

Acknowledge the people in your life: those you care about and those you dislike. Everyone you meet teaches you something. Be grateful for them and to them, because God is working through them.

## Executive Board

November 18, 2008



### Opening Prayer (Sally)

### Clergy Comments:

**Consent Agenda:** Minutes of last month's EB Meeting, Music Board = Ticket Sales for Pasta Luigi

Confirmation Bake Sales: November = Kerry Karth / December Bob McGee, Mission Board = Mission Tree

### Reports:

- Finance
- Stewardship
- Music
- Other Boards?

Tell those who help or serve you how appreciative you are. Tell salesclerks, waiters, postal workers, employees, friends, family, and perfect strangers. Share the gift of gratitude. Change the world!



### Discussion Items:

"One Service or Two" in the Fall of 2009 (including report on Wednesday's meeting)

Survey of the Congregation on the above Issue (Draft Concepts by Constance)

Communicating the Constitutional Proposed Changes (A Possible Amendment)

Date for the January Leadership Half Day Retreat

### Action Item:

Rev. Keckler's Sabbatical

Mid-Winter Meeting / Worship Schedule for Sunday, February 8, 2009

Options: Single Service at 9:30 pm following by Meeting

Two Services with the Meeting In-Between (usual)

Two Services with meeting later in the day.

Gratitude is like a magnet attracting greater happiness, a more fulfilling life, and more satisfying relationships. Every day, let your heart fill with love. Gratitude creates more reasons to feel grateful.

### Closing Prayer:

**Next Meeting: Tuesday, December 16<sup>th</sup> at 7pm**



**MINUTES OF THE EXECUTIVE BOARD  
GLENVIEW COMMUNITY CHURCH  
October 28, 2008**

**A silent roll was taken and recorded by the Church Clerk.**

Present: Howard Roberts, 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, Jane Sanderson for Kara Clark, Cindy Dailey, Amy Davis, Christine Foley, Peter Grant, Blanche Hanson, Karin Kinzalow, Becky Lothian, Sue Newberry, Barbara Schwarting, Jeff Wagner and guests: Per Hanson, Phyllis Scott, Ray Scott and Jan Valkenaar.

Excused: Pam Keckler

- I. The meeting was called to order** in the Mayflower Room at 7:00 p.m. by Moderator, Tom Amos and opened with a reading and participatory prayer led by Don Clark.

**II. Clergy Comments**

Complete reports from Howard Roberts, Pam Keckler, and Sally Iberg are included in the Executive Board Packet dated October 28, 2008. Howard Roberts announced that Jana Haas accepted the offer extended for Church Business Administrator. She will begin her employment November 11 working part-time through December 31, 2008, and assuming full-time employment on January 1, 2009.

**III. Consent Agenda**

- A. Executive Board Minutes dated September 23, 2008.
- B. Minutes/Reports from Ministers, Boards, and Others included in October 28, 2008 packet.
- C. Requests:
  - o Chapter 9: sales of Christmas tree ornaments Sundays during November and December
  - o Mission Outreach: sales of Heifer gift cards Sundays during November and December
  - o Women's Association: sale of Resale Shop reusable shopping bags and tickets for December 5 Take Home BBQ.

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

**IV. Board Reports**

- A. Executive Board – Tom Amos, reviewed and confirmed the affirmative votes received on the following email votes taken since the September 23, 2008 Executive Board meeting:
  - o Confirmation of the beneficiary of the November 2 concert *Ain't-a-That Good News*
  - o Hiring of Jana Haas as Church Business Administrator.

Judy Fellingham distributed to Executive Board members *Neighbor to Neighbor* rosters (lists of GCC members in their own neighborhoods). Board Chairs were also provided rosters for each of their board members and were asked to explain the program and distribute the rosters to their Board members.

- B. Properties Board - Blanche Hanson, Chair, brought for discussion the following issues:
  - o Parking lot pothole repairs: A motion was made, seconded and passed unanimously to utilize \$2,920 from the Capital Reserve fund to cover the cost of repairs.
  - o Mayflower Room stage curtains: Currently, stage curtains are not fire-code compliant. To meet Glenview Fire Department codes, the following steps are being considered: fireproof existing blue curtains at an estimated \$850 cost; remove the floral drapes on the front of the stage and the gold drapes at the rear of the stage; finish the exposed stage corner posts and create a valance for the stage front using the existing floral curtains; and, purchase movable divider panels for use on the stage. Further discussion will be held in November

- Office front-desk staffing on Sunday mornings and weeknights: The matter of staffing the front desk on Sunday mornings and weeknights has become an issue of immediacy and importance. The lack of staffing is judged to be unwelcoming to both congregants and visitors and poses a potential safety/security issue for those using the building, especially in the evening. It is the belief of the Properties Board that such staffing is not the function of the facilities staff; rather, a staffing plan utilizing volunteers and/or additional paid staff needs to be developed.

Steps taken to date to address the security needs include the following:

- The Properties Board has asked Scott Decker to assist Keith Merritt in creating a checklist of procedures for key holders and train them as soon as possible on safety and security issues.
- Keith and Beth Raebel, Pageant Director, are working on procedures that will work for both of them to secure the building in the weeks leading up to the Pageant.

Short term solutions to meet staffing needs on Sunday morning and Monday evenings leading up to the Christmas Pageant December 7 were discussed. Potential solutions include the following:

- Executive Board members staff the desk on Sunday mornings, Monday evenings through November, and all day December 7 during the Pageant. Several Executive board members volunteered to meet these immediate staffing needs.
- Assign each Board a date to cover the front desk needs. It would be the responsibility of the boards to find volunteers.
- Stagger office staff starting times to cover early weekday evening hours
- Use scheduled Ambassadors and/or ushers on Sunday mornings
- Solicit volunteers through Mission Moment appeal, personal phone calls/requests, etc.

Longer term solutions need to be developed.

- C. Finance Board - Rob Hevey, Church Treasurer, stated that through September total Revenues are \$85 thousand short of the budget. Shortfalls are primarily due to a by \$77 thousand shortfall in Current Pledge Contributions; a \$7 thousand shortfall in Non-Pledge Contributions; and, a \$13 thousand shortfall in other income sources. Pledge Overage Contributions, however, are favorable to the 2008 budget by \$11 thousand. Overall, expenses are slightly favorable to budget. Expenditures in Church Property and in General and Administrative accounts remain over budget. Through September, expenses have exceeded total revenues by \$170, 301. This deficit is nearly 16% greater than the deficit experienced through the same period in 2007.

Jeff Wagner, Finance Board chair, expressed concern in the ability to recover the deficit by year's end. Jeff offered a potential visual (snapshot of GCC's finances) for illustrating and reminding the congregation of GCC's financial picture. Board consensus was to provide such a snapshot in the Sunday Bulletin and *Broadcaster* as soon as possible with an accompanying message regarding the need for members to keep their pledges current. Other efforts to reach members include: Mission Moments delivered by Don Clark on the budget and Tom Amos on stewardship pledging. Jeff indicated a willingness to provide a Mission Moment and hold an open forum on the funding needs.

- D. Stewardship - Peter Grant, Chair, indicated that the Board has set a goal of 550 pledging units totaling \$1 million. To date, 373 pledges totaling \$740,753 have been received. Thirty-one new pledges have been received; 5 members who pledged in 2008 indicated they do not plan on pledging in 2009. A total of 154 pledgers representing \$288,904 in 2008 pledge dollars have not yet responded to the 2009 campaign.

Relative to the same period a year ago, more pledging units have been received but fewer dollars have been pledged in the 2009 pledge drive.

	<u>2009</u>	<u>2008</u>
Pledging units	373	349
Pledged dollars	\$740,753	\$781,000

- E. Women's Association – Barbara Schwarting, President, indicated that the Treasure House opened at their new location, 1460 Paddock Drive, Northbrook, on October, 28. Sales exceeded \$4 thousand on the first day.
- F. Membership – Amy Davis, Chair, reviewed what the current new members' class stated drew them to GCC.
- G. Music Board, Sue Newberry, Chair and Susan Mann, Past Chair, reminded members of two concert opportunities: November 2, *Ain't-a-That Good News* and November 5 JITRO Children's Chorus of the Czech Republic.

**V. Committees/Task Forces**

- A. Leadership Committee – Jennifer Burrows was nominated and elected unanimously to sit on the Music Board.

**VII. Other items**

- A. Per Hanson, Connections for the Homeless board member, returned requesting permission to use GCC membership names for a one time solicitation/ mailing in November 2008 seeking financial support for Connections for the Homeless. Per noted past practices related to Hands of Peace as a foundation for the request. While Connections for the Homeless is one of 24 organizations supported by GCC mission giving, the general consensus of the Board was that the provision of the GCC member list for purposes of sending an appeal for funds letter is not a desired precedent. It presents a "slippery slope" with regard to sharing of personal information without the ability of members to opt out of such practices and the potential that other supported charities will desire the same information or opportunity to solicit the membership. The lack of a motion to support the request to use the GCC member list was taken as a denial of the request.
- B. Interfaith Worship Service - Moderator Tom Amos requested board approval to have one worship service for the Interfaith Worship service "*Paths to Peace*" on January 25, 2009. The service will be followed with a number of workshops and interactive activities related to the theme. A motion was made, seconded, and approved unanimously to conduct a single worship service on January 25, 2009 at 9:30 am.
- C. Future discussion items - Should there be a single worship service on February 8, 2009, the day of the scheduled Mid-Winter Congregational meeting?

**VIII. Adjournment** - The meeting was adjourned at 9:15 with a prayer given by Tom Amos.

Respectfully submitted,  
Beryl Bills - Church Clerk

**November Executive Board Meeting: Tuesday, November 18, 2008, 7:00PM**

**December Executive Board Meeting: Tuesday, December 16, 2008, 7:00PM**

**Mayflower Room**

**GLENVIEW COMMUNITY CHURCH  
BOARD MINUTES**

**NAME OF BOARD:** Operating Committee

**MEETING DATE/TIME/PLACE:** October 26, 2008 / 6:30 pm Mayflower Room

**SUMMARY OF MEETING:**

1. **Purpose:** Determine impact on Boards if one service were to be initiated in September 2009.
2. **Timeline:**
  - o November 12, 7:00 pm: congregational meeting to review comments from past meetings and Executive Board comments and seek congregational input
  - o November 18 Executive Board meeting: discussion item
  - o Membership survey to be sent to membership
  - o December 16 Executive Board: Decide whether not issue should be taken to the congregation for a vote at Mid-Winter Congregational meeting
  - o January 2009: informational meeting(s) regarding decision to change to one service
3. **Board comments:**

<b>Board</b>	<b>Impact on Board if Change to One Service</b>	<b>Suggestions and Considerations</b>
Adult Education	<ul style="list-style-type: none"> <li>• Would not impact board activity</li> </ul>	<ul style="list-style-type: none"> <li>• If single service, prefer Adult Ed scheduled before service</li> </ul>
Children's Board	<ul style="list-style-type: none"> <li>• Would not impact board activity</li> </ul>	<ul style="list-style-type: none"> <li>• Already assuming Sunday School to be offered at only one service in Fall 2009</li> <li>• Assume service at 9:30 or 10:00 am</li> </ul>
Church Properties Board	<ul style="list-style-type: none"> <li>• Would not impact board activity</li> <li>• Would impact facilities services</li> </ul>	<ul style="list-style-type: none"> <li>• Split opinion among board members</li> <li>• If two services, move early service to smaller venue (e.g., transept)</li> </ul>
Confirmation and Youth Board	<ul style="list-style-type: none"> <li>• Would not impact board activity</li> <li>• Would not impact PYF</li> <li>• Might impact Confirmation (e.g., requirements regarding church attendance; availability of clergy to be part of program)</li> </ul>	
Fellowship Board	<ul style="list-style-type: none"> <li>• Easier on Board; one coffee hour</li> </ul>	<ul style="list-style-type: none"> <li>• Timing is important; not too early and not too late</li> <li>• Many meetings and activities currently scheduled between services</li> <li>• Needs congregational vote</li> </ul>
Finance Board	<ul style="list-style-type: none"> <li>• Easier in terms of collection of Sunday receipts</li> <li>• Personally not in favor of single service</li> </ul>	<ul style="list-style-type: none"> <li>• No direct cost savings to GCC</li> <li>• Two services offers greater flexibility</li> </ul>

Board	Impact on Board if Change to One Service	Suggestions and Considerations
Membership Board	<ul style="list-style-type: none"> <li>• Members favor one service</li> </ul>	<ul style="list-style-type: none"> <li>• Possibly impact new member interest</li> <li>• May loose members if not satisfied with decision to go to one service</li> </ul>
Mission Board	<ul style="list-style-type: none"> <li>• Mission Moment: speaker able to more effectively meet and greet congregation if one service</li> </ul>	<ul style="list-style-type: none"> <li>• Increase sense of community with one service</li> <li>• Need to explore other options for second service before omitting: time/day/ style</li> <li>• One service “sending up a white flag” that GCC is struggling</li> </ul>
Music Board	<ul style="list-style-type: none"> <li>• Not as difficult to prepare for one service vs. two</li> <li>• Financial impact: less music purchased</li> <li>• Fuller sanctuary</li> <li>• Choir members able to attend other activities (e.g., adult ed.)</li> <li>• Not able to hear organ as frequently</li> </ul>	

Pastoral Care Board	<ul style="list-style-type: none"> <li>• Would not significantly impact board activity</li> <li>• Limits sign-ups for activities/programs; but fewer Board members needed</li> </ul>	<ul style="list-style-type: none"> <li>• Intimacy in smaller attendance at 8:30 am service</li> <li>• <i>"Might does not make right"</i></li> </ul>
Stewardship Board	<ul style="list-style-type: none"> <li>• Mixed reaction: ambivalence/disappointment</li> </ul>	
Women's Association	<ul style="list-style-type: none"> <li>• Mixed reaction</li> </ul>	<ul style="list-style-type: none"> <li>• Need to reevaluate the two services currently offered: <ul style="list-style-type: none"> <li>- Historically, having two services was to offer choices in worship style; not currently being done</li> <li>- Need to look at changing time of services (e.g., 9:00 and 10:30 am)</li> </ul> </li> </ul>

Sunday Service Attendance  
2006-2008

		<u>2006</u>				<u>2007</u>				<u>2008</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	117		117		91	235	364		206		206		
	80	297	377		77	206	248		68	242	310		
	86	276	362		108	190	298		82	179	261		
	130	241	371		133	255	388		314		314		
	127	341	468										
			<b><u>339</u></b>				<b><u>325</u></b>					<b><u>273</u></b>	
Feb	122	270	392		103	251	354		95	218	313		
	121	234	355		91	250	341		89	214	303		
	142	372	514		105	307	412		66	164	230		
	130	230	360		58	143	201		100	257	357		
			<b><u>405</u></b>				<b><u>327</u></b>					<b><u>301</u></b>	
Mar	114	294	408		116	255	371		63	269	332		
	106	229	335		114	241	355		71	294	365		
	120	307	427		106	242	348		123	404	527		
	85	203	288		87	208	295		393	466	859	Easter	
									14	Friday Noon Hour			
									62	Maundy Thurs.			
									85	Good Fri.			
									58	131	189		
			<b><u>365</u></b>				<b><u>342</u></b>					<b><u>454</u></b>	
Apr	73	221	294		138	378	519		79	292	371		
	187	409	596		686	686	1372	Easter	240	457	697	Godspell	
	650	630	1280	Easter	148	390	538		89	226	315		
	190	464	654		191	262	453		61	367	428	confirm.	
	108	289	397		118	405	523	Confirm.					
			<b><u>644</u></b>				<b><u>680</u></b>					<b><u>453</u></b>	
May	114	215	329		96	166	262		143	232	375	Choir	
	149	305	454		81	191	272		81	192	273		
	92	225	317		103	454	557	Vote	81	304	385		
	145		145	1 serv.	106		106		131	begin 1 9:30 service			
			<b><u>311</u></b>				<b><u>299</u></b>					<b><u>291</u></b>	
Jun	318		318		309		309		244		244		
	231		231		198		198		152		152		
	231		231		132		132		164		164		
	196		196		133		133		132		132		
			<b><u>244</u></b>				<b><u>193</u></b>		147		147		
												<b><u>168</u></b>	

Easter Maundy Thurs. 99  
 East Good Friday 156

<u>2006</u>					<u>2007</u>					<u>2008</u>				
Mon	8:30/ 9:30	10:30	Total	AVG	8:30/ 9:30	10:30	Total	AVG	8:30/ 9:30	10:30	Total	AVG		
Jul	175		175		167		167		139		139			
	227		227		120		120		159		159			
	201		201		131		131		164		164			
	347		347		202		202		155		155			
	144		144		167		167							
				<u>219</u>				<u>157</u>				<u>154</u>		
Aug	201		201		213		213		160		160			
	188		188		191		191		146		146			
	181		181		180		180		200		200			
	185		185		132		132		199		199			
									123		123			
				<u>189</u>				<u>179</u>				<u>166</u>		
Sep	180		180		132		132		284 Rally		284			
	126	431	557 Rally		114	254	368 Rally		43	183	226			
	98	234	332		81	230	311		51	161	212			
	85	285	370		103	181	284		69	208	277			
					83	208	291							
				<u>357</u>				<u>276</u>				<u>250</u>		
Oct	115	209	324		121	270	392		96	386	482			
	97	257	354		78	233	311		76	178	254			
	90	259	349		110	217	327		77	247	324			
	131	395	526		90	230	320		68	235	304			
	145	218	363											
				<u>383</u>				<u>337</u>				<u>340</u>		
Nov	122	257	379		98	221	319		76	287	363			
	88	225	313		95	183	278							
	96	318	414		82	272	354							
	130		130		171		171							
				<u>309</u>				<u>281</u>						
Dec	10:30	1:30	4:00		10:30	1:30	4:00							
	564	413	422	1399	592	286	333	1211						
	104	318	422		61	245	306							
	181	482	663		123	261	384							
	220	591	679		75	225	300							
	145		145		4:30	7:30	11:00							
					552	67	497	1116						
					172		172							
				<u>824</u>				<u>582</u>						

## SENIOR MINISTER'S REPORT

Executive Board

November 18, 2008

While only three weeks have passed since our last Executive Board Meeting, I've been engaged with many members and guests of the congregation in leading worship services, participating in meetings, making hospital visits and home visits, conducting baptisms and an interment service. Two especially engaging meetings occurred with the seventh grade Confirmands as we discussed how we got the Bible and with the fifteen people who joined me in the Founders Room for the 1<sup>st</sup> Sunday Conversations on November 2. Sometimes because these activities are such natural, routine dimensions of my ministry, it is easy to take them for granted. However, it is as I engage people in these various aspects of ministry that I continually experience the truth of what one of my professors identified as "ministry on the hoof." Ministry is taking place as I move in and out of people's lives in these various encounters with them.

Leadership is essential in the life and ministry of Glenview Community Church. For many congregational leaders, leadership means being out in front with a vision—and expecting to turn around and find people behind them. But what does it mean to be an effective leader today, when "being in charge" seems to be a less and less effective model for leadership?

"Lead, follow, or get out of the way" is a leadership strategy deeply imbedded in the memory and vocabulary of our American culture. A leader is exemplary, influential, successful, and "attractive." In this approach, there could be only one principal leader in a congregation—the senior minister. And the Protestant impulse, especially in North America, has been either to follow that leader or become one, starting your own congregation, if not denomination.

Effective leaders resist top-down, hierarchical practices of leadership and instead work in a more horizontal or egalitarian fashion, facilitating rather than dictating what others do. They don't require others to get the leader's approval before acting, yet value transparency highly, ensuring that everyone on the leadership team is fully informed before decisions are made.

Now we are finding that the definition of leadership is shifting again, as is the identity of leaders as baby boomers begin to retire. In When Generations Collide: Who They Are. Why They Clash. How to Solve the Generational Puzzle at Work, Lynne Lancaster and David Stillman suggest that younger leaders today experience even a "coaching" model as too directive. For these young people, they say, leadership is about forming equal partnerships for the tasks they do. Younger leaders see problem solving not as requiring "expert resources" (especially from the senior generation) or as an "approval-driven" process—or even as a matter of hub-and-spoke power-sharing, where a variety of team members are essential to a central decision-making process. Rather, for a new generation of leaders, healthy leadership is a team of colleagues making truly collaborative decisions, partnering with people in their own organization, and networking with others outside it to pool resources, insights, and imagination. In their minds, no single person is 'in charge'; instead, the group process itself emerges in a leadership role that transcends the contribution of any one individual.

This view of leadership suggests several things we may want to consider as we continue to grow as congregational leaders:

- **Personal leadership is only part of the dynamic of community-driven congregational growth and change.** As Ronald Heifetz wrote in Leadership without Easy Answers, leadership is mostly about identifying a vision and aligning a community with that vision, thus enabling the whole organization to adapt. Leadership is systemic, social, and organic. A leader is not mainly out front, inspiring a vision; he or she is in the midst of congregational life, nurturing the process whereby genuinely adaptive change takes place.
- **The best leaders don't try to overcome chaos to achieve order and a coherent vision; they provide leadership by learning to move with grace within a world of inevitable change.** Writers like Meg Wheatley (Leadership and the New Science) challenge us to lead by becoming capable of recognizing and playing our part in a vast web of interconnections that embraces change (rather than resisting—or even channeling—it). According to Wheatley, leadership means treating congregations as “self-organizing systems,” where chaos and connectivity are often neighbors, and leadership emerges through participation in the rich, fertile, and often messy processes of a living community.
- **One of the greatest roles of a leader in congregational life is not “being in charge” but assuring that everyone learns to hear and tell the stories that shape our understanding of ourselves and one another.** The narratives we tell tend to become the reality we are capable of living; they determine the ways we understand leadership and the sorts of leaders we can imagine or allow ourselves to be.

As we reconsider leadership as more than being in charge, try inviting both the younger and older generations in our congregation into a process that long antedates all of us: handing on the tradition—the narratives—that shape and claim us as people of faith. In the words of G. K. Chesterton, himself often viewed as a reactionary traditionalist, “Tradition is not the worship of ashes, but the preservation of fire.” The traditions we pass along in the stories we tell, generation to generation, are our truest marks as leaders. As suggested by the Alban Institute, leadership is what happens when faith communities themselves become “agents of grace and transformation to shape and heal the world.” In the end, it’s about the congregation—not any one individual—taking on the role of leadership for the sake not just of the present but of those still to come.

Now, let’s put this on a more personal basis? Who do you identify in you life whom you consider to be leaders? What characteristics did they have that made them leaders? Have you attempted to emulate those characteristics in your life? How have you done? One of the tests of leadership is the ability to recognize a problem before it becomes an emergency. Isn't this part of the reason we have chosen some of the people we have to emulate? They did well under pressure.

By remembering our leaders, examining who they are and what they did, we will discover four sterling qualities of leaders. Leaders are answerable, teachable, credible, and vulnerable. And these qualities are found in people who continue to express love to others.

Leaders are answerable for their actions. Their authority is derived from being answerable. Leaders are teachable. They are open to learning and recognize they can learn from practically every person they meet. Often the learning is the result of having respect for other people. Leaders are credible. They are reliable and can be trusted.

Leaders do some of what they expect and ask others to do. A story is told of a child who had to walk each evening past a dark, spooky house. Some adults sought to give him courage. One handed him a good luck charm to ward off the ghosts. Another had a light put on the dreaded corner. Still another said earnestly, "It is sinful to be afraid. Trust God and be brave!" Whether or not that was good advice, it offered little to help deal with the fear. Then someone said with compassion, "I know what it is to be afraid. I will walk with you past the house." He did nothing to remove the fear--except to lift it from the child's shoulders and place it on his own. Leaders also are vulnerable. They take risks and are open to being hurt, wounded, and even destroyed. A leader is one who knows the way, goes the way and shows the way. (John Maxwell)

The movie, Defending Your Life, was produced many years ago. It is about a person who is taken to a place after his death to give an account of his actions in life. At this "trial" there is a prosecuting attorney and a defense attorney. Videotape excerpts from the man's life are available at the trial. The incidents recorded on the videotape used in the trial are critical incidents in the man's life when he had to make decisions about whether to take risks or give in to fear. The prosecutor argues at each point that the man gave in to fear. The defender argues that the actions taken were courageous, that they were done for a higher, better good. Leaders are vulnerable. They take risks. They are not motivated or captivated by fear. What would it be for you? As you look back over the instant replays of critical events in your life, how did you respond? Did you give in to fear or take the risks for a higher and better good? What are your leading abilities?

Our leading abilities are the very characteristics that others see in us and want to draw from us. When we join our abilities with the abilities of others we brighten the world and increase the possibility of others gaining insight.

In a church nominating committee meeting the minister suggested a name for consideration, but one of the elected leaders of the congregation said, "I wouldn't recommend him. He's a thermometer instead of a thermostat! He lets his surroundings regulate him instead of being a positive influence for God." How would you describe yourself? Are you a thermometer or a thermostat? If you tend to be more of a thermometer, what do you need to do to be more of a thermostat?

The characteristics of being answerable, teachable, credible, and vulnerable are essential in leaders. These characteristics help us be in the midst of congregational life, nurturing the process whereby genuinely adaptive change takes place. They help us learn to move with grace within a world of inevitable change. And these characteristics will help assure that everyone learns to hear and tell the stories that shape our understanding of ourselves and one another. May we strive to develop these characteristics so we can be the leaders that Glenview Community Church at this time in this place.

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**Report to the Executive Board  
Highlights for November 2008  
Rev. Dr. Pam Keckler – Minister for Spiritual Formation**

**Worship**

- Assisted in worship once
- Preached once
- Led worship for 7<sup>th</sup> grade and 8<sup>th</sup> grade confirmands
- Am working with Children's Board for Advent worship with children/families
- Am planning PYFF Advent worship and communion
- Am working with Parish Nurse on Service of Hope – Dec. 15
- Planned and led the All Church Memorial Service on All Saint's Sunday

**Other Opportunities for Personal and Spiritual Growth**

- Provided a devotional and blessing for the new Prayer Shawl Ministry
- Worked with 6<sup>th</sup> grade Sunday School teacher on curriculum for class
- Completed a brochure for fall/winter of various future events in the church

**PYF – High School Youth**

- Good, steady attendance – lots of activities and sharing
- Busy with practicing for Christmas Pageant
- Made over 100 hygiene kits (along with 678 Club)  
Thanks to all who brought items for the youth to assemble.
- We celebrate Robby Shellard and Cailey Hinz who receive the Optimist Youth Award for Religious Service. They will be honored at a luncheon Nov. 19.
- Sold 56 Christmas Trees. Thank you!

**PYFF (Pilgrim Youth Family Fellowship)**

- Planning next event - Advent Vespers in December, with speaker and communion

**678 Club (Middle School) – 6<sup>th</sup>, 7<sup>th</sup>, 8<sup>th</sup> grade**

- Have met twice this fall with good attendance, especially from 6<sup>th</sup> grade. They have packed hygiene kits for Night Ministry as well as Birthday Bags for Northfield Twp. Food Pantry. They enjoy the fellowship afterwards in the gym.

**Confirmation 7<sup>th</sup>/8<sup>th</sup> Grades**

- Several confirmands have completed half of their requirements
- Thanks you for your support of the class bake sales – for Toys for Tots

**Women's Winter Retreat**

- Marilyn Belleau, Parish Nurse and I are working on details for our retreat at Deerfield and have booked a speaker who is a UCC minister.

**The Wider Church**

- Attended Glenview Clergy meeting – planning community Thanksgiving service
- Attended workshop "Worship Alive" in Chicago area

### **Other GCC-Related Meetings/Gatherings**

- Met with Children's Board and am completing several programs for Advent
- Met with Confirmation/Youth Board
- Met with PMRC and Moderators/Ministers to dialogue about goals for the church
- Worship planning meeting for Advent with music staff and ministers
- Met with 60 Plus at their luncheon

### **Weddings and Memorial Services**

- Wedding of Stephanie Aldrich at GCC – October 25
- Non-member wedding November 8 at GCC
- Non-member memorial service at N.H. Scott & Hanekamp on November 16

### **Thank You**

I appreciate you taking seriously my concern (and others) to make sure that teens and other people feel safer in the church at night, by having someone at the desk as much as possible. I know this is not easy. But it's good when we can step up and volunteer for something so important. It's a start. Thank you.

### **Sabbatical**

I am making preliminary plans for a sabbatical December 2009, January 2010, February 2010. My present theme is "Spirituality and the Arts". Please see the attached proposal. I have shared my request with PMRC at my meeting with them in the fall. The Executive Board needs to approve a sabbatical one year in advance, so I submit my request to you at this time, on November 18, 2008.

### **A Thanksgiving Affirmation**

*Come into God's presence with gladness and singing  
For God has brought us safely to this day.  
God has been with us in all our travels through life,  
Even when we did not realize God's care.  
God is the Author and Chief Actor in our life stories  
And has given us all good things to enjoy.  
Through toil, affliction, and oppression  
We have known God's steadfast love and faithfulness  
In everything by prayer, supplication, and thanksgiving,  
Let your requests be made known to God.  
--Lavon Bayler      Refreshing Rains of the Living Word*

Be ye thankful,

*Pam*

**Request for Sabbatical and Preliminary Plans  
2009-2010  
Rev. Dr. Pam Keckler**

I am making preliminary plans for a sabbatical for the months of December 2009, January and February 2010 and request approval for this time away for study and rest.

My present theme is “Spirituality and the Arts”. I hope to take classes or experience the arts in these areas:

- Music Theory
- Music History – especially of various composers
- Visit art museums
- Learn about water color and painting
- Visit a recording studio in Fort Wayne, Indiana
- Play the piano more
- Travel
- Lots of reading and writing
- Rest and renewal as I celebrate my 14<sup>th</sup> year at GCC in 2009/2010.

I plan to apply for scholarships/grants and perhaps travel to London and visit museums and churches.

I hope to celebrate my mother’s 80<sup>th</sup> birthday in December 2009 and do something special with her.

Thank you,

Pam Keckler  
November 18, 2008

**GLENVIEW COMMUNITY CHURCH**  
**REPORT TO THE EXECUTIVE BOARD**  
Rev. Sally Iberg, Minister for Mission and Ministry  
November 18, 2008

**Engage Members**

**Worship:** Worship is the most important thing we do. Worship keeps us connected with God and with each other. It brings us together as a faith community. Assisted in worship on 11/2 and 11/9. Preparing to preach at the Glenview Interfaith Thanksgiving Service at Our Lady of Perpetual Help on Wednesday, 11/26, at 7:30 pm and lead worship. Participated in a worship planning meeting focused on Advent and Christmas services.

**Memorial Service.** Conducted a memorial service for Judy Campbell on 11/8 at GCC.

**Pastoral Care:** Maintain contact with various parishioners through visits and phone calls. Continue to coordinate care with Howard, Pam, and Marilyn in our weekly meetings and ongoing communication.

**Small Group Ministries:** Finished the "Saving Jesus from Fundamentalism" small group, which is very popular. Beginning planning for winter round of small groups. Continuing to facilitate "Reading the Bible Again for the First Time." This small group will run through early March. Scheduled one Sunday morning session with Mike Walters, executive recruiter, on finding work in today's market.

**Services and Sacraments.** Met with the board to discuss how they are doing and to congratulate them on all the newer members they have recruited to serve as ushers, lectors, communion servers on Sunday mornings. We talked about Robert Schnase's "Five Practices of Fruitful Congregations: Radical Hospitality, Passionate Worship, Intentional Faith Development, Risk-taking Mission and Service, Extravagant Generosity. See attachment. We noted the energy-filled adjectives he uses and talked about how this means everyone in the church is bringing all their energy and commitment to the work of the church. We also thought that an additional category could be added: bodacious board meetings!

**Adult Education.** Met with the board to discuss how they are doing as they develop a full calendar for the year. They have some questions about the kinds of programming that people might want. Suggested that when they are scheduled to serve coffee, instead of simply assigning one or two people to serve, they might all show up. Let a couple people serve and then the rest of the members of the board, clip board in

hand, can go around the Mayflower Room talking with folks about what would be of interest to them. We also talked about Schnase's work.

**Sabbatical.** Met with the Sabbatical Group to discuss plans and explore Schnase's Five Practices. Finalizing plans for sabbatical time, May 15, 2009 to August 15, 2009. Will lead an adult education program in January on sabbatical.

**Simple Gifts.** Enjoyed music of Chicago Early Music Consort on 10/19.

**60+.** Enjoyed thanksgiving conversation with folks at 60+ luncheon.

### **Extend Missions**

**Missions Outreach** is also the most important thing we do. Missions outreach can be a way of enhancing our love for one another and helping to bring about God's realm.

**Missions Outreach Board.** Met with the board and discussed ways of engaging those involved in hands-on-ministry in an exploration of the impact this work has on them.

**Wider Church.** Attended Chicago Metropolitan Association Council meeting on 11/17 as an at-large member. Leading a task force to create a third CMA committee focused on support of congregations. This group had its first meeting on 11/17.

**Glenview Clergy Council.** Attended November meeting at the Glenview New Church. Discussed strategies for dealing with the impact of the economy on our community and heard a presentation from the Interfaith Housing Center of the North Shore.

**House of Welcome.** Attended 25<sup>th</sup> anniversary celebration of House of Welcome, a day program for people living at home who have dementia. This is an excellent program of the North Shore Senior Center.

### **Expand Membership**

**Membership.** Met with chair, Amy Davis. Reviewed final draft of Advent/Christmas calendar.

### **Achieve Financial Stability**

**Stewardship Board.** Met with the board and continue to work closely with them as they conclude the 2009 campaign. We talked about Schnase's work and covenantal relationships.

## FIVE PRACTICES OF FRUITFUL CONGREGATIONS

In Five Practices of Fruitful Congregations (Abingdon Press, Nashville, 2007), Robert Schnase elaborates the practices which demonstrate congregational health, vitality and fruitfulness. "By repeating and improving these practices, churches fulfill their mission to make disciples of Jesus Christ for the transformation of the world" (back cover).

**Radical Hospitality:** everyone in the church assumes responsibility to "invite, welcome, receive, and care for" (p 11) others.

**Passionate Worship:** while there may be "worship leaders" everyone is engaged in the act of worship – singing, praying, listening, responding, reflecting. "Worship equips and encourages people and calls them to alter their paths as they grow in Christ-likeness. Worship changes behavior" (p 36).

**Intentional Faith Development:** education and small group experiences are offered (and participated in) for all age levels, fostering faith development outside of worship. Programming is thoughtfully provided and willingly participated in.

**Risk-taking Mission and Service:** Mission initiatives change the lives of those who receive "help," the lives of volunteers, and churches.

**Extravagant generosity:** Individuals within churches move from a focus on scarcity to a focus on abundance. Their lives are changed as a result of their generosity.

## GLENVIEW COMMUNITY CHURCH BOARD MINUTES

**NAME OF BOARD:** Adult Education

**MEETING DATE/TIME/PLACE:** Tuesday, November 11/ 7:00 p.m./ Founders' Room

**MEMBERS PRESENT:** Nick Bubnovich, Chris Calandra, Dick Clark, Mary Lambert, Sheryl Long; Visitor Sally Iberg

**MEMBERS EXCUSED:** Sally Schreiner , Marcy Blackwelder , Ellen Clark, Doug Hively, Earl Schultz,

### SUMMARY OF MEETING

- 1) Welcome and opening reading: Mary Lambert
- 2) Discussion of remaining budget
- 3) Discussion of several items with visitor Sally Iberg
- 4) Discussion of program ideas and the need for greater publicity for Adult Ed seminars

### DISCUSSION ITEMS

- 1) The remaining budget of ~\$400 was found to be enough to help sponsor Cass Friedman on Dec. 10<sup>th</sup> for her talk entitled "How to be resilient during tough times,". We will provide \$100 for this and \$50 for Dr. Shives honorarium.
- 2) Neighborhood additions to the picture directory were given out.
- 3) Chris reported on the Executive Board meeting.
- 4) Sally Iberg presented three items for discussion: (A) the use of one our open Adult Ed spots to talk about sabbaticals and the reasons for having one, including her own, (B) the similarities and differences between small groups and our Adult Ed seminars and how to coordinate both, especially for the Lenten series. (C) Fruitful Congregations.
  - (A) We set up a spot in January for Sally to present her ideas about sabbaticals.
  - (B) We discussed what subjects are appropriate for either small groups or Adult Ed or both. Can Adult Ed be a small group? She and Tom Aldrich are in conversation about a program on the scriptures used for Brahm's German Requiem to be given at Easter time. We talked about whether the small groups should be topic driven or appropriate for certain ages. Interfacing with other boards was suggested.
  - (C) Characteristics of fruitful congregations are: radical hospitality, passionate worship, intentional faith development, risk-taking mission and service, extravagant generosity (from a book by Robert Schnase). Sally asked what we as a board would like from the congregation. After discussion, she suggested that we do more with our coffee serving time, such as have clipboards and ask questions.
- 5) After Sally left, we discussed ways to increase attendance at Adult Ed seminars. Nick is writing a paragraph for an "advertising campaign" to be included in the Broadcaster. We plan to publish the Adult Ed calendar that we have at present and put up signs for each seminar. We ascertained that attendance was topic driven. Chris read the charge given to the Adult Ed board and we discussed whether we are meeting the needs of the congregation. In relation to this, we discussed how to increase attendance of young people and new members, and how to be sure they are aware of the seminars. What topics would interest this demographic? In order to encourage attendance, do we need to offer baby-sitting?
- 6) We asked Dick to firm up a date for Jim Kenney on one of our open spots and for Earl to continue trying to have Bill Helmuth give his travel talk on Iran. After other business, Dick moved to adjourn and Nick seconded. We adjourned with the Lord's Prayer.

**MINUTES SUBMITTED ON:** Wednesday, November 12, 2008 by Mary Lambert

**NEXT BOARD MEETING SCHEDULED:** Tuesday, December 9, 2008 at 7:00 p.m. in the Founders Room

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

**MEETING DATE:** November 11, 2008  
Meeting called to order at 7:09 p.m.

**MEMBERS PRESENT:** Clark Bundy, Laura Heyser, Kathy Lifton, Becky Lothian, Tracey Noe, David Spaulding, Betsy Garvey, and Jim Yagelski

**MEMBERS EXCUSED:** Shane Bill, Shawn Eshoo, Joanne Matik, Beth Ann Solem, and Michelle Langenbach

**MEMBERS ABSENT:**

**Opening Prayer** **Shane/Becky**

**Chair Report** **Becky**

- Becky distributed the class list reports, distributed an update of the Board At-A-Glance document, distributed the Pageant advertisement flyers, and distributed the Neighbor program lists.
- Church financials – you will now see a summary included in Broadcaster/bulletin.

**Director's Report** **Kathy**

- Kathy instituted a new program this year called Class Connections. Each Board Member was asked to be a liaison with one of the grade levels. We heard updates from each liaison and all the reports were very encouraging so far.
- Kathy reported the church school program is moving along very smoothly. She mentioned that the attendance was so great last week that we needed extra chairs. We have around 122 chairs setup so the turnout is greater than in past years. A new volunteer has been found to teach also,

**Upcoming Events/Project Discussion**

- Advent Activities, November 30 - Tracey and Jim will head-up the event which is at 9:30 a.m. Pam is planning to help lead the Family Activity in the Plymouth Room. Pam will make sure the room is reserved as mentioned tonight and a bulletin will be handed out which would include the history of the Advent Wreath. Also, the piano needs to be moved over to this room. A service will be held with bread and juice which will be followed by the Advent Wreath-Making.
- Cards for the Poinsettias & Pizza, December 21 – Joanne/Betsy/Michelle will head up the event which will start in the Gym and will extend past the normal Sunday school time. Lunch will be served in the Gym toward the end of the event.

Meeting adjourned with the Lord's Prayer.

Next meeting, December 9<sup>th</sup> at 7:00 P.M., Room 201

Respectfully submitted by David Spaulding

GLENVIEW COMMUNITY CHURCH  
FELLOWSHIP BOARD MINUTES

NAME OF BOARD: Fellowship Board

MEETING DATE/TIME/PLACE: Sunday November 9, 2008/9:30 a.m. Room 213

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

MEMBERS EXCUSED: Ann Grant, 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 assigned as follows:
  - a. November – Susan
  - b. December – Karin
  - c. January – Ann
  - d. February – Diane
  - e. March – Diane
2. We again discussed the impact of changing from two Sunday services to one service. Karin briefed the group on the Executive Board meeting's discussion of the issue and the next steps.
3. Karin passed out the "Neighbor to Neighbor" handouts for the board members.
4. We discussed the upcoming Pageant and everyone took a Pageant handout to put up in a store or coffee shop.
5. Karin showed everyone the new host name tags for each board to use when they host fellowship/serve coffee. They look great! Thanks to Cathy in the office for creating them.

Minutes respectfully submitted by Karin Kinzalow.

## **Glenview Community Church Finance Board Minutes**

November 10, 2008 at 7:00 PM in the Founders Room

Present: Janet Berkenstock, John Demler, Jane Hund, Bob Kappus, Cricket Kelly, Laura Olson, Jeff Wagner, Scott Williams

Excused: Scott Barnes

Also Present: Treasurer Rob Hevey; GCC Nursery School: Marcia Kiraly, Melissa Read, Kerri Noard

### **SUMMARY OF MEETING**

Meeting opened at 7:00 PM with a prayer led by Janet Berkenstock.

Nursery School Preliminary Budget Review: Melissa Read, GCC Nursery School Treasurer, provided an overview of the current budget, which runs on a school year (rather than calendar year as does GCC). Nursery School is projecting a profit of ~\$5,600 this year. Next year is anticipated to be a more challenging year financially as enrollment is expected to decline due to tougher economic conditions.

New Business Manager: Jana Haas is starting tomorrow in the role of Business Manager. She is part time thru December 31 (focusing on financials) and then hopefully going full time. Char is expected to continue thru end of month, possibly end of year.

Review of October Minutes: Minutes were approved.

Treasurer's Report: Rob Hevey, GCC Treasurer, reported that Total Contributions are unfavorable by \$82,000; Current Pledge Contributions are unfavorable by \$85,000 and Non-Pledge Contributions are unfavorable by \$13,000; Pledge Overage Contributions are favorable by \$16,000. Rob will distribute the full financial packet as soon as it is available.

Rob reported receipt of \$100,000 from a foundation to be earmarked for leadership development. Right now the monies have been deposited into the checking account, but as we get more information about the specific purpose of the monies, we may want to move it to a separate account so it can be more easily tracked and managed for its specific purpose.

Concern was expressed at the Executive Board Meeting about the current deficit with such a short amount of time left in the year. As a result, Tom Amos will be addressing the congregation on the deficit in the coming weeks.

Rob included pledge contribution budget/actual in the "Broadcaster" as was discussed at previous board meetings, and will continue to provide this information going forward.

Credit Card Request for PYF: The board discussed a request from Pam Keckler for a credit card for Elizabeth Ciccolini to be used for PYF. The board felt more information was needed. Jeff will request specific information on the purpose of the card, the credit limit amount, etc. and will share that information with the board.

### **COMMITTEE REPORTS:**

Budget / Stewardship: As of November 6, Stewardship reported receipt of 424 pledges for \$824,372 with another 95 pledge units that pledged \$168,700 last year but from whom they have not yet heard this year. As compared to last year, they are ahead on receipt of pledges but even on dollars pledged. Bob Kappus anticipates receiving another update from Stewardship in the next 1-2 weeks and we will use that as the basis for the 2009 Budget.

In regards to impacts on the 2009 Budget, Bob reported that fixed expenses (i.e. electricity, gas, water, etc. – not salary increases) are expected to increase ~\$17,000. From an investment perspective, Cricket reported that the portfolio is currently not generating enough income in today's market to continue the

## **Glenview Community Church Finance Board Minutes**

current distributions without invading the principal. Based on projections provided by William Blair, investment income for 2009 will be considerably lower than was used for this year's budget.

Jeff Wagner met recently with Dr. Howard Roberts and the Moderators regarding early thoughts as to the 2009 Budget, and plans to have a second meeting on November 23. Bob's goal is to have a proposed 2009 Budget by mid-December.

The question was raised about how we would cover any 2008 shortfall; various alternatives were discussed but no resolution was reached.

Insurance: Premiums going down for 2009.

Investments: Cricket Kelly distributed monthly investments spreadsheet. Still searching for a copy of the Romeiser Trust; keeping the funds in CDs until such time as a copy of the trust is found to ensure that we are investing/managing the monies in accordance with the trust.

Leadership Committee: Jeff Wagner noted that the search for a Vice Chairman of the Finance Board still continues. The board discussed make-up of next year's board - anticipating needing two new members next year to replace Jeff Wagner and Scott Williams who will have served maximum of four years.

Audit/PMRC Committee: Jane Hund intending to meet with the new Business Manager (Jana Haas) in February to discuss internal audit ideas/approach.

### OLD BUSINESS

None

### NEW BUSINESS:

Pageant: Each board member was given a pageant flyer to post in a local establishment, to assist in advertising.

Review Trustee of the Day Commitments: The Trustee of the Day Schedule was reviewed. The upcoming dates and assigned coverage are as follows:

Nov 16: Janet Berkenstock

Nov 23: Cricket Kelly

Nov 30: Bob Kappus

Dec 7: Scott Williams (10:30); Jane Hund (1:30); Laura Olson (4:00)

Dev 14: Laura Olson

Finance Board Picture: A picture of the Finance Board was taken.

Next Board Meeting: 7:00 PM, December 8<sup>th</sup>, 2008 in the Founder's Room. Cricket to take minutes.

The meeting ended at 8:45 PM with the saying of the Lord's Prayer.

Submitted by Janet Berkenstock

# GLENVIEW COMMUNITY CHURCH BOARD MINUTES

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

**NAME OF BOARD: Membership Board**

**MEETING DATE/TIME/PLACE: 10/12/08. Parlor at 7:30 pm**

**MEMBERS PRESENT:** Amy Davis, Barb Lothian, Meg Macfadden, David Selby, John Clonts, and Per Hanson

**MEMBERS EXCUSED:** Fran Oldham, Jim Shellard, Sandie DesJardins, Tammy Lundal, and Brian Wegley

**AD HOC / STAFF / GUESTS PRESENT:**

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

## **Board Business:**

- Minutes for October were not approved because there wasn't a quorum.

## **Old Business:**

- Photo Directory: About 25% are not picked up. Board will split up the names and call people to remind them.
- Christmas Card: John will send Barb the mailing list of new members and visitors in the last calendar year so she can print on labels and give to Fran. Fran will insert the advent calendar in the card and mail out. 100 copies will be available in the back of the church for people to pick up before/after the service.
- Advent Email Committee: Team is John Clonts, Dave Gall and Larry Kemp. No word from Christine Foley about confirmation or youth members getting involved.
- Neighbor to Neighbor Update: We will be working on getting these distributed. All board members will be asked to deliver their neighborhood lists.
- Mentor Program Update: Going well.
- Thanksgiving Parade: November 29<sup>th</sup>. Do we want to participate? Meg will call Tricia Swaydrak to see if she is interested in doing this year and whether a parade permit has been filled out. If not, she will do it. All church members are encouraged to participate.

## **New Business:**

- Executive Board Update – We were asked to consider what to do regarding people who have not pledged or attended church in over three years and bring ideas to the next meeting.
- Upcoming Coffee hour dates are December 21<sup>st</sup> and March 22<sup>nd</sup>. Confirmed that David offered to host the 8:30 and Tammy and Barb offered to host the 10:30 on December 21<sup>st</sup>. The March date has not been filled.

- New Members Orientation: Amy reported on new member feedback regarding reasons for joining. There were various reasons such as feeling of inclusiveness, sermons, loved the music, grew up in UCC churches, church school program, true acceptance.
- We agreed to hold our meetings on the 2<sup>nd</sup> Sunday of the month at 9:30 in the parlor unless indicated differently. Amy will contact members to make sure there are no conflicts for December 14<sup>th</sup>.
- Please remember to hand in your pledge for 2009.
- Amy challenged the board to invite a friend to church before our next meeting.

Meeting adjourned at 8:40 with the Lords Prayer.

**NEXT BOARD MEETING SCHEDULED FOR:**

(date): 12/14/08 (time) 9:30 am (room): Parlor

Minutes Submitted On: (date) 11/12/08 (by) Barb Lothian & Meg Macfadden

## GLENVIEW COMMUNITY CHURCH BOARD MINUTES

NAME OF BOARD: Music

MEETING TIME AND PLACE: Wednesday, November 12, 2008 at 7 p.m. in Room 201

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

The meeting was called to order at 7:03 p.m. by Sue Newberry, Board Chairperson. Susan Mann entered the room to thank us for our support and help with the Czech choir's visit. In turn, we thank Susan for her leadership in meeting the housing needs for this group.

Minutes of our October 8, 2008 meeting were approved as corrected. Room 210 should have read Room 201. The Finance Report was briefly examined and then approved. **The Executive Board packet** was reviewed for The Board. The Board was proud to discover that ours was the only Board to have achieved 100% in submitting pledges for 2009.

### Staff Reports:

**Andy Lewis** – out of town. In Italy planning for June 2009 International Church Music Festival.

#### **Gary Wendt** –

- 1) The Czech choir visit was very successful. The timing of their visit and concert came during our presidential elections and a balmy weather cycle. It is reported that many in the choir had a great interest in the election and its results.
- 2) The Bell Choir continues to practice. Two new members have been added and one member has been lost. Gary is proposing a workshop for the bell choirs in our community perhaps with David Weck of the Agape Ringers.
- 2) Gary would also like to devise a method for receiving feed-back from the congregation regarding the music used during worship. Among the suggestions offered was a periodic adult education seminar for this purpose and an invitation in The Broadcaster and the Sunday worship bulletin for congregants to meet Gary at the organ console or in another location so as to share their views.

**Debbie Shellard** –The children's choirs are preparing their music for Thanksgiving, the pageant, and the early Christmas Eve service.

### Old Business

**Bell Choir Room** – The Properties Board is working on getting the heating working properly. The need for cooling (air conditioning) is tabled for now. The bells will be stored in the north balcony during the summer months so as to keep them at a constant temperature and humidity. This leaves the problem of providing **lighting** for the bell ringers during rehearsals. Two plans for solving this problem have been received. One plan was for retrofitting the present light fixtures. The other calls for the replacement of the present lighting system with new fixtures. Because the placement of the present fixtures is part of the problem, The Board decided that replacing them with new fixtures properly placed in the room was the best choice. A motion was passed by The Board to request the Executive Board to authorize the Music Board to use funds from the Nutting Fund to purchase 8 new light fixtures for the Bell Choir room not to exceed \$1000.

**2009 Organ Birthday Party** – Gary Wendt shared with The Board several ideas for celebrating the 10<sup>th</sup> anniversary of the installation of the present organ. Among those ideas is the commissioning of a major composition that will display the beauty of the organ. To that end The Board voted to request the Executive Board to authorize the Music Board to use funds from the Nutting Fund to provide a down payment for the creation of a composition for the organ birthday celebration.. Said down payment will be \$2000.

**Organ Maintenance Contract** – Gary Wendt is trying to get together with the organ builder so as to negotiate such a contract.

**Microphones/Sound System Needs** – Debbie Shellard presented to The Board the needs and pricing for acquiring the electronics necessary for the presenting of the Children’s Choir musical drama used in worship each spring. These microphones and receivers are also used in the annual Interfaith Service, Youth Sunday, and Children’s Board projects such as the recent worship service planned and led by our 5<sup>th</sup> graders. Barry Nelson has been the consultant in this project and has determined that the needed improvements could be provided at a cost of less than \$8000. Since these needs do not pertain specifically to just the Music Board, it was decided that the Executive Board should be introduced to the proposal presented by Debbie for their long term consideration. After the first of the year, other Boards whose functions are affected by this purchase, will also be contacted.

**Housekeeping** matters included passing sign-up sheets for Board opening prayers and Board events. The Chair also passed to each board member a list of their fellow church members living in their neighborhood. This is part of the **Neighbor to Neighbor** project. Flyers for this year’s pageant were also distributed for us to put up in the community.

The meeting was adjourned with the Lord’s Prayer at 9 p.m.

NEXT MEETING: Wednesday, December 10, 2008 at 7 p.m. in Room 201.

MINUTES SUBMITTED: Thursday, November 13, 2008 by Mickey Safstrom

#### BOARD CALENDAR

November 18	Tuesday	Executive Board	7 p.m.
November 27	Wednesday	Community Thanksgiving Service	7:30 p.m. at OLPH
December 7	Sunday	Annual Christmas Pageant	10:30, 1:30, 4:00

# GLENVIEW COMMUNITY CHURCH BOARD MINUTES

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

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

**NAME OF BOARD:** Pastoral Care Board

**MEETING DATE/TIME/PLACE:** November 11, 2008 7 p.m. in Room 210 at GCC

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

**MEMBERS EXCUSED:** Toni Cucco, Diane Damico

**MEMBERS ABSENT:** Barbara Gundrum

**DEVOTIONS:** Mary Lou Aagaard shared excerpts from a Veteran's Day sermon given by The Rev. Ann R. Lougee on Nov. 11, 2007.

## SUMMARY OF MEETING:

### Old Business:

**Minutes of September 9:** The board approved the Minutes of the September meeting without correction.

**Minutes of October 14:** The board approved the Minutes of the October meeting with the following corrections – on page 2, remove the "s" from services in line 2 under **Memorial Receptions**; add *and constitution* following *bylaws* in line 6 under **Executive Board**; insert *October 22, 2008* in the last line to indicate when the Minutes were submitted.

**PCB vice chair:** Kara Clark again reminded the Board that the position of vice chair is still vacant. She is continuing to attend the Leadership Committee meetings and pointed out the importance of having vice chair to fill this role.

**Memorial Receptions:** Carolyn Keller reported on the recent receptions held since the Board's October meeting. She reported that the response to the Board's call for assistance in preparing cookies for the receptions is gratifying. Women's Association chapter members and several new church members have volunteered to help.

**Sixty+Luncheon:** Marilyn Belleau reported that there had been a good turnout for the October 21 luncheon.

**We Care:** Jane Sanderson and Barbara Pollak indicated that they have been meeting the meal needs of a family.

**All Church Memorial Service:** Seventy-five people attended this year's service on November 2 in which Kara did the reading. Many more stayed for the reception this year. Those attending seemed to appreciate the cider and other refreshments.

**Coffee Hour:** PCB will be serving coffee on Sunday, November 30 at 10:30 following the single worship service. Barbara Pollak, Sally Hicks, and Toni Cucco have agreed to be the servers.

**New Business:**

**Sixty+Luncheon:** Mary Buchanan reported that the 60+ luncheon set for November 18 will have a Thanksgiving theme. The attendees will play Thanksgiving bingo. The prizes will come from the Resale Shop. Val Anderson and Sally Hicks volunteered to help with luncheon. Mary will ask Barbara Gundrum to help also.

**Christmas Poinsettias:** Jackie Seter reviewed the set-up and delivery process that the board has used in the past. The Board agreed to the following schedule for this year:

Saturday, December, 20 – set-up poinsettia display in the sanctuary at 8:30 a.m.

Wednesday, December 24 - pick-up poinsettias following last Christmas Eve service.

Friday, December 26 – assist with the poinsettia pick-up between 10 a.m. to 12 noon. Rearrange remaining poinsettias in the sanctuary for Sunday's service.

Sunday, December 28 – box and deliver the remaining poinsettias to a designated nursing home.

It was agreed that the Board will advertise for delivery help at the November 30 coffee hour.

**Committee Reports:**

**Executive Board:** Jane Sanderson reported on the October 28th Executive Board meeting. Among the highlights mentioned were: that the board members should keep their focus on the Church's Mission Statement and Dr. Roberts reminded the Board that worship is the activity that involves everyone. Other topics on the agenda included: the security and safety of the building, a sabbatical leave for Sally Iberg, the replacement for Char Lillquist. Other issues were the continuing drop-off in attendance at the Simple Gifts concerts. It is expected that this program will be reviewed. The Women's Association drive-up dinner will be Dec. 5. The topic of a Nov. 12 meeting will be the number of worship services to be offered. The dates for the November and December Executive board meetings have been changed.

**Other Reports/Announcements:** Marilyn Belleau reported on the efforts being taken to address the congregation's needs in these difficult economic times: On December 10 Cassandra Friedman will speak at 7 p.m. Her subject will be *How to be Resilient in Tough Times*.

**Women's Retreat:** Marilyn reported that the Winter Retreat will be held at the Deerfield Marriott Jan. 10-11, 2009. Out of consideration for costs the group will stay only one night this year. The Rev. Marcia Thomas will be the leader.

**Interfaith Thanksgiving Service:** Kara reminded the board that this service will be held at OLPH on November 26. She urged any who could to attend this year.

**Service of Hope:** Marilyn announced that a Service of Hope is being planned for December 15. It will begin at 7 p.m.

Following the Lord's Prayer the meeting was adjourned.

**Next Board Meeting Scheduled For: Tuesday, December 9, 2008 7:00 p.m. in Room 210, GCC**  
**Devotions: Sally Hicks**

**Minutes submitted on:** November 12, 2008 by Mary-Lou Aagaard

## Agenda - 10/14/2008

### GCC Services and Sacraments Meeting

- Opening prayer
- Approve September minutes
- Howard-comments/thoughts
- Feedback to Howard each month about the services
- Define roles of the board and who
  - Secretary
  - Who will do the following:
    - Make communion calls a.m.
    - Prepare communion
      - Backup
- Communion server list needs GCC Board help. Each member will please submit 2 viable candidates to be called on for serving communion.
- Visit to the Sacristy by the 8<sup>th</sup> graders on October 26
- Issues with not having enough communion on 10/5- World Communion
- Pam-Executive Board report
- Discussion on number of services to be offered each Sunday
- Pictures of the committee
- Coffee hour
  - December 28
  - March 29

## **GLENVIEW COMMUNITY CHURCH BOARD MINUTES**

**Mail to – [jane.payne@gccucc.org](mailto:jane.payne@gccucc.org)**

**NAME OF BOARD:** Services & Sacraments

**MEETING DATE/TIME/PLACE:** Tuesday, October 14, 2008 at 7:00 p.m. at  
Glenview Community Church Youth Room

**MEMBERS PRESENT:** Cathy Ach, Pam Asplund, Carolyn Brown, Mike Davis, Dori Hirsch, Gayle Jones, Carlton Olson, Carol Young

**MEMBERS EXCUSED:** Kathy Tomita and Bob Richter

**MEMBERS ABSENT:** Steve Distler, Jeff Lundal, Colleen McKimm

**AD HOC MEMBERS PRESENT:** Steve Lindell

**OTHERS:** Howard Roberts

### **Opening Prayer**

### **Introductions**

**MINUTES** of the September 9, 2008 meeting were approved as received.

### **New Business:**

- Howard raised the point about having a shortage of bread on World Communion Sunday, primarily due to the overabundance of children. Next year, we need to plan better and prepare bread for 425.
- Howard asked for feedback on recent sermons/services; Pam, Carlton and Cathy all shared examples of positive connections made with recent sermons/services. Howard thanked people and emphasized how helpful it is to him to receive this kind of feedback from people in the congregation.
- November 2<sup>nd</sup> is the next Communion Service and Pam/Carolyn enrolled people in helping with both services.
- In terms of new roles for Board members, Cathy offered to be Secretary and Gayle volunteered to make Communion calls for the 8:30 service; all other roles were verified from the previous meeting: Pam prepares Communion juice and Dori serves as back-up; Carlton prepares Communion bread and Mike serves as back-up.

## GLENVIEW COMMUNITY CHURCH BOARD MINUTES

Mail to – [jane.payne@gccucc.org](mailto:jane.payne@gccucc.org)

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### NAME OF BOARD: Services & Sacraments

- Given that the Communion Server List still needs GCC Board help, each member was asked to submit two viable candidates to be called on for serving Communion; members agreed to work on their submissions.
- Pam and Mike agreed to host the 8<sup>th</sup> graders on October 26<sup>th</sup> at 9:30 during their visit to the Sacristy.
- Mike will go to the November Executive Board meeting as the S&S representative.
- Pam reported out on the key points from the September Executive Board meeting. One of the points raised at this meeting had to do with the number of services to hold on Sunday at GCC. The S&S Board discussed different people's views and reached consensus that one service would be acceptable, as long as the logistics can be worked out in relation to parking, child care, Sunday school, adult education and confirmation.
- Pictures of the Board were taken at this meeting.
- The discussion about coffee hour (for December 28 and March 29) was moved to the November meeting.

**Old Business:** None remaining.

### Closing prayer

The meeting was adjourned at 8:05 pm.

Respectfully submitted,

Cathy Ach

### NEXT BOARD MEETING:

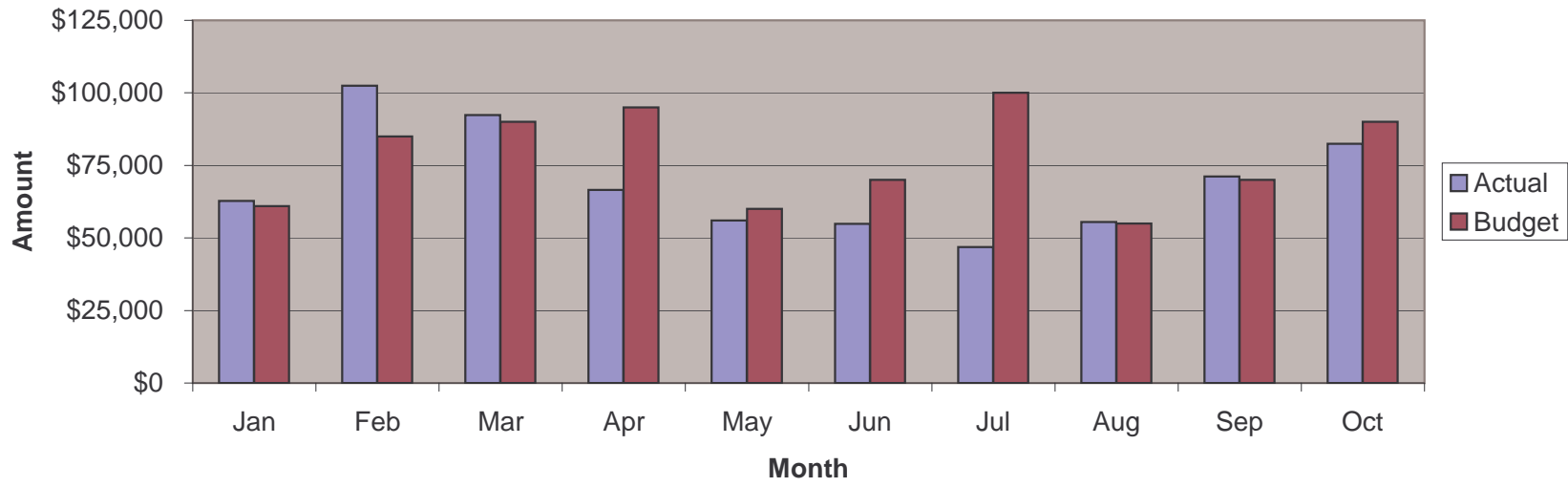
Date: **Tuesday, November 11, 2008** at 7:00 pm in the Youth Room.

**Glenview Community Church  
YTD Revenue Expense Summary**

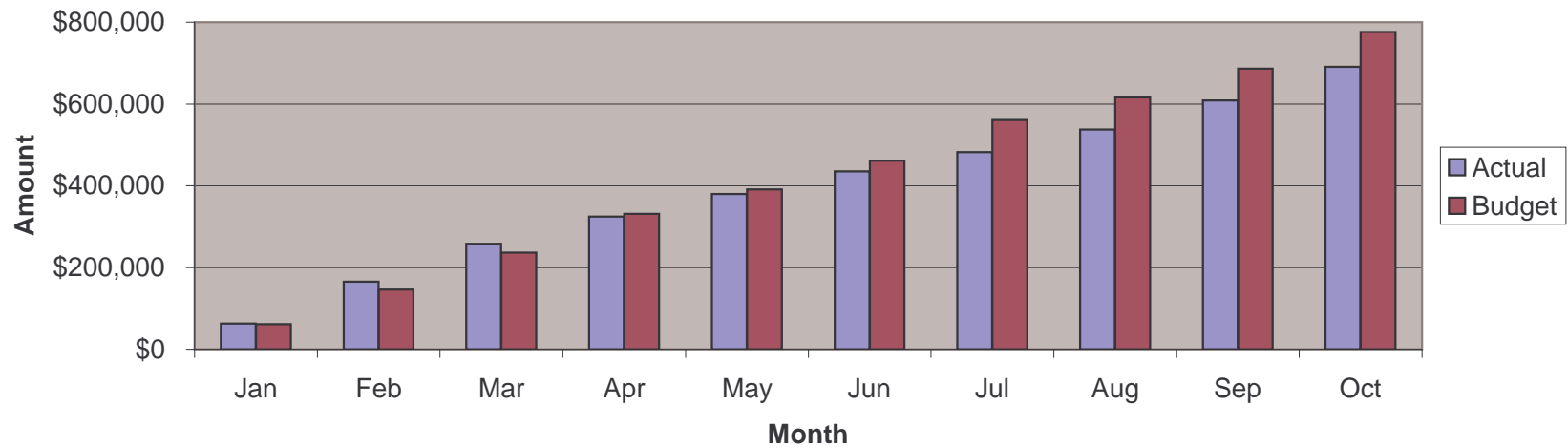
		YTD	YTD	YTD	Notes
	Oct-08	Actual	Budget	Over/(Under)	General Note: Most revenue accounts and certain expenses have been seasonally adjusted.
				Budget	
<b>Revenues</b>					
Contributions	94,282.44	770,430.18	852,000.00	(81,569.82)	Primarily Current \$85,000 U, Non-pledge \$13,000 U, Overage \$16,000 F
Loose Offerings	733.05	6,576.14	7,970.00	(1,393.86)	
Women's Assoc	-	8,000.00	8,000.00	-	
Fees & Nursery School	4,268.11	29,176.47	24,920.00	4,256.47	Primarily Building Fees - \$2,700 F
Interest	348.58	6,186.63	10,000.00	(3,813.37)	
Housing Trust	6,250.00	18,750.00	18,750.00	-	
Endowment I	1,625.00	3,750.00	4,875.00	(1,125.00)	
Endowment II	1,337.08	10,741.42	11,600.00	(858.58)	
Mission Offering	1,655.00	13,265.43	14,000.00	(734.57)	
Music Transfer	-	-	-	-	
Total Revenues	110,499.26	866,876.27	952,115.00	(85,238.73)	
<b>Expenses</b>					
Pastoral	29,325.90	295,404.06	299,463.30	(4,059.24)	Primarily Insurance - \$4,000 F
Missions	7,740.25	89,257.93	91,402.50	(2,144.57)	
Children's Ministry	2,591.82	28,645.13	29,903.30	(1,258.17)	
Confirmation & Youth	3,316.65	28,095.80	27,560.00	535.80	
Pastoral Care	4,357.35	43,077.91	43,044.20	33.71	
Membership	2,517.04	25,826.01	27,449.20	(1,623.19)	
Adult Education	-	1,113.25	1,850.00	(736.75)	
Services & Sacraments	27.48	310.73	408.30	(97.57)	
Fellowship	-	622.01	575.00	47.01	
Music	8,449.27	66,564.62	70,801.70	(4,237.08)	Primarily Salaries \$1,500 F, Instrumentalists \$2,300 F
Stewardship	667.45	1,239.63	2,037.50	(797.87)	
General & Administrative	13,405.02	194,805.87	193,457.40	1,348.47	Primarily Maintenance - \$2,600 U, Insurance - \$3,200 F, Misc. - \$3,000 U
Church Property	25,440.59	235,023.87	217,611.60	17,412.27	Primarily Salaries - \$5,600 U, Maint. - \$10,300 U, Utilities - \$1,800 U
Pageant	-	-	-	-	
Capital Reserve	1,614.50	16,145.00	16,145.00	-	
Long Range Plan Funds	-	-	-	-	
Total Expenses	99,453.32	1,026,131.82	1,021,709.00	4,422.82	
Net	11,045.94	(159,255.55)	(69,594.00)	(89,661.55)	
General Fund	(129,392.79)				
Capital Reserve	227,657.11				

**F : Favorable** to Budget; **U : Unfavorable** to Budget

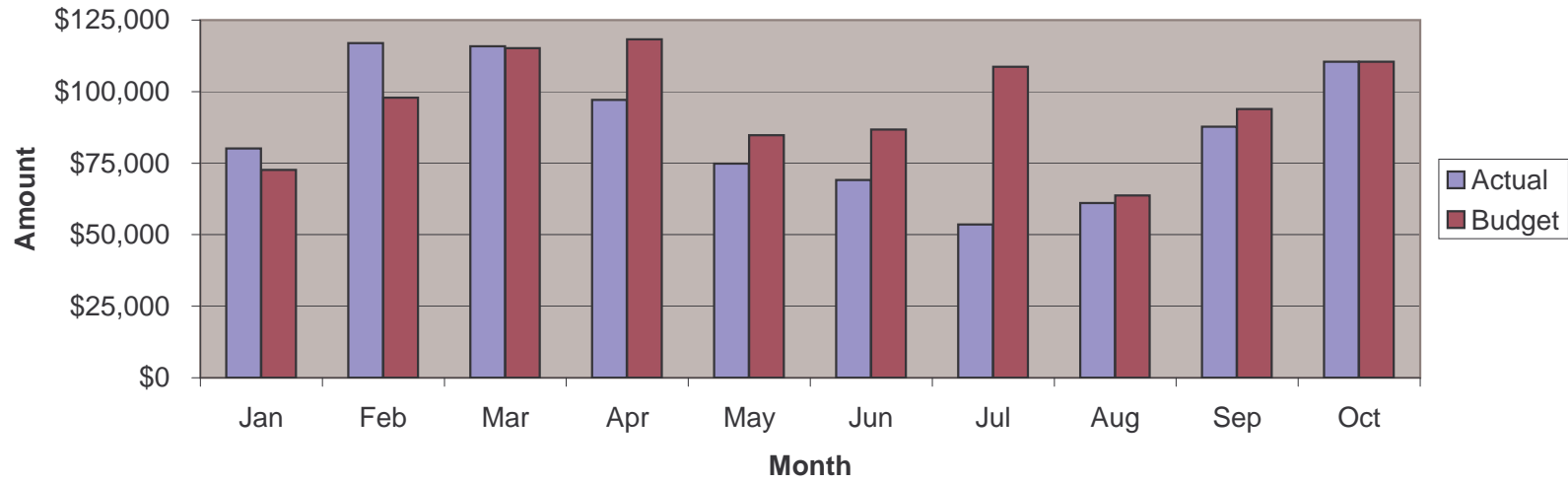
### Monthly Pledges - Actual vs. Budget



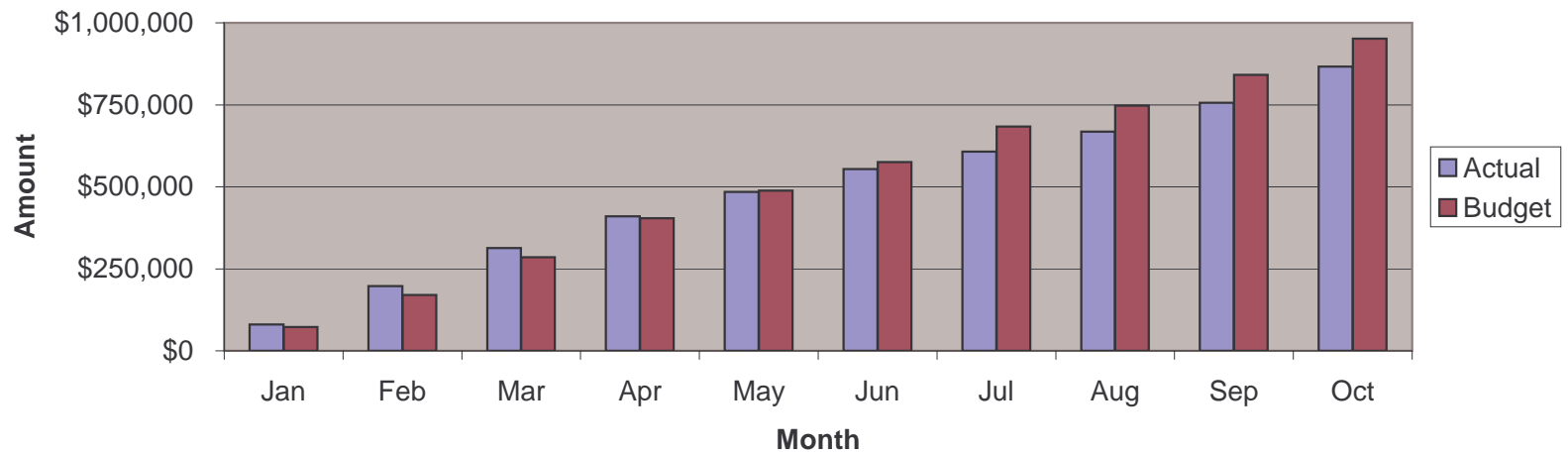
### YTD Pledges - Actual vs. Budget



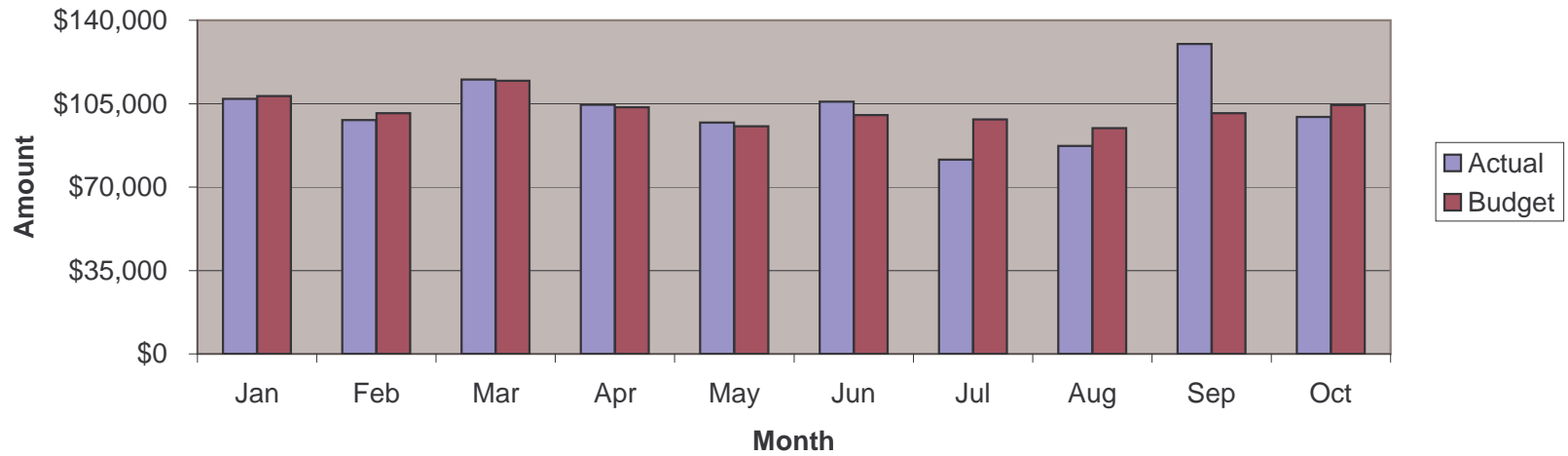
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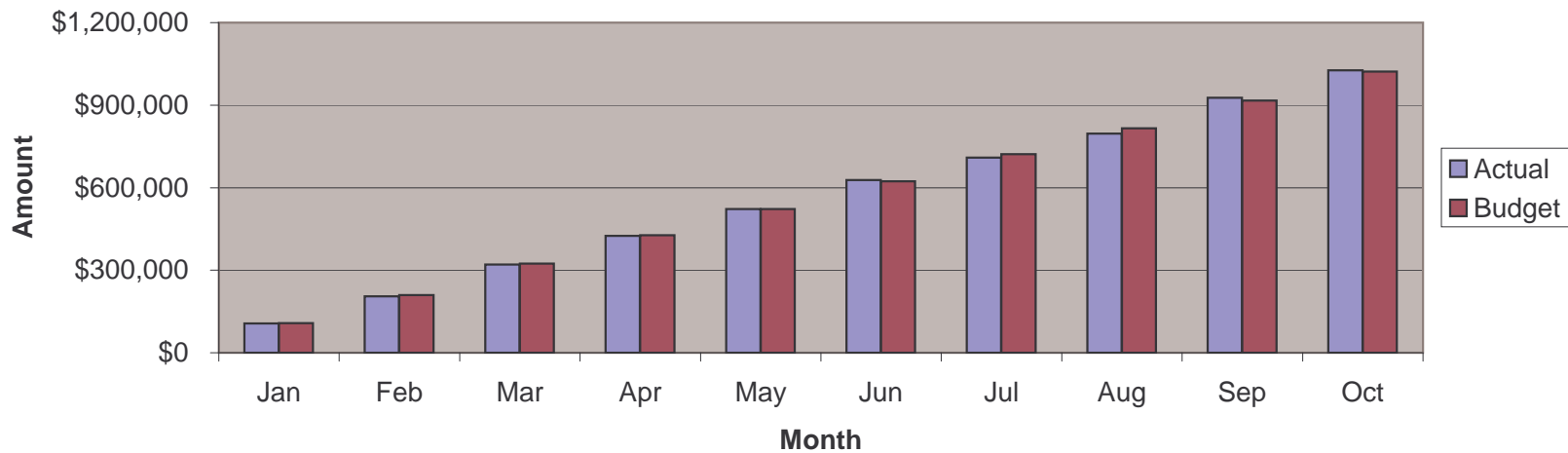
### YTD Revenue - Actual vs. Budget



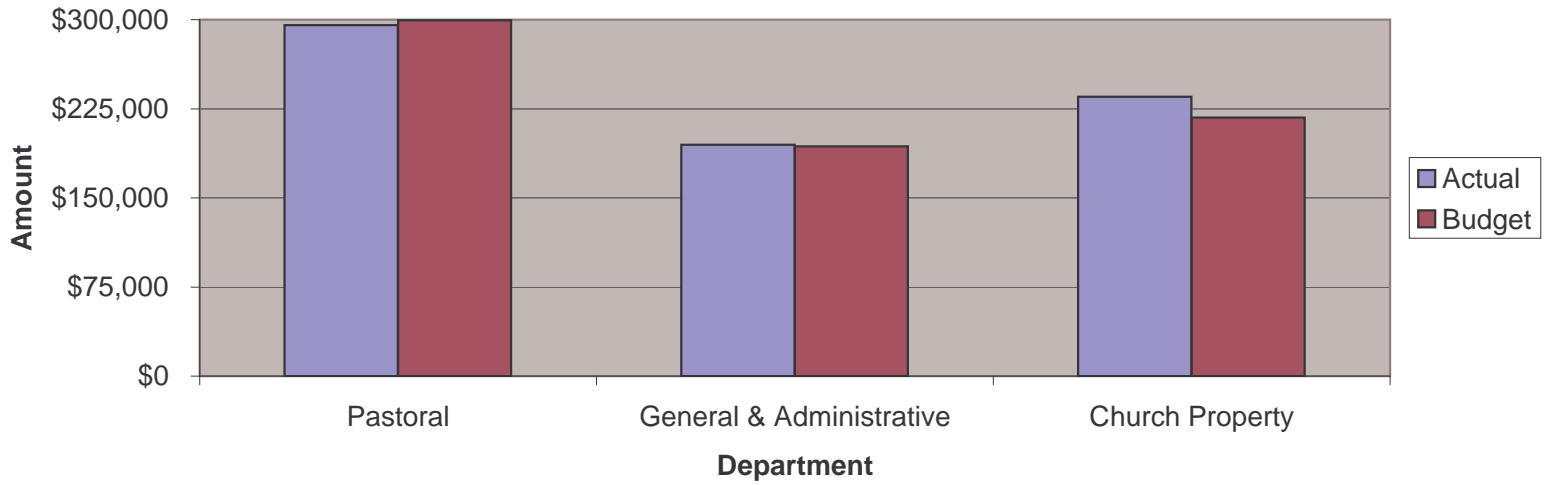
### Monthly Expenses - Actual vs. Budget



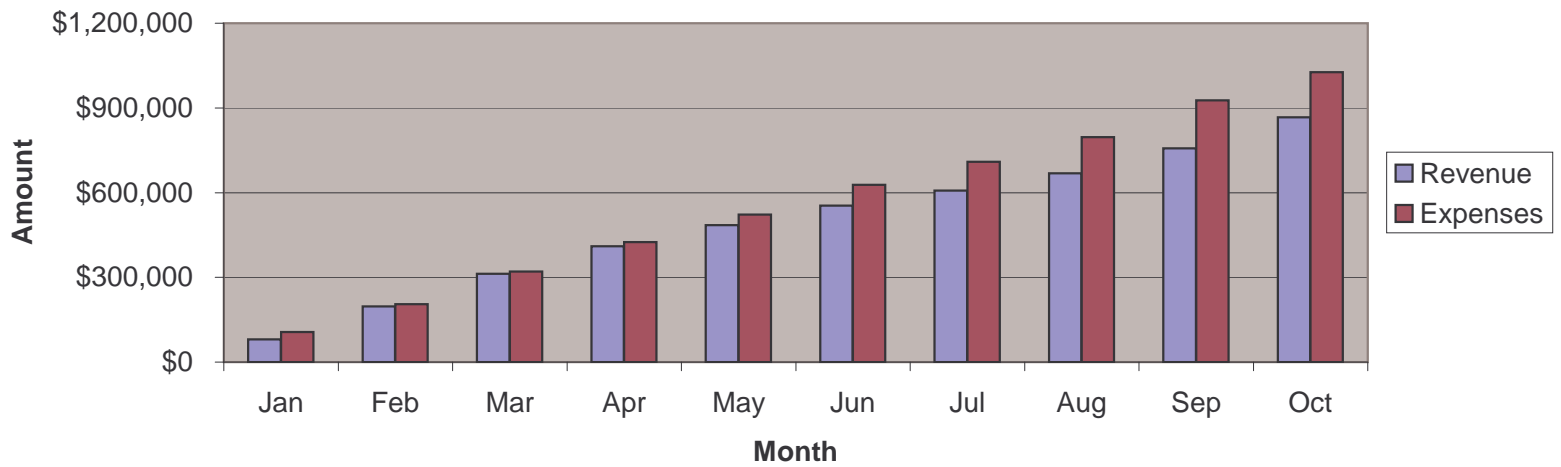
### YTD Expenses - Actual vs. Budget



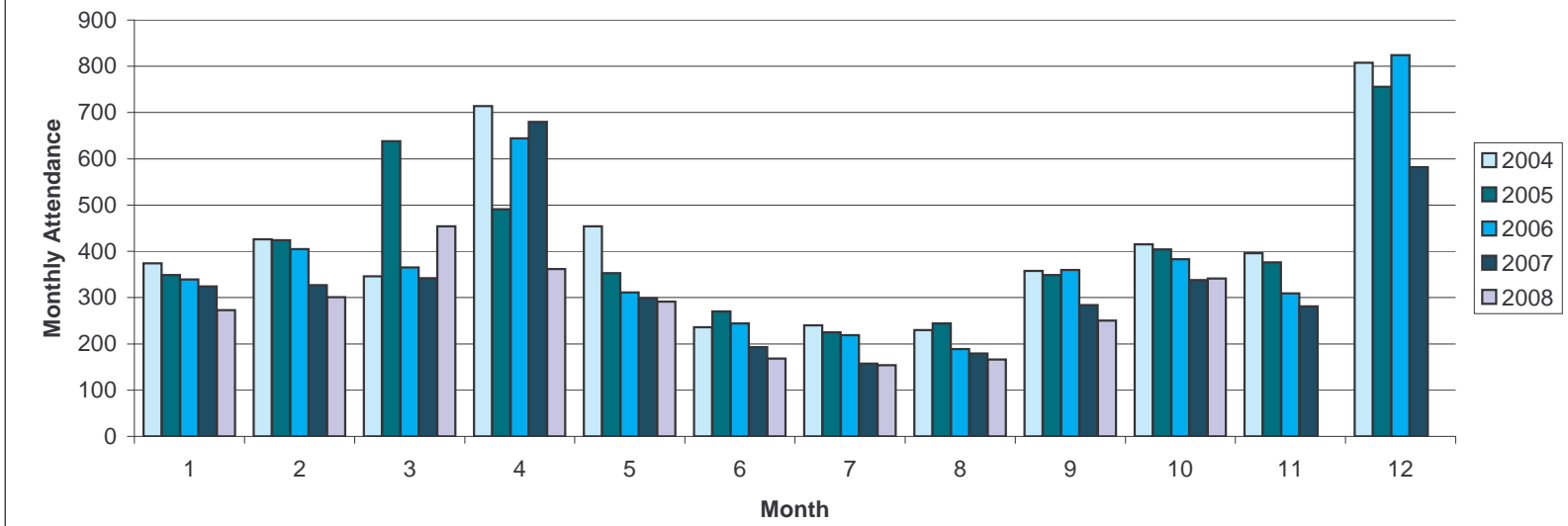
### YTD Operations - Actual vs. Budget



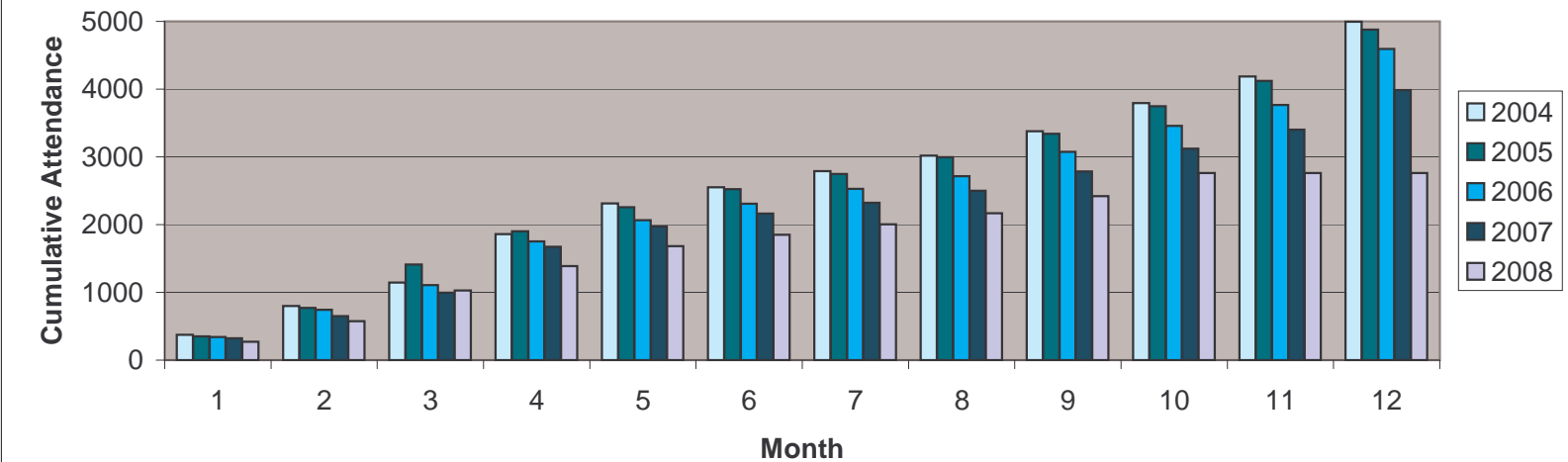
### YTD Actual - Revenue & Expenses



### Sunday Average Attendance - Monthly



### Sunday Average Attendance - Cumulative



Glenview Community Church  
 Analysis of Revenues & Expenses - Summary 2008  
 Month-to-date, Through October 2008

Accounts	MTDActual (This Year)	MTD Budget (This Year)	YTDActual (This Year)	YTD Budget (This Year)	YTD Actual (Last Year)	Annual Budget (This Year)
<b>Revenues</b>						
Total Revenues	\$110,499.26	\$110,490.00	\$866,876.27	\$952,115.00	\$955,037.00	\$1,231,931.00
<b>Expenses</b>						
Pastoral Expenses	\$29,325.90	\$29,946.33	\$295,404.06	\$299,463.30	\$477,538.91	\$359,356.00
Missions	\$7,740.25	\$9,740.25	\$89,257.93	\$91,402.50	\$96,984.30	\$117,883.00
Children's Ministry	\$2,591.82	\$3,060.33	\$28,645.13	\$29,903.30	\$3,575.16	\$36,027.00
Confirmation & Youth Ministry	\$3,316.65	\$3,261.00	\$28,095.80	\$27,560.00	\$4,477.82	\$34,082.00
Pastoral Care	\$4,357.35	\$4,304.42	\$43,077.91	\$43,044.20	\$517.02	\$51,653.00
Membership	\$2,517.04	\$2,744.92	\$25,826.01	\$27,449.20	\$2,699.03	\$32,939.00
Adult Education	\$0.00	\$185.00	\$1,113.25	\$1,850.00	\$762.56	\$2,220.00
Services & Sacraments	\$27.48	\$40.83	\$310.73	\$408.30	\$336.00	\$490.00
Fellowship	\$0.00	\$57.50	\$622.01	\$575.00	\$807.58	\$690.00
Music	\$8,449.27	\$7,080.17	\$66,564.62	\$70,801.70	\$14,720.32	\$84,962.00
General & Administrative	\$13,405.02	\$20,925.74	\$194,805.87	\$193,457.40	\$185,724.66	\$230,109.00
Stewardship	\$667.45	\$203.75	\$1,239.63	\$2,037.50	\$2,979.24	\$2,445.00
Church Property	\$25,440.59	\$21,287.16	\$235,023.87	\$217,611.60	\$235,238.39	\$258,211.00
Pageant	\$0.00	\$0.00	\$0.00	\$0.00	(\$535.50)	\$1,490.00
Capital Reserve	\$1,614.50	\$1,614.50	\$16,145.00	\$16,145.00	\$16,660.67	\$19,374.00
Long Range Plan Funds	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Expenses	\$99,453.32	\$104,451.90	\$1,026,131.82	\$1,021,709.00	\$1,042,486.16	\$1,231,931.00
Net Total	\$11,045.94	\$6,038.10	(\$159,255.55)	(\$69,594.00)	(\$87,449.16)	\$0.00

Glenview Community Church  
 Analysis of Revenues & Expenses - Detail Portrait 2008  
 Month-ta-date, Through October 2008

Accounts	MTDActual (This Year)	MTD Budget (This Year)	YTDActual (This Year)	YTD Budget (This Year)	YTDActual (Last Year)	Annual Budget (This Year)
<b>Revenues</b>						
9105 - Current Pledge Contributions	\$82,426.78	\$90,000.00	\$691,023.64	\$776,000.00	\$737,348.11	\$975,000.00
9107 - Non-Pledge Contributions	\$4,639.00	\$10,000.00	\$54,353.85	\$67,000.00	\$94,139.05	\$106,636.00
9109- Pledge Overage Contributions	\$7,216.66	\$2,000.00	\$22,360.69	\$6,500.00	\$9,469.07	\$15,000.00
9110 - Prior Year Pledge	\$0.00	\$0.00	\$2,692.00	\$2,500.00	\$3,455.00	\$2,500.00
9115 - Loose Offering	\$726.05	\$680.00	\$6,301.54	\$7,250.00	\$7,131.83	\$10,000.00
9124 - Church School Offering	\$7.00	\$150.00	\$274.60	\$720.00	\$1,043.95	\$1,000.00
9130 - Women's Association	\$0.00	\$0.00	\$8,000.00	\$8,000.00	\$8,000.00	\$8,000.00
9135 - Building Fees	\$525.00	\$500.00	\$6,212.00	\$3,500.00	\$3,406.46	\$4,500.00
9142 - Nursery School	\$3,743.11	\$3,060.00	\$22,964.47	\$21,420.00	\$21,851.94	\$27,695.00
9145 -Interest Income	\$348.58	\$1,000.00	\$6,186.63	\$10,000.00	\$15,064.88	\$12,100.00
9147 - Housing Trust Income	\$6,250.00	\$0.00	\$18,750.00	\$18,750.00	\$22,128.26	\$25,000.00
9155 - Endowment Income	\$1,625.00	\$0.00	\$3,750.00	\$4,875.00	\$3,573.69	\$6,500.00
9157 - Endowment Income II	\$1,337.08	\$1,100.00	\$10,741.42	\$11,600.00	\$13,380.46	\$13,000.00
9169 - Mission Offerings	\$0.00	\$2,000.00	\$0.00	\$14,000.00	\$15,019.30	\$25,000.00
9170 - Neighbors In Need	\$1,655.00	\$0.00	\$1,655.00	\$0.00	\$25.00	\$0.00
9185 - Easter	\$0.00	\$0.00	\$8,466.18	SO.OO	\$0.00	\$0.00
9190 - One Great Hour of Sharing	\$0.00	\$0.00	\$3,144.25	SO.OO	\$0.00	\$0.00
<b>Total Revenues</b>	<b>\$110,499.26</b>	<b>\$110,490.00</b>	<b>\$866,876.27</b>	<b>\$952,115.00</b>	<b>\$955,037.00</b>	<b>\$1,231,931.00</b>
<b>Expenses</b>						
<b>Pastoral Expenses</b>						
9302 - Salaries	\$10,575.44	\$10,575.42	\$105,761.96	\$105,754.20	\$257,548.23	\$126,905.00
9304 • Auto Expense	\$818.13	\$300.00	\$3,378.31	\$3,000.00	\$2,478.31	\$3,600.00
9306 - Expense Reimbursement	\$0.00	\$85.83	\$880.54	\$858.30	\$544.63	\$1,030.00
9308 - Annuities	\$2,940.27	\$2,940.25	\$29,402.62	\$29,402.50	\$29,624.94	\$35,283.00
9310 - Conferences / Continuing Education	\$335.00	\$333.33	\$3,128.52	\$3,333.30	\$8,897.79	\$4,000.00
9312 - Senior Minister Allowance	\$119.00	\$62.50	\$499.38	\$625.00	\$600.38	\$750.00
9314 - Housing Allowance	\$10,426.43	\$10,426.50	\$104,264.40	\$104,265.00	\$104,265.28	\$125,118.00
9316 - Assoc. Minister Allowance	\$16.00	\$83.33	\$677.67	\$833.30	\$1,983.16	\$1,000.00
9380 - Social Security	SO.OO	\$0.00	\$0.00	\$0.00	\$8,432.90	\$0.00
9382 - Insurance--Health	\$2,575.96	\$3,619.50	\$32,127.02	\$36,195.00	\$47,139.72	\$43,434.00
9384 - Social Security Add On	\$1,519.67	\$1,519.67	\$15,283.64	\$15,196.70	\$16,023.57	\$18,236.00
<b>Total Pastoral Expenses</b>	<b>\$29,325.90</b>	<b>\$29,946.33</b>	<b>\$295,404.06</b>	<b>\$299,463.30</b>	<b>\$477,538.91</b>	<b>\$359,356.00</b>
<b>Missions</b>						
9450 - Mission Offering	\$0.00	\$2,000.00	\$11,855.43	\$14,000.00	\$15,019.30	\$25,000.00
9454 - Missions	\$7,740.25	\$7,740.25	\$77,402.50	\$77,402.50	\$81,965.00	\$92,883.00
<b>Total Missions</b>	<b>\$7,740.25</b>	<b>\$9,740.25</b>	<b>\$89,257.93</b>	<b>\$91,402.50</b>	<b>\$96,984.30</b>	<b>\$117,883.00</b>
<b>Children's Ministry</b>						
9464 - Salaries-CM	\$2,407.64	\$2,350.00	\$22,687.80	\$22,800.00	\$0.00	\$27,503.00
9466 - SS-CM	\$184.18	\$175.33	\$1,735.58	\$1,753.30	SO.OO	\$2,104.00
9468 • Spiritual Formation	\$0.00	\$135.00	\$1,500.36	\$1,350.00	\$948.51	\$1,620.00
9472 - Teacher Training & Appreciation	\$0.00	\$41.67	\$521.45	\$416.70	\$254.70	\$500.00
9476 - CradleIToddler Supplies	\$0.00	\$58.33	\$40.12	\$583.30	\$368.40	\$700.00
9488 - Fellowship	\$0.00	\$83.33	\$47.96	\$833.30	\$146.81	\$1,000.00
9490 - Education & Spiritual Formation	\$0.00	\$150.00	\$1,447.58	\$1,500.00	\$1,250.79	\$1,800.00
9494 - Mission & Outreach	\$0.00	\$16.67	\$139.28	\$166.70	\$55.95	\$200.00
9496 - Childcare	SO.OO	\$50.00	\$525.00	\$500.00	\$550.00	\$600.00
<b>Total Children's Ministry</b>	<b>\$2,591.82</b>	<b>\$3,060.33</b>	<b>\$28,645.13</b>	<b>\$29,903.30</b>	<b>\$3,575.16</b>	<b>\$36,027.00</b>
<b>Confirmation &amp; Youth Ministry</b>						
9526 - Salaries-CY	\$2,525.00	\$2,525.00	\$20,200.00	\$20,200.00	\$0.00	\$25,250.00

Glenview Community Church  
 Analysis of Revenues & Expenses - Detail Portrait 2008  
 Month-to-date, Through October 2008

Accounts	MTD Actual (This Year)	MTD Budget (This Year)	YTD Actual (This Year)	YTD Budget (This Year)	YTD Actual (Last Year)	Annual Budget (This Year)
9528 - SS-CY	\$193.16	\$161.00	\$1,545.29	\$1,610.00	\$0.00	\$1,932.00
9530 - Jr High - Confirmation	\$57.98	\$154.17	\$1,661.19	\$1,541.70	\$1,618.45	\$1,850.00
9532 - Jr High - Social	\$40.74	\$33.33	\$234.98	\$333.30	\$212.26	\$400.00
9536 - Sr High - Education	\$171.00	\$170.83	\$1,975.94	\$1,708.30	\$947.16	\$2,050.00
9538 - Sr High - Social	\$328.77	\$216.67	\$2,478.40	\$2,166.70	\$1,699.95	\$2,600.00
<b>Total Confirmation &amp; Youth Ministry</b>	<b>\$3,316.65</b>	<b>\$3,261.00</b>	<b>\$28,095.80</b>	<b>\$27,560.00</b>	<b>\$4,477.82</b>	<b>\$34,082.00</b>
<b>Pastoral Care</b>						
9550 - Salaries-PN	\$4,244.44	\$4,244.42	\$42,422.40	\$42,444.20	\$0.00	\$50,933.00
9552 - Pastoral Care Board	\$U2.91	\$60.00	\$655.51	\$600.00	\$517.02	\$720.00
<b>Total Pastoral Care</b>	<b>\$4,357.35</b>	<b>\$4,304.42</b>	<b>\$43,077.91</b>	<b>\$43,044.20</b>	<b>\$517.02</b>	<b>\$51,653.00</b>
<b>Membership</b>						
9572 - Salaries-Mbr	\$2,313.00	\$2,313.00	\$23,026.83	\$23,130.00	\$0.00	\$27,756.00
9574 - SS-Mbr	\$122.84	\$176.92	\$1,278.34	\$1,769.20	\$0.00	\$2,123.00
9576 - Membership	\$81.20	\$255.00	\$1,520.84	\$2,550.00	\$2,699.03	\$3,060.00
<b>Total Membership</b>	<b>\$2,517.04</b>	<b>\$2,744.92</b>	<b>\$25,826.01</b>	<b>\$27,449.20</b>	<b>\$2,699.03</b>	<b>\$32,939.00</b>
<b>Adult Education</b>						
9602 - Program	\$0.00	\$166.67	\$1,100.00	\$1,666.70	\$1,000.00	\$2,000.00
9614 - Miscellaneous	\$0.00	\$5.83	\$13.25	\$58.30	(\$278.68)	\$70.00
9616 - Literature & Library	\$0.00	\$12.50	\$0.00	\$125.00	\$41.24	\$150.00
<b>Total Adult Education</b>	<b>\$0.00</b>	<b>\$185.00</b>	<b>\$1,113.25</b>	<b>\$1,850.00</b>	<b>\$762.56</b>	<b>\$2,220.00</b>
<b>Services &amp; Sacraments</b>						
9624 - Sacred Services	\$27.48	\$40.83	\$310.73	\$408.30	\$336.00	\$490.00
<b>Total Services &amp; Sacraments</b>	<b>\$27.48</b>	<b>\$40.83</b>	<b>\$310.73</b>	<b>\$408.30</b>	<b>\$336.00</b>	<b>\$490.00</b>
<b>Fellowship</b>						
9636 - Special Functions	\$0.00	\$45.00	\$584.27	\$450.00	\$780.11	\$540.00
9640 - Miscellaneous	\$0.00	\$12.50	\$37.74	\$125.00	\$27.47	\$150.00
<b>Total Fellowship</b>	<b>\$0.00</b>	<b>\$57.50</b>	<b>\$622.01</b>	<b>\$575.00</b>	<b>\$807.58</b>	<b>\$690.00</b>
<b>Music</b>						
9648 - Salaries-Music	\$5,749.43	\$5,453.00	\$53,020.62	\$54,530.00	\$0.00	\$65,436.00
9650 - SS-Music	\$439.82	\$417.17	\$4,056.01	\$4,171.70	\$0.00	\$5,006.00
9652 - General - Instrumentalists	\$175.00	\$333.33	\$1,075.00	\$3,333.30	\$4,175.00	\$4,000.00
9654 - General - Organ & Piano Care	\$695.00	\$325.00	\$2,910.18	\$3,250.00	\$5,187.50	\$3,900.00
9656 - General - Cleaning Robes	\$0.00	\$16.67	\$147.00	\$166.70	\$0.00	\$200.00
9660 - General - Sub. Organist	\$0.00	\$83.33	\$825.00	\$833.30	\$775.00	\$1,000.00
9666 - Chancel Choir - Music	\$984.22	\$208.33	\$2,091.49	\$2,083.30	\$2,536.80	\$2,500.00
9668 - Chancel Choir - Misc.	\$50.65	\$43.33	\$178.15	\$433.30	\$771.24	\$520.00
9670 - Organ Music	\$0.00	\$41.67	\$459.25	\$416.70	\$0.00	\$500.00
9772 - Bell Choir - Music	\$0.00	\$41.67	\$663.64	\$416.70	\$589.69	\$500.00
9780 - Children's Choir - Music	\$355.15	\$66.67	\$717.27	\$666.70	\$825.97	\$800.00
9782 - Children's Choir - Misc.	\$0.00	\$16.67	\$198.01	\$166.70	(\$363.88)	\$200.00
9784 - Copyright Expenses	\$0.00	\$33.33	\$223.00	\$333.30	\$223.00	\$400.00
<b>Total Music</b>	<b>\$8,449.27</b>	<b>\$7,080.17</b>	<b>\$66,564.62</b>	<b>\$70,801.70</b>	<b>\$14,720.32</b>	<b>\$84,962.00</b>
<b>General &amp; Administrative</b>						
9822 - Postage (except B'dcaster)	\$171.12	\$666.67	\$5,583.13	\$6,666.70	\$5,696.68	\$8,000.00
9830 - Social Security	\$666.22	\$823.08	\$7,908.50	\$8,230.80	\$7,824.78	\$9,877.00
9832 - Office Staff Salaries	\$8,997.26	\$10,758.75	\$105,983.60	\$107,587.50	\$102,201.48	\$129,105.00
9834 - Payroll Service	\$249.86	\$231.67	\$2,601.31	\$2,316.70	\$2,596.85	\$2,780.00
9836 - Telephone	\$658.04	\$541.67	\$5,615.80	\$5,416.70	\$5,347.49	\$6,500.00
9838 - Stationery & Supplies	\$260.82	\$958.33	\$10,327.65	\$9,583.30	\$12,828.14	\$11,500.00
9840 - Equip. Maintenance! Repair	\$1,544.73	\$1,066.67	\$13,234.67	\$10,666.70	\$11,268.64	\$12,800.00
9842 - Broadcaster	\$500.00	\$333.33	\$3,189.40	\$3,333.30	\$4,265.77	\$4,000.00

Glenview Community Church  
 Analysis of Revenues & Expenses - Detail Portrait 2008  
 Month-to-date, Through October 2008

Accounts	MTDActual (This Year)	MTDBudget (This Year)	YTD Actual (This Year)	YTD Budget (This Year)	YTDActual (Last Year)	Annual Budget (This Year)
9844 - Financial Review	\$0.00	\$125.00	\$0.00	\$1,250.00	\$0.00	\$1,500.00
9846 - CommunicationsPromotions	\$40.00	\$83.33	\$2,845.90	\$833.30	\$2,885.40	\$1,000.00
9848 - Kitchen	\$45.41	\$125.00	\$929.94	\$1,250.00	\$994.62	\$1,500.00
9850 - Insurance--Prop/CasualtyWork Com	\$0.00	\$5,000.00	\$31,031.96	\$34,200.00	\$27,202.99	\$39,000.00
9852 - Miscellaneous	(\$115.00)	\$8.33	\$3,104.96	\$83.30	\$163.66	\$100.00
9854 - Office Equipment Purchase	\$296.96	\$188.33	\$2,067.16	\$1,883.30	\$2,285.21	\$2,260.00
9856 - Bank Fees	\$89.60	\$15.58	\$381.89	\$155.80	\$162.95	\$187.00
<b>Total General &amp; Administrative</b>	<b>\$13,405.02</b>	<b>\$20,925.74</b>	<b>\$194,805.87</b>	<b>\$193,457.40</b>	<b>\$185,724.66</b>	<b>\$230,109.00</b>
<b>Stewardship</b>						
9802 - Offering Envelopes	\$403.57	\$37.50	\$290.57	\$375.00	\$279.54	\$450.00
9803 - Stationery	\$40.00	\$52.08	\$571.99	\$520.80	\$728.80	\$625.00
9804 - Postage	\$173.88	\$79.17	\$173.88	\$791.70	\$1,718.40	\$950.00
9806 - Celebration	\$0.00	\$1.67	\$0.00	\$16.70	\$0.00	\$20.00
9810 - Miscellaneous	\$50.00	\$33.33	\$203.19	\$333.30	\$252.50	\$400.00
<b>Total Stewardship</b>	<b>\$667.45</b>	<b>\$203.75</b>	<b>\$1,239.63</b>	<b>\$2,037.50</b>	<b>\$2,979.24</b>	<b>\$2,445.00</b>
<b>Church Property</b>						
9862 - Facility Staff-Salaries	\$13,025.35	\$11,288.58	\$118,458.89	\$112,885.80	\$107,240.37	\$135,463.00
9864 - Social Security	\$932.68	\$863.58	\$8,409.52	\$8,635.80	\$8,259.25	\$10,363.00
9866 - Health & Accident Ins.	\$0.00	\$0.00	\$0.00	\$0.00	\$19,945.00	\$0.00
9870 - Electricity	\$2,627.20	\$2,500.00	\$23,088.72	\$21,680.00	\$22,055.50	\$25,500.00
9872 - Water	\$1,033.04	\$655.00	\$3,278.22	\$2,600.00	\$2,687.50	\$2,600.00
9874 - N. I. Gas	\$1,247.08	\$1,290.00	\$22,276.86	\$22,610.00	\$17,554.49	\$25,705.00
9876 - Building Repair	\$0.00	\$0.00	\$0.00	\$0.00	\$18,611.04	\$0.00
9878 - Building Repair and Maintenance	\$1,971.09	\$2,200.00	\$24,676.47	\$23,100.00	\$5,626.17	\$27,500.00
9880 - Maintenance Contracts	\$4,221.67	\$1,900.00	\$31,094.81	\$20,200.00	\$27,113.71	\$24,000.00
9882 - Scavenger	\$382.48	\$333.33	\$3,740.38	\$3,333.30	\$3,352.63	\$4,000.00
9884 - Furn., Fixt., Equip. Purchase	\$0.00	\$256.67	\$0.00	\$2,566.70	\$2,792.73	\$3,080.00
<b>Total Church Property</b>	<b>\$25,440.59</b>	<b>\$21,287.16</b>	<b>\$235,023.87</b>	<b>\$217,611.60</b>	<b>\$235,238.39</b>	<b>\$258,211.00</b>
<b>Pageant</b>						
9912 - Pageant	\$0.00	\$0.00	\$0.00	\$0.00	(\$535.50)	\$1,490.00
<b>Total Pageant</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>(\$535.50)</b>	<b>\$1,490.00</b>
<b>Capital Reserve</b>						
9910 - Capital Reserve Expense	\$1,614.50	\$1,614.50	\$16,145.00	\$16,145.00	\$16,660.67	\$19,374.00
<b>Total Capital Reserve</b>	<b>\$1,614.50</b>	<b>\$1,614.50</b>	<b>\$16,145.00</b>	<b>\$16,145.00</b>	<b>\$16,660.67</b>	<b>\$19,374.00</b>
<b>Total Expenses</b>	<b>\$99,453.32</b>	<b>\$104,451.90</b>	<b>\$1,026,131.82</b>	<b>\$1,021,709.00</b>	<b>\$1,042,486.16</b>	<b>\$1,231,931.00</b>
<b>Net Total</b>	<b>\$11,045.94</b>	<b>\$6,038.10</b>	<b>(\$159,255.55)</b>	<b>(\$69,594.00)</b>	<b>(\$87,449.16)</b>	<b>\$0.00</b>

Date: 11/11/2008  
Time: 12:48:52 P~

Glenview Community Church Monthly  
Balance Sheet Year-to-date, Through  
October 2008

Page: 1

Accounts

Assets

Current Assets

Cash

1010 - Operating Account \$166,822.14

Total Cash \$166,822.14

Investments

1110 - Housing Trust \$392,424.00

1120 - Merrill Lynch Govt. MF \$376,999.03

1130 - Nursery School Vanguard \$99,205.87

1 140 - Romeiser Trust Account I \$171,785.00

160 - Endowment \$168,095.00

1180 - Nursery School GSB CD#323510 \$29,245.25

1185 - Endowment Fund II \$571,040.76

1190 - Nursery School GSB CD#323512 \$30,266.60

Total Investments \$1,839,061.51

Prepaid Expenses \$18,083.43

Total Current Assets \$2,023,967.08

Fixed Assets

1770 - Church Land \$100,126.50

1790 - Church Garage & Contents \$10,074.00

1800 - Church Building \$5,430,585.00

1810 - Church Furnishings \$426,130.00

1815 - Office Equipment \$91,458.00

1816 - Art & Music Collections \$50,400.00

1817 - Organ \$896,000.00

1820 - Canoes \$1,200.00

1825 - Accumulated Depreciation (\$742,695.00)

Total Fixed Assets \$6,263,278.50

Total Assets \$8,287,245.58

Liabilities, Fund Principal, & Restricted Funds

Liabilities

Fixed Assets

000 I - Represented by Fixed Assets \$6,263,278.50

Total Fixed Assets \$6,263,278.50

Total Liabilities

\$6,263,278.50

Fund Principal

0002 - Beginning Balance-General Fund \$29,862.76

Excess Cash Received (\$159,255.55)

Total Fund Principal and Excess Cash Received (\$129,392.79)

Restricted Funds

Total Temporarily Restricted Total \$848,523.39

Permanently Restricted Total \$1,304,836.48

Restricted Funds \$2,153,359.87

Total Liabilities, Fund Principal, & Restricted Funds \$8,287,245.58

## **Move to a Single Service? Yes or No?**

The following views are summaries taken from discussions, letters, comments or reports from Boards from last Spring through Sunday morning on November 9, 2008. Many of the comments were expressed more than once.

Please feel free to add other views if they are not noted here.

Increase a sense of a single community. Fuller sanctuary. Bring us closer together.

Provides more opportunity for other activities and alternatives.

Easier on Boards to have only one coffee hour. Fewer Board members needed for services.

Easier to collect Sunday receipts.

Mission Moment speaker - more effective presentation, meet & greet opportunities.

Not as difficult to prepare music for only one service. Less music purchased saves money.

Cradle/Toddler Service is offered/paid for but seldom used at 8:30 a.m.

Fewer volunteers needed - ushers, communion servers, Ambassadors, etc.

Present Schedule does not allow those with Coffee Hour duties to attend Adult Education.

Yes but consider an early Chapel service for others.

Single service would lessen strain on our ministers, Board members, & Sunday School teachers.

Better fellowship & community which is a strong reason for attending.

Help people stop saying "I haven't seen you for ages", when I'm there most Sundays.

One service would generate a sense of community energy.

Allows for greater creativity & inventiveness to move forward in a very competitive market.

Although my family attends 8:30 to be done with church early would come to a single service at 9:30 to see Howard's wonderful baptisms and our fabulous choir.

Would love to see GCC have one 9:30 service year around.

## **NO: (Keep Two)**

Two services provides great flexibility.

May lose some members.

Possible impact on new member interest.

Might impact ability of clergy to be part of Confirmation programs and their church attendance

Moving to one service sends up a "white flag" that GCC is struggling.

Not able to hear the organ as frequently.

Limits times to sign up for activities and programs.

Might does not make right.

There is more intimacy in the smaller attendance at 8:30 a.m.

Need to look at the times not number of services. Try 9:00a.m. and 10:30 a.m.

Keep two services but redesign one.

Provides the opportunity for Sunday School Teachers to worship.

We need to continue to offer alternative times to members.

Don't disenfranchise any of our regular worshippers who cannot adjust their schedules due to work, homecare, and other issues.

Keep two but make them different which might attract more members.

**Non-Specific Comments:**

If single service, prefer Adult Education before the service.

Sunday School will be offered only once in the Fall of 2009 If

two services, move the early one to a smaller venue.

Explore other options for a second service before omitting (time/dady/style). Historically

having two services was to offer choices in worship style which is not done. Save on

maintaining two separate Worship Bulletins.

Are there enough rooms for Sunday School?

Is there enough Parking to go to one service?

We could offer children's programming during Adult Education.

If one service, need to start at a time to accommodate outside events, ie sports and other. We

have 540 seats for an average of 300 attendees.

God will be there regardless of how many services.

We need to completely rethink the way we design services. If

membership increases, we can go back to two services.