RENOVATION</u> Expand and renovate choir room to include stage for rehearsal space. Add HVAC to Bell Choir Room.</p>	\$315,000 (2007)	unknown	n/a	n/a	want vs. need Nutting Fund?	Phase 1: concept. design / feasibility study and opinion of probable cost completed April 2007./ Music Dept requested letter to consider A ball choir room separately re winter of '08

FINANCE BOARD PROPOSED 2009 BUDGET

		2008	2008	2009	2008 Budget vs. 2009 Budget
		<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	
Revenues					
105	Current Pledge Contributions	\$975,000	\$916,096	\$877,512	(\$97,488)
107	Non-Pledge Contributions	\$106,636	\$68,638	\$60,000	(\$46,636)
108	End of Year Gifts	\$0	\$0	\$0	\$0
109	Pledge Overage	\$15,000	\$72,560	\$40,000	\$25,000
110	Prior Year Pledge	\$2,500	\$2,692	\$5,000	\$2,500
115	Loose Offering	\$10,000	\$9,434	\$9,000	(\$1,000)
124	Church School Offering	\$1,000	\$282	\$300	(\$700)
130	Women's Association	\$8,000	\$8,000	\$8,000	\$0
135	Building Fees	\$4,500	\$8,012	\$7,000	\$2,500
142	Nursery School	\$27,695	\$30,451	\$39,766	\$12,071
145	Interest Income	\$12,100	\$6,797	\$5,500	(\$6,600)
147	Housing Trust Income	\$25,000	\$25,000	\$13,960	(\$11,040)
155	Endowment Income	\$6,500	\$5,375	\$3,110	(\$3,390)
157	Endowment Income II	\$13,000	\$13,436	\$5,200	(\$7,800)
169	Mission Offering	<u>\$25,000</u>	<u>\$24,488</u>	<u>\$25,000</u>	<u>\$0</u>
Total Revenues		\$1,231,931	\$1,191,261	\$1,099,348	(\$132,583)
Transfers					
	Leadership Fund Transfer	\$0	\$0	\$7,500	\$7,500
	Romeiser Fund Transfer			\$22,850	\$22,850
	Nutting Fund Transfer	<u>\$0</u>	<u>\$0</u>	<u>\$13,068</u>	<u>\$13,068</u>
Total Transfers		\$0	\$0	\$43,418	\$43,418
Total Revenues and Transfers		\$1,231,931	\$1,191,261	\$1,142,766	(\$89,165)
Expenses					
Pastoral Expenses					
302	Salaries	\$126,905	\$126,913	\$126,905	\$0
304	Auto Expense	\$3,600	\$4,285	\$3,240	(\$360)
306	Expense Reimbursement	\$1,030	\$992	\$927	(\$103)
308	Annuities	\$35,283	\$35,283	\$35,283	\$0
310	Conferences/Cont. Ed	\$4,000	\$3,534	\$6,100	\$2,100
312	Sr. Minister Allowance	\$750	\$539	\$675	(\$75)
314	Housing Allowance	\$125,118	\$125,117	\$125,118	\$0
316	Assoc. Min. Allowance	\$1,000	\$854	\$900	(\$100)
382	Insurance	\$43,434	\$37,279	\$45,482	\$2,048
384	Social Security Add-On	<u>\$18,236</u>	<u>\$18,323</u>	<u>\$18,534</u>	<u>\$298</u>
Total Pastoral Expenses		\$359,356	\$353,119	\$363,164	\$3,808

FINANCE BOARD PROPOSED 2009 BUDGET

		2008	2008	2009	2008 Budget vs. 2009 Budget
		<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	
Missions					
450	Mission Offering	\$25,000	\$24,488	\$25,000	\$0
454	Missions	<u>\$92,883</u>	<u>\$92,883</u>	<u>\$91,879</u>	<u>(\$1,004)</u>
Total Missions		\$117,883	\$117,371	\$116,879	<u>(\$1,004)</u>
Children's Ministries					
464	Salaries	\$27,503	\$27,503	\$27,503	\$0
466	Social Security	\$2,104	\$2,104	\$2,104	\$0
468	Spiritual Formation	\$1,620	\$1,597	\$1,458	<u>(\$162)</u>
472	Teachers Training	\$500	\$372	\$450	<u>(\$50)</u>
476	Supplies	\$700	\$260	\$630	<u>(\$70)</u>
488	Fellowship	\$1,000	\$515	\$900	<u>(\$100)</u>
490	Education	\$1,800	\$1,474	\$1,620	<u>(\$180)</u>
494	Puppet Ministry	\$200	<u>(\$11)</u>	\$180	<u>(\$20)</u>
496	Child Care	<u>\$600</u>	<u>\$560</u>	<u>\$540</u>	<u>(\$60)</u>
Total Children's Ministry		\$36,027	\$34,374	\$35,385	<u>(\$642)</u>
Confirmation & Youth Ministry					
526	Salaries	\$25,250	\$25,250	\$25,250	\$0
528	Social Security	\$1,932	\$1,932	\$1,932	\$0
530	Jr-Hi-Confirmation	\$1,850	\$1,702	\$1,665	<u>(\$185)</u>
532	Jr-Hi-Social	\$400	\$203	\$360	<u>(\$40)</u>
536	Sr-Hi-Education	\$2,050	\$1,976	\$1,845	<u>(\$205)</u>
538	Sr-Hi-Social	<u>\$2,600</u>	<u>\$2,590</u>	<u>\$2,340</u>	<u>(\$260)</u>
Total Confirmation & Youth		\$34,082	\$33,653	\$33,392	<u>(\$690)</u>
Pastoral Care					
550	Salaries	\$50,933	\$50,911	\$52,651	\$1,718
552	Program	<u>\$720</u>	<u>\$841</u>	<u>\$720</u>	<u>\$0</u>
Total Pastoral Care		\$51,653	\$51,752	\$53,371	\$1,718
Membership					
572	Salaries	\$27,756	\$27,653	\$6,939	<u>(\$20,817)</u>
574	Social Security	\$2,123	\$1,524	\$531	<u>(\$1,592)</u>
576	Evangelism & Membership	<u>\$3,060</u>	<u>\$1,871</u>	<u>\$2,754</u>	<u>(\$306)</u>
Total Membership		\$32,939	\$31,048	\$10,224	<u>(\$22,715)</u>
Adult Education					
602	Program	\$2,000	\$1,844	\$1,800	<u>(\$200)</u>
614	Miscellaneous	\$70	\$13	\$63	<u>(\$7)</u>
616	Literature & Library	<u>\$150</u>	<u>\$0</u>	<u>\$135</u>	<u>(\$15)</u>
Total Adult Education		\$2,220	\$1,857	\$1,998	<u>(\$222)</u>
Services & Sacraments					
624	Sacred Services	<u>\$490</u>	<u>\$494</u>	<u>\$441</u>	<u>(\$49)</u>
Total Services & Sacraments		\$490	\$494	\$441	<u>(\$49)</u>

FINANCE BOARD PROPOSED 2009 BUDGET

		2008	2008	2009	2008 Budget vs. 2009 Budget
		<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	
Fellowship					
636	Special Functions	\$540	\$584	\$486	(\$54)
640	Miscellaneous	<u>\$150</u>	<u>\$175</u>	<u>\$135</u>	(\$15)
Total Fellowship		\$690	\$759	\$621	(\$69)
Music					
648	Salaries	\$65,436	\$64,519	\$65,436	\$0
650	Social Security	\$5,006	\$4,936	\$5,006	\$0
652	General-Instrumentalists	\$4,000	\$2,475	\$3,600	(\$400)
654	General-Organ/Piano Care	\$3,900	\$3,060	\$3,510	(\$390)
656	General-Cleaning Robes	\$200	\$147	\$180	(\$20)
660	General-Sub Organist	\$1,000	\$825	\$900	(\$100)
666	Chancel Choir-Music	\$2,500	\$2,121	\$2,250	(\$250)
668	Chancel Choir-Misc.	\$520	\$614	\$468	(\$52)
670	Organ Music	\$500	\$500	\$450	(\$50)
772	Bell Choir-Music	\$500	\$796	\$450	(\$50)
780	Children's Choir-Music	\$800	\$717	\$720	(\$80)
782	Children's Choir-Misc.	\$200	\$198	\$180	(\$20)
784	Copyright Expenses	<u>\$400</u>	<u>\$223</u>	<u>\$360</u>	(\$40)
Total Music		\$84,962	\$81,131	\$83,510	(\$1,452)
Stewardship					
802	Offering Envelopes	\$450	\$258	\$405	(\$45)
803	Stationary	\$625	\$572	\$563	(\$62)
804	Postage	\$950	\$174	\$855	(\$95)
806	Celebration	\$20	\$0	\$18	(\$2)
810	Misc.	<u>\$400</u>	<u>\$203</u>	<u>\$360</u>	(\$40)
Total Stewardship		\$2,445	\$1,207	\$2,201	(\$244)
General & Administrative					
822	Postage (ex-Broadcaster	\$8,000	\$7,020	\$7,200	(\$800)
830	Social Security	\$9,877	\$9,366	\$7,337	(\$2,540)
832	Salaries (Office Staff)	\$129,105	\$125,954	\$95,690	(\$33,415)
834	Payroll Service	\$2,780	\$3,271	\$3,135	\$355
836	Telephone	\$6,500	\$6,726	\$6,500	\$0
838	Stationary & Supplies	\$11,500	\$12,564	\$11,500	\$0
840	Equipment Mtce/Repair	\$12,800	\$15,061	\$12,800	\$0
842	Broadcaster	\$4,000	\$3,689	\$4,000	\$0
844	Financial Review	\$1,500	\$0	\$1,500	\$0
846	Communication/Promotion	\$1,000	\$3,427	\$1,000	\$0
848	Kitchen	\$1,500	\$1,247	\$1,500	\$0
850	Insurance (P&C)	\$39,000	\$37,179	\$36,554	(\$2,446)
852	Misc.	\$100	\$3,125	\$100	\$0
854	Office Equip Purchases	\$2,260	\$2,917	\$2,260	\$0
855	Exec Bd Expense	\$0	\$0	\$1,000	\$1,000
856	Bank fees	<u>\$187</u>	<u>\$461</u>	<u>\$500</u>	\$313
Total General & Administrative		\$230,109	\$232,007	\$192,576	(\$37,533)

FINANCE BOARD PROPOSED 2009 BUDGET

		2008	2008	2009	2008 Budget
		<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	vs.
					<u>2009 Budget</u>
Church Properties					
862	Salaries (Facilities Staff)	\$135,463	\$142,452	\$130,332	(\$5,131)
864	Social Security	\$10,363	\$10,118	\$9,577	(\$786)
870	Electricity	\$25,500	\$27,791	\$27,500	\$2,000
872	Water	\$2,600	\$4,031	\$3,000	\$400
874	Natural Gas	\$25,705	\$29,188	\$28,275	\$2,570
878	Maintenance & Repair	\$27,500	\$31,917	\$27,500	\$0
880	Maintenance Contracts	\$24,000	\$36,819	\$32,000	\$8,000
882	Scavenger	\$4,000	\$4,465	\$4,500	\$500
884	Furn, Fixtures, Equip.	<u>\$3,080</u>	<u>\$0</u>	<u>\$3,080</u>	<u>\$0</u>
Total Church Properties		\$258,211	\$286,781	\$265,764	\$7,553
Pageant					
	Pageant	<u>\$1,490</u>	<u>\$1,567</u>	<u>\$1,341</u>	(\$149)
Total Pageant		\$1,490	\$1,567	\$1,341	(\$149)
Capital Reserve Fund					
950	Capital Reserve Fund	<u>\$19,374</u>	<u>\$19,374</u>	<u>\$0</u>	(\$19,374)
Total Capital Reserve Fund		\$19,374	\$19,374	\$0	(\$19,374)
Repay 20% of Capital Reserve Loan		\$0	\$0	\$0	\$0
Interest on Capital Reserve Loan		\$0	\$0	\$0	\$0
PMRC recommended raise for non-ministerial staff		\$0	\$0	\$0	\$0
Total Expenses		<u>\$1,231,931</u>	<u>\$1,246,494</u>	<u>\$1,160,867</u>	(\$71,064)
Net Revenues (Expenses)		<u>\$0</u>	<u>(\$55,233)</u>	<u>(\$18,101)</u>	(\$18,101)
Summary					
Total Inflows		\$1,231,931	\$1,191,261	\$1,142,766	(\$89,165)
Total Expenses		<u>\$1,231,931</u>	<u>\$1,246,494</u>	<u>\$1,160,867</u>	(\$71,064)
Income Less Expenses		\$0	(\$55,233)	(\$18,101)	(\$18,101)
Other Expenses					
	Compensation and benefits	\$841,827	\$837,137	\$780,535	(\$61,292)
	Missions	\$117,883	\$117,371	\$116,879	(\$1,004)
	Programs	\$37,465	\$29,943	\$33,719	(\$3,746)
	Other expenses	\$234,756	\$262,043	\$229,473	(\$5,283)

Glenview Community Church
2009 Budget
Informational Meeting - February 1, 2009

1 of 3

		2008	2008	Exec Board
		Budget	Actual	Approved
				Budget
Revenues				
105	Current Pledge Contributions	\$975,000	\$916,098	\$908,506 (1)
107	Non-Pledge Contributions	106,636	68,639	60,000
109	End of Year Gifts	0	0	0
109	Pledge Overage	15,000	72,560	40,000
110	Prior Year Pledge	2,500	2,692	5,000
115	Loose Offering	10,000	9,434	9,000
124	Church School Offering	1,000	282	300
130	Women's Association	8,000	8,000	10,000
135	Building Fees	4,500	8,012	7,000
142	Nursery School	27,695	30,451	39,766
145	Interest Income	12,100	6,797	5,500
147	Housing Trust Income	25,000	25,000	13,960
155	Endowment Income	6,500	5,375	3,110
157	Endowment Income II	13,000	13,436	5,200
169	Mission Offering	25,000	24,488	25,000
Total Revenues		\$1,231,931	\$1,191,261	\$1,132,342
Expenses				
Pastoral Expenses				
302	Salaries	\$126,905	\$126,913	\$122,463 (2)
304	Auto Expense	3,600	4,295	3,240
306	Expense Reimbursement	1,030	992	927
308	Annuities	35,283	35,283	34,048 (2)
310	Conferences/Cont. Ed	4,000	3,534	6,100
312	Sr. Minister Allowance	750	539	675
314	Housing Allowance	125,118	125,117	120,739 (2)
316	Assoc. Min. Allowance	1,000	854	900
392	Insurance	43,434	37,279	45,522
394	Social Security Add-On	18,236	18,323	18,117 (2)
Total Pastoral Expenses		\$359,356	\$353,119	\$352,732
Missions				
450	Mission Offering	\$25,000	\$24,488	\$25,000
454	Missions	92,883	92,883	91,879
Total Missions		\$117,883	\$117,371	\$116,879
Children's Ministries				
464	Salaries	\$27,503	\$27,503	\$26,540 (2)
466	Social Security	2,104	2,104	2,030 (2)
468	Spiritual Formation	1,620	1,597	1,458
472	Teachers Training	500	372	450
476	Supplies	700	260	630
488	Fellowship	1,000	515	900
490	Education	1,800	1,474	1,620
494	Puppet Ministry	200	(11)	180
496	Child Care	600	560	540
Total Children's Ministry		\$36,027	\$34,374	\$34,349
Confirmation & Youth Ministry				
526	Salaries	\$25,250	\$25,250	\$24,366 (2)
528	Social Security	1,932	1,932	1,864 (2)
530	Jr-Hi-Confirmation	1,850	1,702	1,685
532	Jr-Hi-Social	400	203	360
536	Sr-Hi-Education	2,050	1,976	1,845
538	Sr-Hi-Social	2,600	2,590	2,340
Total Confirmation & Youth		\$34,082	\$33,653	\$32,440
Pastoral Care				
550	Salaries	\$50,933	\$50,911	\$52,651
552	Program	720	841	720
Total Pastoral Care		\$51,653	\$51,752	\$53,371

Glenview Community Church
2009 Budget
Informational Meeting - February 1, 2009

2 of 3

		2008	2008	Exec Board
		Budget	Actual	Approved
				Budget
Membership				
572	Salaries	\$27,756	\$27,663	\$26,785 (2)
574	Social Security	2,123	1,524	2,049 (2)
576	Evangelism & Membership	3,060	1,871	2,754
Total Membership		\$32,939	\$31,048	\$31,588
Adult Education				
602	Program	\$2,000	\$1,844	\$1,800
614	Miscellaneous	70	13	63
616	Literature & Library	150	0	135
Total Adult Education		\$2,220	\$1,857	\$1,998
Services & Sacraments				
624	Sacred Services	\$490	\$494	\$441
Total Services & Sacraments		\$490	\$494	\$441
Fellowship				
636	Special Functions	\$540	\$584	\$486
640	Miscellaneous	150	175	135
Total Fellowship		\$690	\$759	\$621
Music				
648	Salaries	\$65,436	\$64,519	\$63,146 (2)
650	Social Security	5,006	4,836	4,831 (2)
652	General-Instrumentalists	4,000	2,475	3,600
654	General-Organ/Piano Care	3,900	3,060	3,510
656	General-Cleaning Robes	200	147	180
660	General-Sub Organist	1,000	825	900
666	Chancel Choir-Music	2,500	2,121	2,250
668	Chancel Choir-Misc.	520	614	468
670	Organ Music	500	500	450
772	Bell Choir-Music	500	796	450
780	Children's Choir-Music	800	717	720
782	Children's Choir-Misc.	200	199	180
784	Copyright Expenses	400	223	360
Total Music		\$84,962	\$81,131	\$81,044
Stewardship				
802	Offering Envelopes	\$450	\$258	\$405
803	Stationary	625	572	563
804	Postage	950	174	855
806	Celebration	20	0	18
810	Misc.	400	203	360
Total Stewardship		\$2,445	\$1,207	\$2,201
General & Administrative				
822	Postage (ex-Broadcaster)	\$8,000	\$7,020	\$7,200
830	Social Security	8,877	9,366	8,677 (2)
832	Salaries (Office Staff)	128,105	125,954	113,420 (2)
834	Payroll Service	2,780	3,271	3,135
836	Telephone	6,500	6,726	6,500
838	Stationary & Supplies	11,500	12,564	11,500
840	Equipment Maint./Repair	12,800	15,061	12,800
842	Broadcaster	4,000	3,889	4,000
844	Financial Review	1,500	0	1,500
846	Communication/Promotion	1,000	3,427	1,000
848	Kitchen	1,500	1,247	1,500
850	Insurance (P&C)	38,000	37,179	36,554
852	Misc.	100	3,125	100
854	Office Equip Purchases	2,260	2,917	2,260
855	Exec Bd Expense	0	0	1,000
856	Bank fees	187	481	500
Total General & Administrative		\$230,109	\$232,007	\$211,645

Glenview Community Church
2009 Budget
Informational Meeting - February 1, 2009

3 of 3

		2008 Budget	2008 Actual	Exec Board Approved Budget
Church Properties				
962	Salaries (Facilities Staff)	\$135,463	\$142,452	\$126,928 (2)
964	Social Security	10,363	10,118	9,710 (2)
970	Electricity	25,500	27,791	27,500
972	Water	2,600	4,031	3,000
974	Natural Gas	25,705	29,198	28,275
978	Maintenance & Repair	27,500	31,917	27,500
980	Maintenance Contracts	24,000	36,819	32,000
982	Scavenger	4,000	4,465	4,500
984	Furn, Fixtures, Equip.	3,080	0	3,080
Total Church Properties		\$258,211	\$286,781	\$262,493
Pageant				
	Pageant	\$1,490	\$1,567	\$1,341
Total Pageant		\$1,490	\$1,567	\$1,341
Capital Reserve Fund				
950	Capital Reserve Fund	\$19,374	\$19,374	\$0
Total Capital Reserve Fund		\$19,374	\$19,374	\$0
Total Expenses		\$1,231,931	\$1,246,494	\$1,183,144
Net Deficit without Transfers		\$0	(\$55,233)	(\$50,802)
Transfers				
	Leadership Fund Transfer	\$0	\$0	\$7,500
	Romelsler Fund Transfer	0	0	22,850
	Music Transfer	0	0	13,068
Total Transfers		\$0	\$0	\$43,418
Net Deficit with Transfers		\$0	(\$55,233)	(\$7,384)
Summary				
		2008 Budget	2008 Actual	2009 Budget
	Revenues	\$1,231,931	\$1,191,261	\$1,132,342
	Compensation and benefits	\$841,827	\$837,137	\$803,887
	Missions	117,883	117,371	116,879
	Programs	37,465	29,943	33,791
	Other expenses	234,756	262,043	228,587
	Total Expenses	\$1,231,931	\$1,246,494	\$1,183,144
	Transfers	\$0	\$0	\$43,418
	Net Deficit	\$0	(\$55,233)	(\$7,384)
Notes:				
(1) Current Pledge Contributions for the 2009 Executive Board Approved Budget computed at 95% of pledges received as of January 29, 2009.				
(2) Salaries reduced by 3.5%. Reduction in Social Security due to salary reduction.				

SUMMARY OF CHANGES FROM THE JAN. 9, 2009 BUDGET						
Line Item	Item	2008 Budgeted Amount	2009 Revised Budgeted Amount as of Jan 9, 2009	2009 Adjusted Amount as of Jan 12, 2009	Net Change	Comment
Revenue						
109	Pledge Overage	\$15,000	\$20,000	\$40,000	\$20,000	
110	Prior Year Pledge	2,500	30,000	5,000	(25,000)	
145	Interest Income	12,100	4,937	5,500	563	
155	Endowment Income	6,500	2,700	3,110	410	
	Subtotal		\$57,637	\$53,610	(\$4,027)	
Expenses						
382	Pastoral Insurance	\$43,434	\$35,047	\$45,482	\$10,435	For the 2010 budget, this item needs to be reviewed
842	Broadcaster	4,000	0	4,000	4,000	
	Payoff of Capital Reserve Loan	0	12,406	0	(12,406)	
	Elimination of Interest on Capital Reserve Loan	0	1,768	0	(1,768)	
	Subtotal	\$47,434	\$49,221	\$49,482	\$261	
	Net Increase/Decrease in Budget				(4,288)	
	Deficit	0	36,393		40,681	
	less Romeiser Earnings	0	0	22,850	22,850	One time transition year allocation of Romeiser Earnings
	Net Deficit				\$17,831	

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					
					<u>327</u>				<u>301</u>				
Mar		116	255	371		63	269	332					
		114	241	355		71	294	365					
		106	242	348		123	404	527					
		87	208	295									
					<u>342</u>	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					
		686	686	1372	Easter	240	457	697	Godspell				
		148	390	538		89	226	315					
		191	262	453		61	367	428	confirm.				
		118	405	523	Confirm.								
					<u>680</u>				<u>453</u>				
May		96	166	262		143	232	375	Choir				
		81	191	272		81	192	273					
		103	454	557	Vote	81	304	385					
		106		106		131	begin 1	9:30	service				
					<u>299</u>				<u>291</u>				
Jun		309		309		244		244					
		198		198		152		152					
		132		132		164		164					
		133		133		132		132					
					<u>193</u>	147		147					<u>168</u>

Senior Minister's Report

Executive Board

February 24, 2009

Already the Lenten/Easter worship season is upon us. Andy Lewis, Debby Shellard, Gary Wendt, Pam Keckler, Sally Iberg and I had a worship planning session on February 2 to prepare for the season. And now the Lenten season begins at 6 a.m. on Ash Wednesday, February 25th with prayers and communion and a worship service at 7:30 that evening. This will be followed by Sunday worship services throughout the Lenten season exploring the theme "Sins that Crucify." One way to help communicate this theme will be to substitute "sins" for debts and "those who sin against us" for debtors in the Lord's Prayer. Chapter 8 of the Women's Association will provide and serve soup on the Thursday evenings of March. Sitting around the tables after the meal, we'll study some of the biblical texts that are the basis for the Lenten worship services.

The variety of interests and needs of people contribute to invigorating opportunities to engage members and guests of the congregation in meaningful conversation and dialogue. I have the privilege of interacting with people in some of the most celebrative and exciting times in their lives as we plan and prepare for their weddings and discuss the meaning and importance of baptism as we plan of the baptism of their children. I also am invited to be part of people's lives in some of the most difficult and trying times in their lives as they prepare for surgery, cope with disease and illness that make life difficult and walk with them as they deal with the death of important family members and friends. I've done all of this during the past month as a part of my ministry. We are in one of those times when many of our members are coping with health crises so I often have found myself at the hospital or the nursing home. I worked with the Bradley family in planning and conducting Jane's memorial service and have worked with the Sasaki family in preparing for Ed's memorial service which will be held on February 28.

I'm involved with four couples at various stages of their wedding preparation and planning. I'll conduct their weddings in May and June. Much time and energy are invested that will lead to excitement and celebration. What a privilege I have to get to know these couples, how they relate and interact, and what we can do together not only to plan their weddings but also to strengthen their relationships.

I had the privilege of meeting the new President of Chicago Theological Seminary, Dr. Alice Hunt, as she led a Lenten workshop on January 29th. Dr. Hunt and I share some common Baptist background and both of us lived several years in Alabama. I encourage you to consider attending the Ministerial Institute at CTS April 21-22. Registration forms are in the office and available at www.ctschicago.edu.

I'm enjoying leading a Wednesday afternoon Small Group Bible Study. Each week we focus on the Scripture passages for the upcoming Sunday worship services each. In addition to exploring the texts together we also are getting to know each another.

I co-led the New Members Orientation Class on February 8th. What fun it is getting to know new members, learning how they found GCC and what influenced them to become members of the congregation. Consistently we have new members joining with us from various faith backgrounds and from no previous faith background. As each of us seeks to be welcoming and inviting we continue to create an inclusive atmosphere that contributes to people being comfortable and wanting to be a part of GCC. One family

who joined with us first learned about GCC through our website. Another person who has been visiting for several weeks found us by googling “hearing devices Glenview churches.”

During the past month I have been engaged with a variety of our members and guests through the worship services, memorial services and the baptism I conducted. In addition I had opportunity to interact with people in the forty-one meetings in which I participated and the thirteen visits I made.

I trust you will take advantage of the variety of opportunities for personal and spiritual growth that are available especially during the Lenten season. I look forward to seeing you in worship throughout the season.

Howard W. Roberts

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

Worship

- Assisted in worship once
- Led worship and preached on Feb. 8
- Preparing PYFF Lenten Vespers

Other Opportunities for Personal and Spiritual Growth

- Lenten Devotions with GCC writers available Feb. 25
- Winter/Spring brochure –completed and available
- Preparing Small Group “Soul Sisters – Women in Bible” for Lent
- Preparing for Lenten Meditation time in Chapel beginning in March

PYF – High School Youth

- Completed several mission/service projects: Souper Bowl Sunday, Night Ministry – cookies packed; PYF Singers at worship; new youth are still coming to PYF

Confirmation Classes

- 7th grade will be attending worship at BJBE in March
- One 8th grade collected \$183 from bake sale for children of Sudan
- Enjoyed our annual 8th grade Survivor Night and a church scavenger hunt
- 2 confirmands voluntarily left the program because of lack of interest & commitment
- 8th graders will be confirmed April 26 at the 10:30 service

Pastoral Care

- Regular weekly meeting with other ministers and Parish Nurse
- Parish Nurse and I have delivered 10 prayer shawls to members and enjoyed our visits

Workshop Attended

I valued the time spent one Saturday afternoon at the Worship Alive workshop about the theme of “Testimony” – talking in front of the congregation in worship, on what you believe and why...or something about your faith journey. I would like to pursue this.

Other Events I Enjoyed

- Meeting new members and getting to know them and what drew them to GCC
- Clergy meeting and interacting with various congregations and belief systems
- 60 Plus luncheon and fellowship
- Officiating at a wedding of an ordained female minister who formerly worked at Night Ministry in Chicago and an English man who often travels to France to the Taize community for worship and reflection. This couple met online at a Christian website and she will be moving to England soon. What a celebration!

Comment from a Visitor

We have a visitor who has been attending quite regularly at GCC. She has a hearing impairment and so has appreciated using our hearing devices each week to hear the sermon and other words spoken. In fact, because we have the hearing devices is the main reason she came to our church and why she keeps coming. She also likes having all the words printed in the bulletin so she can follow along in the service. Otherwise, she would have to just sit and read the Bible. A reminder of the importance of something little yet profound for another individual.

Thoughts from Cheryl Richardson – Author

I receive a weekly newsletter online from Cheryl Richardson, who spoke at GCC a few years ago. Cheryl has written her new book *The Art of Extreme Self-Care*, now in stores. Cheryl feels that at this time of struggle and tough times that we need to come together as groups of people who care about one another's lives, as well as the world. She says:

- *We need to engage in honest conversations about what's really going on in our lives. We need deeper, more vulnerable exchanges about how we feel—or what we're concerned about.*
- *We need to have discussions that promote growth, healing and shared knowing that we are not alone. We need to take a stand for each other, to be around loving and supportive people who will hold us accountable to make the changes that will heal our lives.*

March Mondays with Pam

So...here's my Lenten discipline each Monday in March. I am offering a Noon time and an evening time – 7:00 pm to gather at church in a room and engage in honest faith conversations about your life as it is right now. The subject of “church” is not allowed – only your spiritual journey, wherever that's taking you. For some it's being out of a job; for others it's about fear; whatever is on your mind as it relates to your life and your faith. I'll talk with one or ten or however many show up. This is not a small group. No attendance will be taken – no reservations are needed. Just come when you can or desire to talk. We'll meet for one hour and then go home. If you come at noon, you may bring your lunch and we'll eat and talk.

If you come at night, you may bring your own coffee or tea or pop. If no one comes, I'll go home or back to work. Dates are March 2, 9, 16, 23, and 30. Join me.

Lenten Theme

And finally...my Lenten theme for the next few weeks is from words I heard in Howard's sermon Feb. 15 about “From Chaos to Order to Hope.” I've started cleaning the chaos and clutter in my office, one of my goals for this year. I've decided that maybe my life is also a bit chaotic, and that I need more order in it. How about you? Think about the chaos in your own life, how you might bring order to it – what steps and plans need to be taken – so that you might achieve the hope you desire.

Walking the journey together... Pam

GLENVIEW COMMUNITY CHURCH
REPORT TO THE EXECUTIVE BOARD
Rev. Sally I berg, Minister for Mission and Ministry
February 24, 2009

*I lift up my eyes to the hills-
From where will my help come?
My help comes from God,
Who made heaven and earth.*

*God will not let your foot be moved;
The one who keeps you will not slumber.
The one who keeps Israel
Will neither slumber nor sleep.*

*God is your keeper;
God is your shade at your side.
The sun shall not strike you by day,
Nor the moon by night.*

*God will keep you from all evil,
And will keep your life.
God will keep your going out and your coming in
From this time on and forevermore.*

*Psalm 121, The New Testament and Psalms: An
Inclusive Version, Oxford University Press, 1995*

Worship - *Worship is the most important thing we do.* Led worship on 2/22 - Transfiguration Sunday, "Sense of the Sacred". Led closing worship for the confirmands on 2/15 and assisted in worship on 2/1. Met with the worship team on 2/2 to plan worship for Lent and Easter.

Pastoral Care - meet weekly with Howard, Pam and Marilyn to discuss pastoral care concerns; prepared an announcement for the broadcaster and bulletin on resources for those out of work; working with some members and friends of GCC to provide occasional discussion groups for those out of work; providing pastoral care to members and friends regularly.

Mission Outreach - met with the board to discuss intentional hands on mission. Identified several areas for follow-up: gathering of those involved with hands on mission opportunities; service fair; willingness to move on to other service opportunities; ways to support leaders. Journeyed to the Greater Chicago Food Depository on Valentine's Day with Tracy Sawires and her cousin, Zerrin, Jane Sanderson, Elinor Swiger, Bob McGee, Dori Hirsch, and Pam Asplund to pack boxes of beans and school snack packs. Introduced Hands of Peace leadership to leaders at the Ismaeli Jamatkhana in Glenview and other Glenview clergy.

Stewardship – met with board on 2/11 to review the 2009 campaign and begin planning 2010 campaign.

Planned Giving – reviewed articles prepared by Jason Ornduff for the next Caring Hand which will be finalized shortly. Jason and Per Hanson, chair of the Planned Giving Committee, will present an adult education seminar on Sunday, 4/5, at 9:30

Membership. Prepared a Lent/Easter Calendar to be included with the Broadcaster mailing and to serve as the basis of material for an e-blast and other communication used by the Membership Board. Met with Sandie DesJardins to review the calendar. Prepared for and helped facilitate the New Member Orientation, attended by 8 prospective members. Those new members joined GCC on 2/15. Linda Binaei organized the new member orientation, is following up with the new members, providing information re interests of new members to GCC leaders, and arranging for free advertising.

Fellowship. Met with the board on 2/1 as they prepare for St. Patrick's Day potluck and discussed other fellowship opportunities. Attended Pasta Luigi with new members on 2/8 and attended 60+ luncheon on 2/17. Attended Simple Gifts Benefit Concert given by the Chicago Early Music Consort on 2/22.

Small Group Ministries. Continuing small group that began last fall on Reading the Bible Again for the First Time. Good group of people participating in discussions over ten sessions. Final session will be held 3/3. Finalized logistics for February small groups and continued promotion for March small groups. Preparing for spring small groups.

Adult Education. – Met with board on 2/10 and agreed to lead AE programs on 9/20, 9/27, 10/4, and 10/11 on the DVD series, "First Light: Jesus and the Kingdom of God."

Wider Church – I participated in a lectionary workshop led by Alice Hunt the new president of Chicago Theological Seminary on 1/29; attended a funeral at Covenant UCC in South Holland on 1/31; attended a retreat for Cluster 1 clergy on 2/5; attended Glenview Clergy luncheon hosted at the Ismaeli Jamatkhana on 2/11; accompanied an ordination candidate during her interview with the Ordination Subcommittee of the Church and Ministry Committee of the Chicago Metropolitan Association on 2/12; attended the Executive Committee and Council meetings for the CMA on 2/16.

Communication – Please see the attached article on "Cleaning Up Bad Communication Habits".

GLENVIEW COMMUNITY CHURCH BOARD MINUTES

E-Mail to – jane.payne@gccucc.org

NAME OF BOARD: Adult Education

MEETING DATE/TIME/PLACE: Tuesday, February 10/ 7:00 pm/ Founders' Room

Members Present: Marcy Blackwelder, Chris Calandra, Dick Clark, Ellen Clark, Mary Lambert, Doug Hively, Sheryl Long, Nick Bubnovich

Visitors: Rev. Iberg

Members Excused: Earle Shultz, Sally Schreiner

SUMMARY OF MEETING: (additional space on back available if needed)

- 1) Welcome and devotion -- Chris Calandra
- 2) Rev. Iberg thanked the Board for its support of Small Group Ministries and recent purchase of the DVD series "First Light: Jesus and the Kingdom of God" by Dominic Crossan and Marcus Borg
- 3) The Board discussed the dates left to fill in the calendar and then discussed the Executive Board meeting about 2009 church budget planning.

DISCUSSION ITEMS:

Rev. Iberg and the Board discussed combining the efforts and resources of the Small Group Ministries and Adult Education to produce events that will appeal to a wide range of people. It was decided that we would kick off the fall season with 2-4 weeks of presentations based on the new DVD "Jesus" series. Tentatively, we have scheduled Sept. 20, 27, Oct. 4, and 11 for this. We will continue to work together to increase the variety of offerings and time of meetings of Adult Education presentations.

Calendar of coming events:

]

February:

- 1 Nick Bubnovich –the Tale of the Grand Inquisitor from Brothers Karamazov
- 8 No Adult Education—all congregation meeting at 9:20
- 15 Ellen Clark--Practicing Faith: a Review of Recent Books on Religion in American life
- 22 Allan Ruter—Hamlet, Huck Finn and the Apostle Paul

March:

- 1 Jay Forman—Thresholds
- 8 HOP—Bill Taylor—the Peace process in the Middle East (to meet at 8:30 due to 9:30 congregational meeting)
- 15 Lenten Series by Tom Aldrich
- 22
- 29 Lenten Series continued

April:

- 5 Per Hanson and Jason Ornduff on the Planned Giving Program at GCC
- 12 No Adult Education (Easter)**
- 19 Ron Miller
- 26 Ron Miller

May:

- 3
- 10 No Adult Education (Mother's Day)**
- 17 Bill Helmuth speaks about his trip to Iran
- 24 Memorial Day Sunday (No Adult Education) Summer schedule begins**

MINUTES SUBMITTED ON: Sunday, February 15, 2009 by Chris Calandra

NEXT BOARD MEETING SCHEDULED: Tuesday, March 10, 2009 in the Founders' Room

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

MEETING DATE: February 10, 2009
Meeting called to order at 7:05 p.m.

MEMBERS PRESENT: Shane Bill, Laura Heyser, Kathy Lifton, Becky Lothian, Shawn Eshoo, David Spaulding, Betsy Garvey, Michelle Langenbach and Jim Yagelski

MEMBERS EXCUSED: Joanne Matik, Clark Bundy and Tracey Noe

MEMBERS ABSENT:

Chair Report

Becky

- There is another Congressional Meeting on March 8th to approve the budget
- Becky requested input on a suggestion that we charge \$50 per family to attend Sunday School. The Children's Board members, as parents of Sunday School children, strongly oppose this idea. We discussed the adverse effects of such a fee including: turning people away from the church, most people feel that an annual pledge should cover this, annual pledging could in fact go down in respect to this fee. Other GCC fundraising ideas were discussed such as a rummage sale, used toy sale, book sale, dinner dance, rent out the gym for events.
- Pam Keckler made a recommendation to the Children's Board to consider sponsoring a Spring and Fall potluck for families. The Children's Board would like clarity on the purpose of the potluck (i.e., educational, social, spiritual)? There are also two upcoming Potlucks planned for St Patrick's Day and the Ch7 Quiz night in April. The Children's Board will consider a Fall potluck depending on the purpose.

Director's Report

Kathy

- Kathy reported that the Sunday school program was moving along fine and that attendance was steady.
- Shawn Eshoo asked why the children's offerings were not tracked as they had been in prior years (and included on parent statements). Kathy Lifton will follow up with Dale Wittenburg.

Cradle and Toddler Room

- Howard and Pam approved closing the Cradle and Toddler Room staffed for the 8:30 service. Dave Spalding will put a note in the Broadcaster and Church Bulletin.

Past Events/Project Discussion

- Souper day at Sunday school (on Sunday, February 1st) event was well-run with great parent involvement. Over 150 Sunday School students participated (25 of them were 5th-6th grade youth who were helping the younger students), and about 20 parents assisted with the jar assembly lines. There was good feedback all around. The cost of materials was higher than our normal activities – around \$1100. The congregational jar purchases and children's worship service offering have been used to offset that amount by almost \$500. We would like to do a similar activity next year. Becky has sent a follow-up article (and picture) to

Tania for inclusion in the next Broadcaster. Leftover ingredients were taken to the Good News Community Kitchen by members of the Womens Association (who were cooking a meal for the GNCK the same day in the church kitchen). Sandy Frantz, who took the items to the Kitchen on behalf of the WA, reported that they were very appreciative of the generous donation. Becky took 140 Creamy Cheese Soup jars to the Northfield Food Pantry the following day; she reported that the workers there starting putting them into the grocery bags immediately.

Upcoming Events/Project Discussion

- Easter Egg Hunt will be Saturday April 11th – David will coordinate with Colleen McKim
- Easter Service Activity Bags – Laura will get supplies and we will make up 200 activity bags at the next Board meeting in March.
- Celebrating the 10 year birthday of the GCC Organ – Jenny Burrowes of the Music Board requested ideas on creating interest in the October-long celebration of the birthday of the organ. The Children's board brain-stormed ideas on how to get the children involved
- April 19th will be a GCC Potluck and Quiz night sponsored by the Women's Association Chapter 7. The Children's Board may be called upon to help with the event.

Vice Chair Report

Laura Heyser

- The leadership committee is in the process of nominating individuals to serve on the various boards. We are looking for more members for the Children's Board to serve in the next term. Let Laura or Becky know if you have recommendation and if you're interested in serving as Vice-Chair next term.
- We held a discussion about the proposed GCC Babysitting Network. It was agreed that Laura would lead in creating an updated list of interested Babysitters and compiling a spreadsheet with this information. To build this list, she will be attending upcoming youth gatherings (PYF/678) to talk to the potential babysitters and giving them a form that she created; the form contains contact information, references, and parental consent. Printed copies of the spreadsheet will be placed in the church office and we will publicize its availability to GCC parents. The board will work with the youth to create an updated version of this list each year.

Meeting adjourned with the Lord's Prayer.

Next meeting, March 10th at 7:00 P.M., Room 201

Respectfully submitted by Shane Bill

Properties Board Minutes
February 3, 2009, 7:00 p.m., Library

Call to order- B. Hanson

Members present; Barry Nelson, Jeff Noe, Dick Boyer,
Blanche Hanson, Kathryn Bettis
Guest Shawn Eshoo (GCCNS)
Excused; Glenn Davis, Steve Sargent Tom Monico
Also Present ; Keith Merritt

Devotion –B.Hanson

Approval of Minutes

Building Security/Nursery School – Guest Shawn Eshoo of GCCNS
Discussed GCCNS' building security concerns, accountabilities, and options
Agreed to pursue option to secure GCCNS classrooms apart from the rest of the church building (including installation of double doors in 1st floor branch hallway near copy room)
Will pursue competitive estimates from two contractors

Executive Board Report
Budget issues – discussed ongoing budget issues for 2009
Urged Property Board members to attend Feb. 8 Congregational Meeting

Facility Manager Report-
Snow removal in parking lot - Expenses exceeded contract due to additional salting, stacking and removal of snow.
Parking lot patching: Getting a quote from additional contractor (Patching People)
Bell Choir Room light arrived, and will be installed
New light to be installed in lift to meet State Fire Marshall requirement for Certificate
New exit light installed in Mayflower Room, fire treated tags installed on stage curtains
Moving forward with plans to update fire alarm in the Chapel per Fire Marshall's request
New automation computer installed and online
Discussed training a few church members on how to use new automation system

Continued discussions regarding the possibility of allowing telecommunications antenna transmission from church property to generate revenue.

Adjourn with The Lord's Prayer
Submitted by Jeff Noe

GLENVIEW COMMUNITY CHURCH
FELLOWSHIP BOARD MINUTES

NAME OF BOARD: Fellowship Board

MEETING DATE/TIME/PLACE: Sunday February 1, 2009/9:30 a.m. Room 213

MEMBERS PRESENT: Karin Kinzalow, Bud Kinzalow, Paul DesJardins, Susan Johns, Peter Stettler, Ann Grant, Steve Krueger and Melinda Krueger.

MEMBERS EXCUSED: Diane Christiansen

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

SUMMARY OF MEETING:

1. Doughnut duty – Doughnut purchasing duty was re-confirmed for the next several months.
2. Bud briefed everyone about the January Executive Board meeting, emphasizing the ongoing budget discussions.
3. We continued planning for the St. Patrick's Day Potluck, scheduled for March 8th. Karin brought the checklist that we used last year and the group assigned responsibilities:
 - a. Posters/Bulletin/Broadcaster advertising will begin this week.
 - b. Susan will decorate the display case.
 - c. Diane will do the Costco shopping for the lasagna and French bread.
 - d. Bud will contact Barry Nelson to coordinate microphones.
 - e. Karin will email the flyer to Peter so he can email it to other boards.
4. Sign-up table:

February 22	9:30	Paul
	11:30	Kruegers
March 1	9:30	Susan
	11:30	Ann
March 8	9:30	Bud
	11:30	Everyone
5. Next meeting – March 8, 2009. We will meet at 11:30 a.m. in the Mayflower Room to begin Potluck setup.
6. The meeting adjourned after reciting the Lord's Prayer.

Minutes respectfully submitted by Karin Kinzalow.

GLENVIEW COMMUNITY CHURCH FINANCE BOARD

Meeting on February 9, 2009

Members present: Jeff Wagner, Jane Hund, Laura Olson, Scott Williams, Cricket Kelly, Janet Berkenstock, John Demler and Rob Hevey

Members absent (excused): Bob Kappus, Scott Barnes

Also Present: Dale Wittenberg, Howard Roberts, Tom Amos

Meeting called to order at 7 pm after opening prayer led by Jane Hund.

Summary of Meeting:

The January minutes were approved with no objections.

Treasurer's Report:

January financials have not yet been finalized as Dale was out last week. Rob will circulate when finalized with an email vote possible to approve them.

Budget Committee:

Tom Amos reported that after the 14-12 vote by Executive Board (the "EB") in favor of an alternative budget to the one approved by Finance Board (the "FB") a majority of EB would like a third scenario ("Plan C") with possible compromises between the original FB and EB budgets that could be presented to the congregation with greater support of the leadership. Tom also noted that a majority of the EB would like a multi-year approach to the budget. He mentioned that he will be re-establishing the personnel task force, naming a new Communications Committee to review the Broadcaster and other mailings, and possibly forming a committee to look at the sabbatical policy for ministers to help prepare for the 2010 budget. Tom also informed us of the proposal at yesterday's congregational meeting to amend the new constitution to provide for a balanced budget each year. He indicated that there had not been sufficient notice of the proposal to proceed with it at yesterday's meeting, but it will be considered at the May congregational meeting.

Tom then discussed the possible amendments to the EB budget that he will offer at the EB meeting tomorrow night. These included:

Staff Reductions-1 position as opposed to 2 in the FB budget, none in the EB budget. It was noted that the actual reduction would be decided by the ministers and moderators to accomplish the agreed on dollar savings and may involve job-sharing. FB was clear that they would insist on a firm effective date for the staff reduction, no later than June 1, 2009.

Pay Reduction-The 3.5% across-the-board reduction in the EB budget would be limited to those making greater than \$50,000/year, which would essentially be the ministers. It

was later noted that this reduction should be accomplished as quickly as possible if the budget is approved, with a target date of April 1.

Projected pledge income-Proposed using 94% of budgeted pledge income as a compromise between the EB and FB budgets. Cricket later noted that the same total pledge income number could be reached by using 93% of the most recent pledge figure and proposed that amount be agreed to.

It was agreed that FB would not vote on any of the proposals immediately but representatives will attend tomorrow's EB meeting and FB will hold its March meeting before the March 8th Congregational Meeting and will at that time discuss whether it will support the EB budget.

Investment Committee:

Cricket provided a quick review of her investment spreadsheet. Dick Gottfred will attend the March meeting to discuss performance and allocation of investments. Dick has rolled over the CDs that have matured recently, but not taken other action on moving investments due to current market uncertainty.

Audit Committee:

Jane discussed the requirement in the By-Laws for a bi-annual, external review of the Church's financial statements and noted that one had not been undertaken in recent years (in fact, prior to the new Constitution and By-Laws the provision was for an annual review). It was agreed that Jeff would request Executive Board to approve a motion to forgo a 2009 audit of the 2008 results in light of the current budget considerations. However, a sufficient amount must be included in the 2010 budget to allow for an external review of 2009 results.

Insurance Committee:

No Report.

PMRC Committee:

Nothing to report.

Leadership:

There will be at least two vacancies next year (Wagner and Williams) as well as additional possible openings if current members opt not to return. It was noted that a member with insurance experience would be helpful. Still need a chair for next year.

Old Business:

Nursery School- Scott will discuss the \$5000 increase in the amount due the Church from the Nursery School with Marcia Kiraly.

Youth Credit Card-They were unable to obtain a credit card due to the lack of credit history, but did get a debit card which is tied to a new bank account with a \$1000 limit.

New Business:

Rob discussed possibly changing the way prepaid pledges are accounted for. To simplify the accounting and more closely tie to the cash basis method used for all other revenues,

prepaid pledges would no longer be amortized over the year, they would all be recorded as income in January. Also discussed the mailing of periodic pledge statements to members; Dale agreed to look into the possibility of emailing them instead.

The next meeting will be Tuesday March 3, 2009 (note change of date to hold meeting before March 8 congregational meeting on budget).

The meeting ended at 9:15 pm with The Lord's Prayer.

Respectfully submitted by Jane Hund

MISSION OUTREACH BOARD
Minutes of Meeting of February 10, 2009

Present: Diane Carroccia, Nan Conser, Cindy Dailey (chair), Kelly Golding, Mark Lefens, Tom Lutz, Nancy Mullarkey, Bill Ryan (vice-chair), Tracy Sawires, Cathy Shapiro, Nancy Winton. **Absent:** Linda Crowder, Donna Peterson. **Staff:** Rev. Sally Iberg, Linda Binaei.

The meeting was called to order at 7:07 PM.

Kelly Golding provided a devotional reading.

- (1) Sally Iberg reminded the board to be intentional in our hands-on opportunities recognizing the rewards of such opportunities.
- (2) Cindy Dailey distributed 12 letters from agencies thanking GCC and MOB.
- (3) Cindy also reported that the budget *redux* continues. All members are encouraged to attend the continuation of the congregational meeting on 3/8/09.
- (4) GCC's three-month hands-on participation with refugee sponsorship through Interfaith Refugee Immigration Ministry has expired. Thanks to Diane Carroccia for her work with the family after their arrival.

Discussion of **New Business** included:

- (1) MOB serves coffee on February 15.
- (2) Bill Ryan reported that an excursion with Night Ministry is possible during the week or a weekend. Four to six people serve food from buses, in two shifts: 6:15 to 8:30 p.m., 8:30 to Midnight. MOB would be expected to buy and cook the food. Bus trips are to Uptown and Humble Park. Definitive dates will follow.
- (3) Tracy moderated a nonbinding discussion on 2009 agency grants.
- (4) The meeting adjourned at 9 p.m. with the Lord's Prayer.

Minutes submitted by Tom Lutz.

February 12, 2009

NAME OF BOARD: Music

MEETING TIME AND PLACE: Wednesday, February 11, 2009 at 7 p.m. in room 201.

ATTENDANCE: Sue Newberry, Mickey Safstrom, Maggie Bemm, Ray Scott, Peggy Roberts, Jennifer Burrowes, Dick Conser, Andy Lewis, Debbie Shellard, Gary Berkenstock. Excused: Char Melzer and Gary Wendt.

The meeting was called to order and begun with prayer at 7:00 p.m. by Sue Newberry, Board Chairperson. The minutes of our January 14, 2009 meeting were approved as read.

The Executive Board report was reviewed by The Board.

Staff Reports:

Debbie Shellard – The children's choirs sang for the service on Feb. 8, 2009. They will begin rehearsals for the spring musical presentation on Feb. 22, 2009. At that time rehearsals will be 2 hours long rather than the usual one hour.

Andy Lewis – UIC grant for the Durufle *Requiem*, to be performed with our Chancel Choir on May 1, 2009 at their campus, is still uncertain. In an effort to reduce Music Board expenses for this year, Andy will try to borrow music scores from other places and utilize the existing choir library so as not to have to buy any new music. He also suggested that we could do without instruments on Easter Sunday.

Gary Wendt – Since Gary was absent, Sue Newberry reported for him. The organ light repairs necessary for the use of the music rack are covered by the warranty and will not require any additional expense. Gary is discussing a new contract with the organ builder, John Paul Buzzard. The Simple Gifts concert on May 16, 2009 will be moved up to begin at 3 p.m. rather than 4 p.m.

Old Business

Pasta Luigi report – Sue Newberry announced that 206 people had purchased tickets and a total of \$2,241 had been taken in. After deducting expenses, \$1973 was sent to the 2 charities selected by choir members:

Northfield Township Pantry - \$980

Cornerstone Community Outreach - \$980

There was food left from this event. Spaghetti, bread, and salad were donated to the Northfield Township Panty for distribution to families in need.

Expenses for this event were greatly reduced by the generous contribution of the meat, bread, and salad vegetables by members of our congregation.

2009 Organ Birthday Party – Chairperson of this event, Jennifer Burrowes, reported that she is adding members of the original Organ Committee (1999) to her committee. The planning committee will meet for the first time on Feb. 22, 2009. Jennifer has also already met with the Youth Board and the Children’s Board to see how the youth and children of the church might participate in this celebration. She is anxious to bring attention to this landmark event (planned for the fall) to church members starting this spring and is brain-storming and accepting ideas for doing so.

New Business

Chicago Early Music Consort musicians have decided that the proceeds from the free will offering for their Feb. 22, 2009 concert will be donated to the budget of the church. We thank Gary Berkenstock and his fellow musicians for this very generous gesture. It is hoped that a wider audience will be in attendance and that a suggested donation of \$15 per attendee will be met in the proceeds.

Budgetary Discussion. There was a lengthy discussion of the items contained in the Music Board budget. We discussed how to cut expenses and how to fund the essentials that must be paid.

The meeting was adjourned with the Lord’s Prayer at 8:35 p.m.

NEXT MEETING: Wednesday, March 11, 2009 at 7 p.m. in room 201.

MINUTES SUBMITTED: Thursday, February 12, 2009 by Mickey Safstrom

BOARD CALENDAR

Sunday, Feb. 15, 2009	Simple Gifts: S. G. Ross Updegraff, Organ	4 p.m.
Sunday, Feb. 22, 2009	Simple Gifts: Early Music Consort	4 p.m.
Tuesday, Feb. 24, 2009	Executive Board	7 p.m.
Sunday, Mar. 1, 2009	Simple Gifts: S. G. Margaret Chen, Organ	4 p.m.
Wednesday, Mar. 11, 2009	Music Board	

Music Board assignments: Opening Prayer/Thoughts

March 11, 2009	Maggie Bemm
April 8, 2009	Dick Conser
May 13, 2009	Gary Berkenstock
June 10, 2009	Jennifer Burrowes

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: February 10, 2009 7 p.m. in Room 210 at GCC

MEMBERS PRESENT: Mary Lou Aagaard, Val Anderson, Mary Buchanan, Kara Clark, Toni Cucco, Marilyn Belleau, Barbara Gudrum, Sally Hicks, Carolyn Keller, Betsy Martin, Barbara Pollak, and Jackie Seter.

MEMBERS EXCUSED: Diane Damico, Jane Sanderson

MEMBERS ABSENT: N/A

DEVOTIONS: Barbara Pollak gave the devotions.

SUMMARY OF MEETING:

Old Business:

Minutes of January 13: The board approved the Minutes of the January 13 meeting with the following amendments: under Memorial Receptions, line 4, add an a to Past Luigi; under Christmas Poinsettias recommendations 4) place fewer plants on the floor *at the corners of the altar* to prevent any interference with the serving of communion at the 7:30 Christmas Eve service; and add 20 in the last line on page 2 to indicate the date the Minutes were submitted.

Sixty+Luncheon: Mary Buchanan reported that the January 20 luncheon had a lower attendance but those present had a good time. The chowder received rave reviews.

We Care: Barbara Pollak reported that meals had been provided for a family last week and will be again this week. They are getting volunteers to help with meal preparations.

New Business:

Sixty+Luncheon: The February luncheon will be held on February 17 with a Valentines Day theme. Mary indicated that she would be out of town and asked for volunteers to help. Sally Hicks, Carolyn Keller and Barbara Gundrum volunteered. It was suggested that Mary Ellen Johnson and Marcia Solvsberg be asked to assist.

March 8th Coffee Hours: Kara Clark reminded the board that Pastoral Care will be serving coffee following both services on March 8 and asked for volunteers. Kara and Mary-Lou Aagaard will serve after the 8:30 service. Betsy Martin and Carolyn Keller will serve following the 10:30 service. It was pointed out that attendance might be larger than usual because the Congregational Meeting has been re-scheduled for that Sunday.

Looking Ahead: Kara asked the board to consider some future activities: the Labyrinth, Easter Lilies and the Senior Housing Fair.

A new Labyrinth will be used this year. The Labyrinth owner will deliver it to the church and pick it up. The Labyrinth will be in place April 5 through April 8. Volunteers will be needed to serve as hosts. Jane Sanderson has a list of those who have helped in the past.

Mary will review the records to determine the schedule arranging the sanctuary display and for delivering the lilies after Easter.

Sally Hicks will confer with Kim Hand, Seniors Advisor at village hall, concerning a schedule for the Housing Fair which will be held on May 3.

Committee Reports: Marilyn Belleau reported that 9 prayer shawls had been delivered and the recipients were very pleased to receive them. She reported that the Women's Association is planning to offer knitting classes to anyone interested so that they can participate in making prayer shawls.

Marilyn also reported that there are 17 Sundays on which there will be no altar flowers because no one had asked for the dates. It was suggested that board members let people know that there is an opportunity to give flowers.

Executive Board: Kara reported that most of the January 27th meeting had been devoted to budget discussion. An amended version of the budget was adopted, but there is more work to be done with a meeting scheduled for this Sunday (Feb. 15). Adoption of the budget has been postponed to March 8th. A third version of the budget will be discussed on Sunday. Kara urged PCB members to send their views to the Executive Board through her or directly to Moderator Tom Amos.

Following the Lord's Prayer the meeting was adjourned.

Next Board Meeting Scheduled For: Tuesday, March 10, 2009 7:00 p.m. in Room 210, GCC
Devotions: Barb Gundrum

Minutes submitted on: February 18, 2009 by Mary-Lou Aagaard

GLENVIEW COMMUNITY CHURCH BOARD MINUTES – SERVICES & SACRAMENTS

MEETING DATE/TIME/PLACE: Tuesday, February 10, 2009 at 7:00 p.m., Glenview Community Church, Youth Rm.

MEMBERS PRESENT: Cathy Ach, Pam Asplund, Mike Davis, Dori Hirsch, Janice Lane (new member), Colleen Mackimm, Kathy Tomita, Carol Young

MEMBERS EXCUSED: Carolyn Brown, Gayle Jones, Jeff Lundal, Carlton Olson, Bob Richter

AD HOC MEMBERS PRESENT: Steve Lindell

Opening Prayer – conducted by Mike Davis (Dr. Roberts was unable to attend)

MINUTES of the December and January meetings were approved at the February meeting.

- **Minister's Update (covered by the Board Chairs in Howard's absence):**
 - **February 25, Ash Wednesday** – We will have three greeters for the special morning service: Steve Lindell and Carol Young at 6:00 am and Carolyn Brown at 6:45 am; Carlton Olson will prepare the bread for Intinction.
 - **March 1st Communion** – Kathy Tomita will help with the 8:30 service, and Dori Hirsch, Mike Davis and Janice Lane will help with the 10:30 service.
 - **April 7th Communion** – Dori Hirsch and Steve Lindell will help with the 10:30 service.
 - We will identify people to help serve **communion for Maundy Thursday** when we meet in March.
- There was a question raised about *why the offering is not brought forward to the altar at every service*. We earmarked this question for discussion with one of the ministers at our next meeting.
- **Feedback on recent services:**
 - People really enjoyed Pam Keckler's sermon on February 8th.
 - Evidently, the sound was not on in the balcony for the 8:30 service that day.
- Pam Asplund shared a **report from the most recent Executive Board Meeting:**
 - The focus of recent Executive Board meetings has been the GCC budget.
 - Some of the discussions have been very lively, with participants expressing significantly divergent views.
 - There will be meetings on 2/15 and 2/24 to reach agreement on final 2009 budget modifications for presentation to the congregation on March 8th.
- Susan Edgar will continue to solicit **volunteers/lectors for the different services**, with Colleen Mackimm serving as backup.
- Existing **usher teams** are primarily missing people for the 8:30 service; there's only one usher missing for the 10:30 service teams. Jeff continues to try and find people to fill in these gaps.
- Everything went according to plan at the **February 1st communion** service.
- For the **March 29th Coffee Hour**, Pam Asplund will represent our Board at the 8:30 service and Carol Young will represent us at the 10:30 service. A 2nd person is still needed to join Carol at the 2nd service
- **New Business:**
 - Palm Fronds for Easter will be paid for by the S&S Board (approximately \$100).
 - Current expenses being held will be submitted for reimbursement.

**GLENVIEW COMMUNITY CHURCH BOARD MINUTES –
SERVICES & SACRAMENTS**

Closing prayer

The meeting was adjourned at 8:00 pm.

Respectfully submitted,

Cathy Ach

NEXT BOARD MEETING:

Date: **Tuesday, March 10, 2009** at 7:00 pm in the Youth Room.

Mail to – jane.payne@gccucc.org

GLENVIEW COMMUNITY CHURCH – BOARD MINUTES

BOARD NAME: STEWARDSHIP

MEETING DATE: February 11, 2009

MEMBERS PRESENT: Peter Grant, Beth Brady, Colin Kelly, Sally Thuresson, Larry Chandler, Glenn Kelly, Sally Iberg, Mary Ellen Johnson, Mike Loeber

MEMBERS EXCUSED: Karen Patterson, Scott Smith, Lori Eshoo, Lloyd Bettis

GUESTS: Dr. Howard Roberts

SUMMARY OF MEETING:

Opening prayer by Howard Roberts

January Meeting Minutes Approved

Peter Grant reported on the Executive Board meeting. Lloyd Bettis was nominated as Vice-Moderator for 2009-10. The budget was the main topic of the Board Meeting. The proposed budget will come for the vote at the March 8th Congregational Meeting. Further discussion was held on the change in description of “active” members. It was stated that there needs to be a strategy to create ‘cheerful’ pledgers. There had been no Leadership Meeting.

Howard opened a presentation of “Suggestions for stimulating the Board’s thinking about the Stewardship ministry” by thanking the members for their work on each detail of this year’s Stewardship campaign. The Board was asked to identify things that had gone well in the campaign. New technology, starting and ending campaign early, reassessment of calling campaign, succinct brochure, providing sequence of plans to members, and lifting awareness of stewardship were listed as positives from this year’s campaign.

Among Howard’s suggestions were: Continued and increased collaboration between Stewardship and the other Church Boards, Initiation of a plan for neighborhood group meetings, and a General emphasis on creating awareness of the value of Church membership to each individual, through communication and sharing.

Glenn reported that a total of \$960,000. has been pledged toward the 2009 budget. Discussion followed regarding the shortfall. Dale will be contacted regarding last month’s suggestion of having pledge updates in the Broadcaster, for the purpose of increasing congregational awareness.

Meeting was adjourned with the Lords’ Prayer.

NEXT BOARD MEETING: Wednesday, March 11, 2009 at 7:00 p.m. Rm. 7

Minutes submitted on: February 16, 2009 by Mary Ellen Johnson

Glenview Community Church
YTD Revenue Expense Summary

		YTD
Revenues:	Jan-09	Actual
Contributions	174,497.52	174,497.52
Loose Offerings	539.50	539.50
Women's Assoc	-	-
Fees & Nursery School	7,103.11	7,103.11
Interest	104.54	104.54
Housing Trust	-	-
Endowment I	-	-
Endowment II	-	-
Mission Offerings	-	-
Music Transfer	-	-
Total Revenues	182,244.67	182,244.67
Expenses:		
Pastoral	29,318.16	29,318.16
Missions	7,657.00	7,657.00
Children's Ministry	2,795.60	2,795.60
Confirmation & Youth	3,911.45	3,911.45
Pastoral Care	4,562.62	4,562.62
Membership	2,508.34	2,508.34
Adult Education	-	-
Services & Sacraments	-	-
Fellowship	-	-
Music	6,677.25	6,677.25
Stewardship	(60.00)	(60.00)
General & Administrative	18,073.66	18,073.66
Church Property	28,963.52	28,963.52
Pageant	-	-
Capital Reserve	26,000.00	26,000.00
Long Range Plan Funds	-	-
Total Expenses	130,407.60	130,407.60
Net	51,837.07	51,837.07
General Fund	52,466.99	
Capital Reserve	242,426.13	

Glenview Community Church
Analysis of Revenues & Expenses - Summary Portrait 2009
Month-to-date, Through January 2009

Accounts	MTDActual (This Year)	MTD Budget (This Year)	YTDActual (This Year)	YTD Budget (This Year)	YTDActual (Last Year)	Annual Budget (This Year)
Revenues						
Total Revenues	\$182,244.67	\$0.00	\$182,244.67	\$0.00	\$80,188.95	\$0.00
Expenses						
Pastoral Expenses	\$29,318.16	\$0.00	\$29,318.16	\$0.00	\$30,111.90	\$0.00
Missions	\$7,657.00	\$0.00	\$7,657.00	\$0.00	\$7,740.25	\$0.00
Children's Ministry	\$2,795.60	\$0.00	\$2,795.60	\$0.00	\$2,659.63	\$0.00
Confirmation & Youth Ministry	\$3,911.45	\$0.00	\$3,911.45	\$0.00	\$2,822.82	\$0.00
Pastoral Care	\$4,562.62	\$0.00	\$4,562.62	\$0.00	\$4,244.44	\$0.00
Membership	\$2,508.34	\$0.00	\$2,508.34	\$0.00	\$4,002.36	\$0.00
Adult Education	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Services & Sacraments	\$0.00	\$0.00	\$0.00	\$0.00	\$11.78	\$0.00
Fellowship	\$0.00	\$0.00	\$0.00	\$0.00	\$37.83	\$0.00
Music	\$6,677.25	\$0.00	\$6,677.25	\$0.00	\$5,355.34	\$0.00
General & Administrative	\$18,073.66	\$0.00	\$18,073.66	\$0.00	\$22,577.50	\$0.00
Stewardship	(\$60.00)	\$0.00	(\$60.00)	\$0.00	(\$54.00)	\$0.00
Church Property	\$28,963.52	\$0.00	\$28,963.52	\$0.00	\$25,925.09	\$0.00
Pageant	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Capital Reserve	\$26,000.00	\$0.00	\$26,000.00	\$0.00	\$1,614.50	\$0.00
Long Range Plan Funds	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Expenses	\$130,407.60	\$0.00	\$130,407.60	\$0.00	\$107,049.44	\$0.00
Net Total	\$51,837.07	\$0.00	\$51,837.07	\$0.00	(\$26,860.49)	\$0.00

Glenview Community Church
 Analysis of Revenues & Expenses - Detail Portrait 2009
 Month-to-date, Through January 2009

Accounts	MTDActual (This Year)	MTD Budget (This Year)	YTDActual (This Year)	YTD Budget (This Year)	YTD Actual (Last Year)	Annual Budget (This Year)
Revenues						
9105 - Current Pledge Contributions	\$135,012.50	\$0.00	\$135,012.50	\$0.00	\$63,518.86	\$0.00
9107 - Non-Pledge Contributions	\$4,398.99	\$0.00	\$4,398.99	\$0.00	\$2,855.75	\$0.00
9109 - Pledge Overage Contributions	\$780.00	\$0.00	\$780.00	\$0.00	\$4,585.00	\$0.00
9110 - Prior Year Pledge	\$34,306.03	\$0.00	\$34,306.03	\$0.00	\$2,692.00	\$0.00
9115 - Loose Offering	\$539.50	\$0.00	\$539.50	\$0.00	\$617.00	\$0.00
9124 - Church School Offering	\$0.00	\$0.00	\$0.00	\$0.00	\$23.10	\$0.00
9135 -BuildingFees	\$725.00	\$0.00	\$725.00	\$0.00	\$825.00	\$0.00
9142 - Nursery School	\$6,378.11	\$0.00	\$6,378.11	\$0.00	\$3,095.65	\$0.00
9145 - Interest Income	\$104.54	\$0.00	\$104.54	\$0.00	\$1,031.37	\$0.00
9157 - Endowment Income II	\$0.00	\$0.00	\$0.00	\$0.00	\$945.22	\$0.00
Total Revenues	\$182,244.67	\$0.00	\$182,244.67	\$0.00	\$80,188.95	\$0.00
Expenses						
Pastoral Expenses						
9302 - Salaries	\$10,593.32	\$0.00	\$10,593.32	\$0.00	\$10,575.36	\$0.00
9304 - Auto Expense	\$9.55	\$0.00	\$9.55	\$0.00	\$120.44	\$0.00
9306 - Expense Reimbursement	\$0.00	\$0.00	\$0.00	\$0.00	\$130.34	\$0.00
9308 - Annuities	\$2,940.27	\$0.00	\$2,940.27	\$0.00	\$2,973.58	\$0.00
9310 - Conferences / Continuing Education	\$0.00	\$0.00	\$0.00	\$0.00	\$365.86	\$0.00
9312 - Senior Minister Allowance	\$0.00	\$0.00	\$0.00	\$0.00	\$7.65	\$0.00
9314 • Housing Allowance	\$10,426.43	\$0.00	\$10,426.43	\$0.00	\$10,426.53	\$0.00
9316 - Assoc. Minister Allowance	\$35.38	\$0.00	\$35.38	\$0.00	\$286.00	\$0.00
9382 -Insurance--Health	\$3,793.54	\$0.00	\$3,793.54	\$0.00	\$3,619.53	\$0.00
9384 - Social Security Add On	\$1,519.67	\$0.00	\$1,519.67	\$0.00	\$1,606.61	\$0.00
Total Pastoral Expenses	\$29,318.16	\$0.00	\$29,318.16	\$0.00	\$30,111.90	\$0.00
Missions						
9454 - Missions	\$7,657.00	\$0.00	\$7,657.00	\$0.00	\$7,740.25	\$0.00
Total Missions	\$7,657.00	\$0.00	\$7,657.00	\$0.00	\$7,740.25	\$0.00
Children's Ministry						
9464 - Salaries-CM	\$2,407.64	\$0.00	\$2,407.64	\$0.00	\$2,342.07	\$0.00
9466- SS-CM	\$184.18	\$0.00	\$184.18	\$0.00	\$179.17	\$0.00
9488 - Fellowship	\$203.78	\$0.00	\$203.78	\$0.00	\$0.00	\$0.00
9490 • Education & Spiritual Formation	\$0.00	\$0.00	\$0.00	\$0.00	\$138.39	\$0.00
Total Children's Ministry	\$2,795.60	\$0.00	\$2,795.60	\$0.00	\$2,659.63	\$0.00
Confirmation & Youth Ministry						
9526 - Salaries-CY	\$2,525.00	\$0.00	\$2,525.00	\$0.00	\$2,500.00	\$0.00
9528 - SS-CY	\$193.16	\$0.00	\$193.16	\$0.00	\$191.25	\$0.00
9532 - Jr High - Social	\$0.00	\$0.00	\$0.00	\$0.00	\$131.57	\$0.00
9536 • Sr High- Education	\$574.11	\$0.00	\$574.11	\$0.00	\$0.00	\$0.00
9538 - Sr High- Social	\$619.18	\$0.00	\$619.18	\$0.00	\$0.00	\$0.00
Total Confirmation & Youth Ministry	\$3,911.45	\$0.00	\$3,911.45	\$0.00	\$2,822.82	\$0.00
Pastoral Care						
9550 - Salaries-PN	\$4,387.62	\$0.00	\$4,387.62	\$0.00	\$4,244.44	\$0.00
9552 - Pastoral Care Board	\$175.00	\$0.00	\$175.00	\$0.00	\$0.00	\$0.00
Total Pastoral Care	\$4,562.62	\$0.00	\$4,562.62	\$0.00	\$4,244.44	\$0.00
Membership						
9572 • Salaries-Mbr	\$2,313.00	\$0.00	\$2,313.00	\$0.00	\$3,574.50	\$0.00
9574 - SS-Mbr	\$122.84	\$0.00	\$122.84	\$0.00	\$120.76	\$0.00
9576 - Membership	\$72.50	\$0.00	\$72.50	\$0.00	\$307.10	\$0.00
Total Membership	\$2,508.34	\$0.00	\$2,508.34	\$0.00	\$4,002.36	\$0.00

Glenview Community Church
Analysis of Revenues & Expenses - Detail Portrait 2009
Month-to-date, Through January 2009

Accounts	MTDActual (This Year)	MTD Budget (This Year)	YTDActual (This Year)	YTD Budget (This Year)	YTDActual (Last Year)	Annual Budget (This Year)
Services & Sacraments						
9624 - Sacred Services	\$0.00	\$0.00	\$0.00	\$0.00	\$11.78	\$0.00
Total Services & Sacraments	\$0.00	\$0.00	\$0.00	\$0.00	\$11.78	\$0.00
Fellowship						
9636 - Special Functions	\$0.00	\$0.00	\$0.00	\$0.00	\$37.83	\$0.00
Total Fellowship	\$0.00	\$0.00	\$0.00	\$0.00	\$37.83	\$0.00
Music						
9648 - Salaries-Music	\$5,749.43	\$0.00	\$5,749.43	\$0.00	\$4,728.33	\$0.00
9650 - SS-Music	\$439.82	\$0.00	\$439.82	\$0.00	\$361.72	\$0.00
9666 - Chancel Choir - Music	\$0.00	\$0.00	\$0.00	\$0.00	\$6.69	\$0.00
9668 - Chancel Choir - Misc.	\$22.50	\$0.00	\$22.50	\$0.00	\$35.60	\$0.00
9772 - Bell Choir - Music	\$240.50	\$0.00	\$240.50	\$0.00	\$0.00	\$0.00
9784 • Copyright Expenses	\$225.00	\$0.00	\$225.00	\$0.00	\$223.00	\$0.00
Total Music	\$6,677.25	\$0.00	\$6,677.25	\$0.00	\$5,355.34	\$0.00
General & Administrative						
9822 - Postage (except B'dcaster)	\$775.36	\$0.00	\$775.36	\$0.00	\$989.88	\$0.00
9830 - Social Security	\$902.63	\$0.00	\$902.63	\$0.00	\$794.48	\$0.00
9832 - Office Staff Salaries	\$12,090.82	\$0.00	\$12,090.82	\$0.00	\$11,215.34	\$0.00
9834 - Payroll Service	\$139.25	\$0.00	\$139.25	\$0.00	\$493.51	\$0.00
9836 - Telephone	\$596.37	\$0.00	\$596.37	\$0.00	\$679.95	\$0.00
9838 - Stationery & Supplies	\$1,506.14	\$0.00	\$1,506.14	\$0.00	\$1,737.67	\$0.00
9840 - Equip. Maintenance/ Repair	\$1,675.78	\$0.00	\$1,675.78	\$0.00	\$981.13	\$0.00
9846 • Communications/Promotions	\$286.00	\$0.00	\$286.00	\$0.00	\$443.20	\$0.00
9848 - Kitchen	\$62.31	\$0.00	\$62.31	\$0.00	\$232.63	\$0.00
9850 - Insurance--Prop/Casualty/Work Com	\$0.00	\$0.00	\$0.00	\$0.00	\$4,976.96	\$0.00
9852 - Miscellaneous	\$0.00	\$0.00	\$0.00	\$0.00	\$7.75	\$0.00
9856 - Bank Fees	\$39.00	\$0.00	\$39.00	\$0.00	\$25.00	\$0.00
Total General & Administrative	\$18,073.66	\$0.00	\$18,073.66	\$0.00	\$22,577.50	\$0.00
Stewardship						
9802 - Offering Envelopes	(\$60.00)	\$0.00	(\$60.00)	\$0.00	(\$54.00)	\$0.00
Total Stewardship	(\$60.00)	\$0.00	(\$60.00)	\$0.00	(\$54.00)	\$0.00
Church Property						
9862 - Facility Staff-Salaries	\$12,344.15	\$0.00	\$12,344.15	\$0.00	\$11,137.42	\$0.00
9864 - Social Security	\$892.32	\$0.00	\$892.32	\$0.00	\$597.53	\$0.00
9870 - Electricity	\$2,235.81	\$0.00	\$2,235.81	\$0.00	\$2,155.15	\$0.00
9872 - Water	\$0.00	\$0.00	\$0.00	\$0.00	\$866.13	\$0.00
9874 - N. I. Gas	\$4,508.47	\$0.00	\$4,508.47	\$0.00	\$3,369.00	\$0.00
9878 - Building Repair and Maintenance	\$3,372.42	\$0.00	\$3,372.42	\$0.00	\$3,994.59	\$0.00
9880 • Maintenance Contracts	\$5,206.91	\$0.00	\$5,206.91	\$0.00	\$3,452.39	\$0.00
9882 - Scavenger	\$403.44	\$0.00	\$403.44	\$0.00	\$352.88	\$0.00
Total Church Property	\$28,963.52	\$0.00	\$28,963.52	\$0.00	\$25,925.09	\$0.00
Capital Reserve						
9910 - Capital Reserve Expense	\$26,000.00	\$0.00	\$26,000.00	\$0.00	\$1,614.50	\$0.00
Total Capital Reserve	\$26,000.00	\$0.00	\$26,000.00	\$0.00	\$1,614.50	\$0.00
Total Expenses	\$130,407.60	\$0.00	\$130,407.60	\$0.00	\$107,049.44	\$0.00
Net Total	\$51,837.07	\$0.00	\$51,837.07	\$0.00	(\$26,860.49)	\$0.00

Date: 2/13/2009
 Time: 2:33:26 PM

Glenview Community Church Balance
 Sheet - Summary Year-to-date, Through
 January 2009

Page:
 1

Accounts	Assets	
Current Assets		
Cash		
1010 - Operating Account	\$301,140.45	
Total Cash	\$301,140.45	
Investments		
1110 - Housing Trust	\$386,634.00	
1120 - Merrill Lynch Govt. MF	\$378,520.66	
1130 - Nursery School Vanguard	\$99,843.46	
1140 - Romeiser Trust Account	\$172,973.00	
1160 - Endowment	\$118,283.00	
1180 - Nursery School GSB CD#32351 0	\$29,405.30	
1185 - Endowment Fund II	\$464,597.51	
1190 - Nursery School GSB CD#323512	<u>\$30,454.73</u>	
Total Investments	\$1,680,711.66	
Prepaid Expenses	<u>\$20,222.31</u>	
Total Current Assets		\$2,002,074.42
Fixed Assets		
1770 - Church Land		
1790 - Church Garage & Contents	\$100,126.50	
1800 - Church Building	\$10,074.00	
1810 - Church Furnishings	\$5,430,585.00	
1815 - Office Equipment	\$426,130.00	
1816 - Art & Music Collections	\$91,458.00	
1817 - Organ	\$50,400.00	
1820 - Canoes	\$896,000.00	
1825 - Accumulated Depreciation	\$1,200.00	
Total Fixed Assets	<u>(\$742,695.00)</u>	
Total Assets		<u>\$6,263,278.50</u>
		<u>\$8,265,352.92</u>
<u>Liabilities, Fund Principal, & Restricted Funds</u>		
Liabilities		
Withholding Taxes		
2900 - Withholding #403B	<u>\$625.00</u>	
Total Withholding Taxes		\$625.00
Fixed Assets		
0001 - Represented by Fixed Assets	<u>\$6,263,278.50</u>	
Total Fixed Assets		<u>\$6,263,278.50</u>
Total Liabilities		\$6,263,903.50
Fund Principal		
0002 - Beginning Balance-General Fund	\$629.92	
Excess Cash Received	<u>\$51,837.07</u>	
Total Fund Principal and Excess Cash Received		\$52,466.99
Restricted Funds		
Total Temporarily Restricted Total	\$805,003.20	
Permanently Restricted Total	<u>\$1,143,979.23</u>	
Restricted Funds		<u>\$1,948,982.43</u>
Total Liabilities, Fund Principal, & Restricted Funds		<u>\$8,265,352.92</u>

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	
March	\$ 85,668.95	** \$ 92,359.27	
April	\$ 93,927.70	\$ 66,588.90	
May	\$ 56,778.54	\$ 55,985.47	
June	\$ 67,220.94	\$ 54,904.79	
July	\$ 95,823.69	\$ 46,830.13	
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	\$ 135,012.50
Budget Pledge Contrib.	\$ 1,024,000.00	\$ 975,000.00	
Actual % to Budget	90.80%	93.96%	#DIVI0I

*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		\$ 116,974.37	121,014.19	72,660.20	77,523.70	77,447.10	69,717.22
March		\$ 115,866.62	107,626.66	121,192.76	88,782.22	99,044.62	91,531.38
April		\$ 97,057.68	127,591.21	130,592.35	117,440.47	125,177.01	93,994.41
May		\$ 74,821.39	79,834.93	102,090.47	133,720.82	110,464.01	56,528.14
June		\$ 69,066.46	80,857.74	70,470.20	70,942.58	74,399.77	98,079.80
July		\$ 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	\$ 182,244.67	\$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>#DIVIO!</u>	<u>96.7%</u>	~	~	<u>101.6%</u>	<u>99.5%</u>	<u>95.5%</u>

Cleaning Up Bad Communication Habits

by **Kibbie Simmons Ruth , Karen A. McClintock**

Of the several negative communication patterns congregations practice, three habits are particularly problematic: triangulation, pass-through communication, and anonymous feedback. While these three may be strategies for getting needs met, they all block rather than help healthy communication. Even if well intentioned, they are deadly habits that in the long run allow people to dodge accountability, gain power, and alienate others. Once everyone understands how to break these habits, those who persist will eventually have to stop or they will become so uncomfortable and isolated that they will leave the congregation. To clean up bad communication habits, congregations can do three things: reduce the triangulation, eliminate pass-through communication, and reject anonymous feedback.

Reducing Triangulation

While people often suggest that venting is good for the soul, it is actually not very productive. Venting to someone about a third person is simply an avoidance technique that creates what is known in counseling theory as a relationship triangle, or triangulation. Triangulation is talking about feelings, opinions, or personal issues regarding some person or group with a third party instead of with the person or group actually concerned. Relationship triangles usually involve three people who each take one of three roles: victim, persecutor, and rescuer. Once in a triangle, people change places among its three points. The only way to stop the triangulation is for each person to communicate his or her feelings, concerns, or opinions directly to the other.

Of course, the best communication strategy is to avoid being recruited into a triangle in the first place. But so often well-intentioned faith leaders and congregants listen to another person's concerns, feelings, or opinions, then realize they inadvertently let themselves be co-opted into involvement, sometimes even taking sides. Once in a triangle, escape may take some courage and clarity but is possible. The triangulated person can redirect the other person straight to the appropriate individual or committee—the one actually involved in the personal issues or the one that can address the concern or mend the relationship. A three-way conversation sometimes helps, but only if the third party facilitates without taking sides or having an agenda, without speaking for one of the other parties, and without adding to the emotional drama.

Eliminating Pass-through Communication

Some congregations get in the habit of pass-through communication. To get a message to someone, you tell someone else. Like triangulation, pass-through information also involves three parties, but the content of the information is less emotional and personal—sometimes as simple as the expected outcomes of a meeting. With both triangulation and pass-through communication, few people take responsibility for what is accurate and few people speak directly to each other. Informal channels of pass-through communication lead to misunderstandings down the road. Like the children's telephone game, the content usually becomes distorted and often the necessary action delayed. Miscommunication may occur unintentionally, but individuals or groups also can use pass-through communication to divide congregations and stir up conflict. Giving the message to whomever is close by and expecting him or her to pass it on may seem expedient, but there is no substitute for the direct message. And like triangulation, pass-through communication must be stopped for healthy congregational functioning.

Again, the individual being asked to pass something on has the power to stop the pattern. A simple statement such as "I'm not comfortable carrying that message" or "I might mix up what you've said, so perhaps you could call him yourself" is very helpful. The intended messenger needs to clarify why that person is talking to him or her instead of the individual who needs the information. If he or she is dodging responsibility for direct communication, the intended messenger should be all the more determined to stop the pass-through effort.

Rejecting Anonymous Feedback

Why would someone give feedback anonymously? There are several reasons. Anonymity allows people to avoid accountability for the content. The individual with the complaint or accusation may also fear reprisals. Sometimes the individual simply doesn't know whom to talk to about a concern. At other times the individual is trying to get his or her way in a conflicted situation, but stays underground to maintain the appearance of being in a harmonious relationship with other congregants.

Personnel committees and other groups that oversee pastoral ministry must be clear in their policies and practices that they will neither receive nor take seriously anonymous complaints—letters, phone messages, e-mails, or pass-through communication. Slanderous comments in particular should not be disseminated by the recipient, not even to the clergyperson or any others on a committee, unless the content contains serious threats or requires a legal response. Congregations can waste a lot of energy on slanderous static that interferes with their listening to and addressing real issues. If e-mails are sent from unknown sources, they can be stopped by a trusted leader sending a letter to the congregation asking everyone to block the anonymous sender of the “junk” information and to ignore the content.

Anonymous communication is damaging to everyone in the congregation because feelings are often expressed but cannot be resolved. Wounds are named but cannot be healed. Criticism is offered without the chance to explore the possibility of healing. To stop anonymous feedback, clergy and lay leaders need to agree that it is counterproductive. You can't apologize to anonymous. Anonymous will remain angry or sad until he or she comes forward with the truth. Anonymous others cannot and should not be considered when making leadership decisions or resolving conflicts.

A congregation can greatly reduce negative criticism and unresolved hard feelings with these simple and clear boundaries: no triangulation, no pass-through information, and no anonymous communication. When recruited into a communication triangle or to pass information on to another person, leaders need the mantra, “Please tell the person (or committee) directly yourself.” When asked to respond to anonymously obtained information, leaders need to simply refuse to consider it substantive until the anonymous person is willing to more clearly own his or her concern. Congregational communication can sometimes hide secrets, agendas, and conflict. While clearer boundaries and transparency in communication may cause negative aspects of congregational life to come into the light, they also reveal the strength, commitment, and love that bind the congregation together—ultimately giving more courage to faith leaders to address any negative dynamics that hinder their faith journey as a community.

How to Clean Up Bad Communication Habits

- Speak directly to the person or committee that the issue concerns.
- Refuse to carry a message from one person or group to another.
- If two people talk with you about each other, offer to meet with both of them together or to find them a mediator.
- If a person complains to you about someone else but refuses to directly talk with the person to resolve the problem, ask him or her to stop talking to you or others about it.
- Reduce venting by first listening and then asking what action the person will undertake to resolve the problem.
- Refuse to take nonspecific or anonymous feedback seriously.

*Adapted from [Healthy Disclosure: Solving Communication Quandaries in Congregations](#), copyright © 2007, the Alban Institute. All rights reserved. Copyright © 2008, the Alban Institute. All rights reserved. We encourage you to share *Alban Weekly* articles with your congregation.*