EXECUTIVE BOARD AGENDA - JANUARY 22, 2008

I. Opening Prayer - Tom Amos

II. Open and Affirming Task Force - Gill Mergl

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

IV. * Consent Agenda - Don Clark

- A. Executive Board Minutes
- B. Minutes/Reports from Ministers, Boards, and Others
- C. Requests: Music Board - Pasta Luigi 1/27; Adult Work Camp 2/10, 2/17

V. Boards

- A. Stewardship - Lloyd Bettis
- B. Finance
  1. Financial Report - Rob Hevey
  2. * Budget - Steve Morgan

VI. Committees/Task Forces

- A. * Choir Director - Search Committee
- B. * Facility Manager - Search Committee
- C. PMRC - Sally Thuresson
  1. Congregational Forum follow-up
- D. Planning Committees - Don Clark
  1. Bylaws

VII. Recognition of the Clerk

VIII. Executive Session

NEXT MEETING: FEBRUARY, 26 7:00 P.M.

* Indicates item that may require Executive Board vote or other action.

MINUTES OF THE EXECUTIVE BOARD
GLENVIEW COMMUNITY CHURCH
December 18, 2007

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

Present: Howard Roberts, Pam Keckler, Sally Iberg, Don Clark, Tom Amos, Sally Thuresson, Rob Hevey, Barbara Bond, Scott Decker, MJ Detwiler, John Estey, Terry Adams, Beryl Bills, Bill Dailey, Sandra Frantz, Larry Kemp, Steve Morgan, Mark Sawires, Constance Filling, Karen Ornduff, Jill Ruter, Fran Oldham, John Clonts, Tracy Sawires, Sue Newberry for Susan Mann, Sarah Koloms, Nina Fockens, Lloyd Bettis, Barbara Schwarting + guest: Gary Berkenstock, chair of Choir Director Search Committee.

I. **The meeting was called to order** in The Mayflower Room at 7:00 p.m. by Moderator, Don Clark who requested Howard Roberts give the opening prayer.

II. **Clergy Comments**

Howard Roberts', Pam Keckler's, and Sally Iberg's Minister's Reports are included in the Executive Board Packet of December 18, 2007; please refer to that for their complete reports.

III. **Consent Agenda**

A. Executive Board Minutes of the November 27, 2007 meeting, as presented in the packet.
B. Minutes/Reports from Ministers, Boards, and Others
C. Requests –
Hands of Peace requests a table at Fellowship Times on 1/13, 1/20, and 1/27 to sell tickets to its February 9 fundraiser "Stand Up for Peace".

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

IV. **Report of Adult Choir Director Search Committee**

Gary Berkenstock, chair of the Choir Director Search Committee, outlined the procedure to be followed for the auditions of the three candidates remaining on the Search Committee's short list. Each candidate will have a 45 minute rehearsal time with the choir who will then rate these three candidates as to their preference. The committee will meet and make a selection, using the audition comments and other available information. They plan to be able to announce the outcome and the name of the new Adult Choir Director before December 31, 2007. Don Clark said he would inform the Executive Board via e-mail.

V. **Committees/Task Forces**

A. Facilities Manager Search Committee – Don Clark stated that the search committee members had been approved via the email voting. Howard Roberts said there have been 22 applicants for the position, 7 have been interviewed, 4 were further considered by the committee and their ranking agreed with Howard Roberts. Howard said that a verbal offer has been made to one of the candidates, and a verbal acceptance has been received. After formal acceptance is completed, Don Clark will notify the Executive Board via email.

B. Open and Affirming – Chair, Moderator Don Clark stated the committee has published in the Broadcaster the article that was read to the congregation at a recent Sunday service. It is now time to move forward on programming and keeping the congregation informed about the work of the committee. They hope to have a proposal by the fall of 2008 ready for congregational support and vote.

C. Planning / PMRC – Congregational Forum-January 13, 2008
Speaking for the PMRC, Sally Thuresson reported the meeting will be held in the Mayflower Room following the second service and is planned to last no more than 2 hours, with each speaker limited to talk for no more than 2 minutes. Several Executive Board members expressed concern for the short period of time before this event for publicity and education of the congregation of the purpose of this meeting. Larry Kemp and Winnie Clonts are in charge of publicity and will be using every avenue available for publicizing this meeting. Sally emphasized this meeting is to promote dialogue, not just listening. Thus the Executive Board should be present and ready to speak to questions that may be raised. It is planned that the agenda will list three or four topics covering areas for dialogue. Sally Thuresson requested that Executive Board members submit suggestions of topics for the agenda with the theme of revitalizing our church. It was agreed that the PMRC would fine-tune the topics for discussion and process/procedure for the forum meeting.

VI. Boards

A. Membership – John Clonts, chair of the Membership Board, reported the success of the recent e-card publicizing the events of Advent and Christmas season. They are now moving forward to continue the e-card publicity for the Lent and Easter season.

B. Music – Sue Newberry, vice chair of the Music Board, reported that four of the hoped for seven bells have already been adopted. Sue also stated that the Music Board has decided to continue to discuss the needs, desires, and funding for renovations to the choir room, but at this time, they are reserving any further forward movement until the adult choir director and facilities manager positions have been filled. Richard Spears, a member of the Music Board, has taken a leadership role in moving our ideas forward and identifying the relative importance of each part of the renovation considerations, thereby avoiding unnecessary financial obligations or duplicate work. The Music Board will report to the Executive Board when there is, once again, significant movement on this issue – ideally in March, 2008.

C. Stewardship – Lloyd Bettis, chair of the Stewardship Board, stated as of December 13, 2007 pledge total is $912,000 from 430 pledging units; this is about in line with last year. The Stewardship Board is projecting 2008 pledges of $1,027,909 compared to $1,039,538 last year. They continue to pursue prospective pledges.

D. Finance Report – Rob Hevey, Church Treasurer, stated pledge receipts continue to be under budget, currently $118,000 under budget, resulting in expenses over revenue of ($97,310). Rob again expressed concern about the pledge payments being so far behind at this time in 2007. If we were to collect $107,000 in December, we might be able to make the budget. So far in December, we have collect about $65,000, but we still will be about $50,000 short at year-end.

Finance Board/Budget – Steve Morgan, chair of the Finance Board, distributed a preliminary budget for 2008. He stated the church is in a strong financial position, and they will continue to fine-tune the budget to be ready for presentation at the January Executive Board for their approval. The congregation will approve adoption of the budget at the February Midwinter Meeting.

VII. Congregational Comments – Announcements

Congregational Meeting Call Notice – Barbara Bond, Church Clerk, read the proposed Call Notice for the Midwinter Congregational Meeting to be held on Sunday, February 10, 2008 at 9:30 a.m. in the Sanctuary. According to the Constitution the Call Notice must be printed two times in the Broadcasters preceding the scheduled meeting. Also, only those items stated in the Call Notice can be discussed at the meeting. The Executive Board approved the proposed Call Notice.

VIII. A motion was made, seconded, and passed to move to Executive/Closed Session to discuss a personnel issue and salary issues in the 2008 Budget. The ministers and guests present at that time were excused from the meeting.

IX. The meeting was **adjourned at 10:00 p.m.,** closing with the saying of The Lord's Prayer.

Respectfully submitted,

Barbara Bond - Church Clerk

Next Executive Board Meeting: TUESDAY JANUARY 22, 2008 @ 7:00 p.m. – MAYFLOWER ROOM

Sunday Service Attendance
2005 – 2007

	2005				2006				2007			
Month	**8:30 or 9:30**	**10:30**	**Total**	**AVG**	**8:30 or 9:30**	**10:30**	**Total**	**AVG**	**8:30 or 9:30**	**10:30**	**Total**	**AVG**
JAN	190		190		117		117		91	235	364	
	126	301	427		80	297	377		77	206	248	
	107	285	392		86	276	362		108	190	298	
	79	194	273		130	241	371		133	255	388	
	131	330	461		127	341	468					
				349				**339**				**325**
FEB	151	290	441		122	270	392		103	251	354	
	118	276	394		121	234	355		91	250	341	
	166	344	510		142	372	514		105	307	412	
	102	249	351		130	*230	*360		58	143	201	
				424				**405**				**327**
MAR	123	283	406		114	294	408		116	255	371	
	124	303	427		106	229	335		114	241	355	
	189	394	583		120	307	427		106	242	348	
	434	*700	1134	Easter	85	203	288		87	208	295	
				638				**365**				**342**
APR	87	170	257		73	221	294		138	378	516	
	219	434	653		187	409	596		686	686	1372	Easter
	210	351	561		650	630	1280	Easter	148	390	538	
	106	387	493		190	464	654		191	262	453	
				491	108	289	397	**644**	118	405	523	Conf.
												680
MAY	102	447	549		114	215	329		96	166	262	
	142	284	426		149	305	454		81	191	272	
	152	210	362		92	225	317		103	454	557	vote
	82	147	229	Begin 1 service	145		145	Begin 1 service	106		106	
	197		197	**353**				**311**				**299**
JUN	325		325		318		318		309		309	
	271		271		231		231		198		198	
	262		262		231		231		132		132	
	223		223		196		196		133		133	
				270				**244**				**193**

	2005				2006				2007			
Month	**8:30 or 9:30**	**10:30**	**Total**	**AVG**	**8:30 or 9:30**	**10:30**	**Total**	**AVG**	**8:30 or 9:30**	**10:30**	**Total**	**AVG**
JUL	244		244		175		175		167		167	
	278		278		227		227		120		120	
	286		286		201		201		131		131	
	219		219		347		347		202		202	
	*100		*100		144		144		167		167	
				225				**219**				**157**
AUG	195		195		201		201		213		213	
	271		271		188		188		191		191	
	222		222		181		181		180		180	
	289		289		185		185		132		132	
				244				**189**				**179**
SEP		185	185		180		180		132		132	
	107	332	439		Rally 126	431	557		114 Rally	254* approx	368	
Rally	116	250	366		98	234	332		81	230	311	
	161	246	407		85	285	370		103	181	284	
									83	208	291	
				349				**357**				**276**
OCT	109	246	355		115	209	324		121	270	392	
	98	254	352		97	257	354		78	233	311	
	105	246	351		90	259	349		110	217	327	
	152	421	573		131	395	526		90	230	320	
	144	243	387		145	218	363					
				402				**383**				**337**
NOV	146	258	404		122	257	379		98	221	319	
	139	237	376		88	225	313		95	183	278	
	134	346	480		96	318	414		82	272	354	
	242		242		130		130		171		171	**281**
				375				**309**				
	10:30	1:30	4:00		10:30	1:30	4:00		10:30	1:30	4:00	
DEC	529	361	*560	1450	564	413	422	1399	592	286	333	1211
	192	337	529		104	318	422		61	245	306	
	127	332	459		181	482	663		123	261	384	
	576	74	568	1218	220	591	679	1490	75	225	300	
	123		123	**756**	145		145	**824**	4:30 552	7:30 67	11:00 497	1116
									172		172	**582**

*indicates approximate count

Interfaith Thanksgiving Service – 239

Easter Maundy Thurs. 99
Easter Good Friday 156

Month	2008 8:30 or 9:30	10:30	Total	AVG	2009 8:30 or 9:30	10:30	Total	AVG	8:30 or 9:30	10:30	2010 Total	AVG
January	206		206									
	68	242	310									

BRAINSTORMING WITH THE BOARDS

A series of workshops designed to increase constructive communication
between the members of the 12 church boards
and other dedicated and creative members of the Glenview Community Church.

Q. Why this particular program?

A. Members of the congregation were able to share their views at meetings held last spring, but they have not been asked to become part of the solution. This program is designed to funnel that energy into creating options for positive change rather than simply listing complaints. In other words, let those who have issues become part of the solution.

Q. How will this program benefit my Board?

A. We suggest that each board bring a couple of their identified challenges to the workshop as well as accepting a couple from the other participants. This way, the board gets:

1) Ideas for addressing their current challenges
2) A clear picture of what others think the board needs to work on
3) A list of interested members of the congregation who may be willing to take part in implementing solutions chosen by the Board in subsequent meetings
4) A list of potential members for next year's Board!

Q. How will this benefit the congregation?

A. These evenings could be the start of an improved dialogue between members of the church with concerns or ideas and the bodies that can take action. People will feel that they are heard and that they can make a difference, a contribution to the life of the church. They will see that it takes a lot of people to keep the church running and that there are plenty of members who spend time outside of Sunday morning to try to make GCC be the best church it can be. Ideally, they will get more involved and experience the joy of meaningful service to others.

Q. How will it work? (possibilities for your consideration)

A. Each board <u>may conduct the event in the manner they choose</u>, but there is a <u>suggested</u> method that may be useful to your planning.

1) Identify a couple of real challenges that would benefit from additional creative solutions. (Ex. Missions Outreach may want help finding ways to get more people involved in hands-on service, Fellowship may want to hear how congregation members would improve coffee hour, and Church Properties may want some creative input on how to staff the desk at night and remain within our budget.)
2) Explain to participants the purpose and processes used for the meeting, and then introduce your 2 concerns. Ask participants to come up with 1 or two more challenges that could benefit from some brainstorming. Of

course, these should be things related to the responsibilities of your particular board.

3) If you have a large group you may want to pick "captains" for each of the issues and ask them to go to separate tables (areas for group brainstorming) .
4) If you have a large group have everyone else in the room count off, 1,2,3,4,1,2,3,4 etc. Then tell the Is which captain they should work with, the 2s, etc. If anyone has a particular interest they are welcome to switch with someone else.
5) Have each team brainstorm for about 20 minutes about ways to address and solve their challenge and keep track of their ideas on a flip chart. If you have a smaller group, work together but put a limit on the time you devote to each subject.
6) If the group has been broken up, have each team present their suggestions and record comments and suggestions from the audience.
7) Thank everyone for their time and help, and assure them that the Board will seriously consider their suggestions. You may want to ask them to sign up on a roster and give their contact information if they are interested in helping you implement the solutions you choose down the road!

Q. Can I get some help?

A. Absolutelyl Members of the PMRC and moderators will be meeting with the Operations Committee to discuss plans in detail and potentially demonstrate how a meeting could fUII. PMRC members and moderators will also stand ready to assist you in any way you request, from helping you to plan the meeting, to facilitating, if necessary. In addition, a member of the PMRC or a Moderator will be in attendance at each meeting. Please contact Sally Thuresson at 847.724.2366 after the meeting with the Operations Committee with any requests for assistance.

November 4, 2007

GCC Confirmation and Youth Board Report
Brainstorming with Church Members

Issues Identified to Address
Lack of Consistent Youth Ministerial Leadership Increase
Youth Involvement-both worship and activities
Communication
Middler engagement-social and service
Post-Confirmation Involvement
Parental Support and Involvement
Ministerial Support

Newly Instituted Plans and Activities
Hired a Youth Director
    Church member, Elizabeth Ciccolini, 20-25 hours/week
    Moved office space to connect to youth room
Created Engaging Programming
Elizabeth has created a varied curriculum to engage youth
Curriculum includes reflection, discussion, travel, and service
Music
    Gary Wendt has created varied music opportunities for youth
        Bell Choir
        High school youth vocal and instrumental ensembles for church services
    Added youth led music to PYF
Youth Room Environment
    Created a space conducive for engaging youth
        Dedicated space, sports equipment, comfortable chairs ...
Increased Communication
Larry Kemp working with Elizabeth to develop website and blog Sending out monthly PYF postcards to youth/parents detailing activities Created the 678 Club for middle school youth
    Will start in January 2008
    Programming developed by Pam Keckler and Elizabeth
Created PYFF (Pilgrim Youth Family Fellowship) to involve parents w/youth
    Scheduled first event for Dec. 9, 2007
    I ntend to host three events/school year

Future Action Items for Board to Address
Increase Communication Efforts
    Publicize what we've done and how the program has changed
    Support and encourage blogging with youth
    Push email communication to parents-gather addresses
Post-Confirmation Involvement
    Focus on parents first
    Help parents understand the benefits of maintaining church involvement
    Provide programs for parents and youth focusing on current societal issues
Transition from 8th grade to 9th
    Hold a "recruitment night" for parents and youth in May after Confirmation
    Make it mandatory?
    Connect with a service project?

11/12/07 Brainstorming with the Boards --Fellowship

Members present Fran Oldham, Diane Christiansen, Linda Crowder, Ann Grant, Susan Johns, Karin Kinzalow, Colleen MacKimm

Larry introduced PMRC's function and described the purpose of the brainstorming meetings.

Since no other members of the congregation came to the meeting and there were no specific concerns addressed to the Fellowship committee through the comment box, Fellowship Committee members present toke the opportunity to discuss ideas and concerns, for the Committee and broader, amongst themselves.

Lemonade at coffee hour

It is not always made and served. This has been the responsibility of the Children's Board. Should this duty be assumed by those assigned to serve coffee that week? We would have to amend the direction sheet and inform those hosting.

St. Patrick's Day Program

Should the program be advertised to the wider community? Fellowship Committee is uncertain there would be enough space to accommodate more people as the event is already well attended. Publicity beyond the congregation might be taken on by Membership.

Meeting with Membership Committee

Fellowship should have a once yearly meeting with the Membership Committee to discuss how we can be helpful to one another.

Ice Cream Social

Although this event was no longer functioning well and has not been held recently, the subject still comes up on occasion. Would it be possible to hold it before going to one service for the summer? Could it be publicized as a community event to bring new people to the church?

Vacation Bible School

Another suggestion for reaching out to the community.

Mentorship for new members

The Fellowship Committee has been discussing a mentorship program for some time. There are several people who are willing to be mentors. How to implement the program continues to be a question. Mentors could be assigned to a new member class as a whole, rather than individually. Mentors could inform the new members of upcoming events, invite them to attend events together, provide a social opportunity, and be available to answer questions.

"

Introducing the boards to the largerc6hgregation

It seems that there is not a wide understanding of what the boards and various organization within the church do and who there members are. We need an opportunity to present this information to the congregation. We could have a time where each board/group had a table and people could take a short time at each to hear a little about that group ("speed dating with the boards").

The coffee service time should be providing some opportunity to introduce the boards that are serving that week. That was part of the intent of having the boards take turns at this. How do we get that intent back so that the coffee hour is used to the benefit of the boards?

Would it be possible to introduce the boards during the service through a "mission moment" type approach? Our, could the invitation to join in fellowship after the service include a mention of which board is serving that week and a recognition that this would be an opportunity to learn more about that board?

Yearly calendar

To keep us all better informed and involved in events throughout the year, a church calendar we would like to have a yearly church calendar. A suggestion was made to distribute a monthly calendar. However, members present had a strong preference for a yearly calendar, with pictures.

The Fellowship Committee sees its job as providing opportunities for fellowship within GCC.

The meeting concluded with The Lord's Prayer and then adjourned.

GLENVIEW COMMUNITY CHURCH
BRAINSTORMING WITH THE BOARDS
MEMBERSIDP

MEETINGIDATEffIME/PLACE: Monday, October 8,2007,7:00 p.m.lroom 210

MEMBERS PRESENT: Tom Amos, Beryl Bills, Sally Thuresson, Lloyd Bettis, Peter Grant, John Clonts, Judy Fellingham, Meg Macfadden

At 7:00 p.m. John opened the meeting with a welcome and prayer. There was a brief introduction followed by a statement of purpose and process for the meeting.

Challenges Identified:

... A Stewardship follow-up letter to recent New Members who have not pledged

... Utilizing the Church Data Base

... Connecting with Nursery School Families

... Pictorial Directory

•.. *4th* of July/Ice Cream Social

... Member Involvement in Recruiting

Suggestions and Solutions:

... Continue to tweak letter from Stewardship to engage and involve new members in the full life and financial support of the church. Use staff support to identify new members who have not yet pledged and/or made a service/fellowship commitment.

... Investigate New Member Mentoring program. How mentors are identified and paired with new members. Is this a successful program? Can we make improvements?

... Review current procedure for becoming a member. Q; " Should multiple new member sessions be required before joining?" Possibilities for continuing the new member group connections by hosting dinners at member's .homes .

... Send special invitations for one year to church services/events to new members encouraging attendance and involvement. Letter might come from the board or sponsor of the event with a more personal approach. Director of Membership· should help facilitate by drafting a sample letter, developing and maintaining new member list, and mailing final copies.

... Send Christmas/Advent Card to new members to reinforce church connections .

... Develop an invitation for the St. Patrick Day event and consider including" information about the Pasta Luigi Dinner. The comment was made that an event is easier to invite friends to than a ch:urch service. We might benefit by helping our members to identify opportunities to bring their friends to church fellowship events .

... Investigate Membership Directory Updates. Q; "Should"we be providing additional pages with additions and deletions during the year to keep directory current?"

... Be sure to accurately record Membership Rolls. Have a regular review of names and have inactive or missing individuals removed from rolls. Confirm that the names and membership status are correct in the computer s!stem .

... Have ministers take an active role in connecting with absent members. Q; "Would it be helpful to have a "We Miss You" letter from a minister sent when a member has not been attending services in the receient past?"

... Investigate a "Glen" targeted Membership Open House Event. The event could be at the chapel in the glen or at the community center. The desire would be to focus on the new residents who have not yet become familiar with"our church .

... Host an event like the Ice Cream Social that would have an open invitation to the community. It might happen on the south lawn and be timed to support Rally Day .

... Consider the notion that we may be perceived as only a Glenview focused congregation. We should explore ways of connecting with families outside of our zip code and help them feel included and relevant to the plans of the church .

... Review costlbenefits of participating in the 4th of July parade. Q " Is this the best use of our budget and energy?"

We reviewed the summery document from meetings held in Spring of 2007 to Fall 2007. The suggestions and comments listed will be reviewed by the Membership Board and considered for possible actions and improved function.

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

REPORT SUBMITTED: Tuesday, October 9, 2007 by John Clonts

BRAINSTORMING WITH THE BOARDS

MUSIC BOARD

The Music Board scheduled the "Brainstorming With the Boards" session to coincide with the regularly scheduled board meeting on Tuesday, November 13, 2007. In anticipation of having conversation with members ofthe congregation, the meeting was scheduled for 6:00 p.m. so there would be time to conduct our usual business and follow up with "Brainstorming".

No congregants attended so we did have time to talk among ourselves a bit. One item of concern was shared with us by the PMRC that is currently being addressed in the search process for a Chancel Choir Director. That concern pertained to a lack of input from the choir and the congregation in searches for music staff in recent years. The search committee/process that is currently in place is more in line with past practices in this regard.

Susan Mann
Music Board Chairman

GCC Brainsi:orrning w/ the Properties Board

Meeting Date/Time/Place: October 15, 2C 07 / 7 pm
PB Members Present: Kathryn Bettis, Curtis Brown, Dick Boyer, Blanche Hanson, Stephen Isaacs, Barry Nelsorl, Doc Parker, Steve Sargent, Mark Sawires
Staff Present: Marty Boughn(~r, Char Lillquist
Guests: Tom Amos, Scott Decker, Betty Herrman, Bob Hinchsliff, Margaret Lutz, Bob Schwcrting, Barbara Schwarting, Bob Warskow,

Meeting Notes

The following issues were presented:

Consider adding air conditioning to the Plymoul h Room, and other parts of the basement.

Clarify lines of aulhority between the Facility Manager and the Properties Board; and between the Facility Manager and Senior Minister on day to day facility issue~ ..

Set priorities for Facility Manager in regards to abor and budget issues.

Concerns that the board and facility staff expended time on the key/ facility use situation, even though some members did not see any problem with the existing situation.

Some items are still missing after the kitchen w 3S cleaned by facility staff.

The Memorial Garden door has recently been lucked during building hours. This was not believed to be the case in the past.

Was hiring an outside service to clean the bath 'ooms necessary? The bathrooms were cleaned by facility staff in the past.

The cradle/ toddler room staff complaints aboul vacuuming, diaper emptying, and smell have not yet been resolved to their satisfaction.

Concern that having a staff member at the offic~ desk whenever the building is open may not be the best use of time.

Recommendation that summer hours for 2008 :;hould start the second week of June, rather the first week as proposed.

Concern that there is confusion on the building use policy.

The Bridge Group was rescheduled one month in advance of an event that had been reserved one year in advance.

Concern that the cllurch seems to be less supportive environment then it has been in the past.

Old bulletins and water bottles have been found by ushers in the balcony that seem to indicate they had not been cleaned for at least two weeks.

Concern that there was a call put out for volunt(~ers to shovel, even though a snow blower is owned by the church.

Concern that walks have not been shoveled for pedestrians and that snow has not been cleared adequately.

Some church members no longer feel welcome to use the building.

Submitted by Mark Sawires

1 BRAINSTORMING MEETING WITH SERVICES AND SACRAMENTS BOARD

DATE: October 22,2007 (not a regular "S and S" meeting night)

PRESENT: Nina Fockens (Chair), Steve Lindell, Sandy Frantz/Sally Thuresson/Tom Amos, (PMRC) and Margy IversonlNan Hinchsliff, Phillip Racette (church members)

Meeting was held on an "off board night" so we could concentrate on issues brought up.

Because our board is charged with the following responsibilities, we discussed:
COMMUNION ... USHERING ... LECTORS ... WORSHIP SERVICE. ..

COMMUNION:

There was a long discussion about 8th grade confirmands serving communion. There are some who feel none of the 8th graders should serve until after confirmation. Others feel this it is up to parents/teacher/child to decide who and when confirmands should serve. Then, if after learning about communion, a child is interested in serving communion, he/she should be allowed to do so with the help of our board. It was suggested that our board should continue to be in dialogue with Pam Keckler about this.

USHERING

We reported that the ushering spots are filled as revealed to us by Jeff Lundal, head of ushering. Some wanted to know how new people could be ushers. We said that Jeff had contacted many new members as he filled the vacancies. If church members wish to usher they may contact Jeff or our board.

There was a short discussion about Lectors ... for the most part, this is going well.

WORSHIP SERVICES

One person suggested we have a family service once a month with only one service that day. Also-that we publish a year's schedule of service times for parishoners.

It was said that single services bring the church together, so we should have only one service. (There was discussion about this-not agreement.) .

OTHER ISSUES

Some felt we needed more diversity in services. (Not fully explored)

Some would like time to meet with the minister following church to discuss the sermon. (Editorial comment: this has been done in the past with few attending. Noting the huge variety of activities following church EVERY Sunday, this seems difficult to do.)

One suggestion about hymns was that new hymns be taught to the congregation by choir or singer before congregation would sing them.

There was a long discussion about the welcome being at the end instead of the beginning of the service. The suggestion was if it is at the end, "welcome" have a new name.

From CONCERNS FROM PMRC meetings last spring we discussed:

SPIRlTUAL GROWTH OPPORTUNITIES:

One person wanted a definitive definition of "spiritual" and in discussing this, we found many different understandings of the word.

We also said there are many opportunities already available:

WORSHIP ITSELF ... SMALL GROUPS ... LABYRlNTH ... LECTO DIVINA. .. ADVENT ACTIVITIES ... LENTEN WORSHIP ... COMMUNION ONCE A MONTH. .. AND! OPENNESS TO POSSIBILITIES FOR SPIRlTUAL GROWTH ARlSING FROM THE CONGREGATION.

INCLUSION OF LAY PEOPLE IN PLANNING WORSHIP ...

This is already happening through ministers attending our board .. asking for feedback. (But----we also call ministers to be our worship leaders and we need to pay attention to this.)

CHANGES IN SERVICE

Not enough traditional for some. This brought discussion of inclusive language, use of old words for doxology, etc. (It was stressed that if people come to church regularly, there is--over ayear's time--opportunity for both old and new ways to worship.)

There was a lively discussion among these eight people and I believe this was a thought provoking evening and experience. I would hope this could happen more times during the year-perhaps with several boards gathering at a time-and maybe with a more specific agenda.

I'm glad PMRC suggested this-sorry more of our board couldn't be there-yet feel that these eight people communicated in a way that doesn't happen enough in this congregation.

Nina Fockens, Chair of Services and Sacraments Board
Nov. 2007

Th,ures?on, **Sally**

To: Thuresson, Sally

Subject: FW: Stewardship Board input

From: Lloyd Bettis [mailto:lloydbettis@comcast.net]
sent: Sunday, November 25,20079:26 PM
To: Thuresson, Sally
Subject: Fw: Stewardship Board input

Sally,
You asked for feedback from our open forums. As you know, Stewardship had a table after both services for five weeks, with the final two designated as our open forum time.

With regard to feedback, please see Mickey's comments below, which she said could be shared with the EB and others. Otherwise, we did get feedback each week. Comments were positive about the Stewardship Message we were sending on increased generosity, the fact that we shortened the Stewardship Campaign from six weeks to four weeks and that we were focusing on encouraging participation at all levels, i.e. both small and large contributors. We didn't receive any negative responses.

I hope this helps.

Lloyd A. Bettis
1628 DeL' Ogier Drive
Glenview, IL 60025
312-861-4272 office
847-729-1242

-----Original Message-----
From: Mickey Safstrom [mailto:mickeysaf@juno.com]
Sent: Thursday, October 11, 2007 11:57 AM
To: petergrant@madisonplan.com
Subject: Stewardship Board input

Dear Peter,

I am sorry if this is the wrong e-mail address at which to address you, but it was the only one for you in the church directory. Since the only time for talking to anyone on your board is at the coffee hours, I am choosing this alternative method to relay to you some of my concerns.

First of all, I think it is counter-productive to give out information about the amount of pledges, especially the average pledge. This is because these figures are so appallingly low that it only encourages people to think they are doing a great job with their pledge when they really are tossing in a pittance. When you publish the amount contributed by the top 5% or 10%, people look at those figures and decide those are the "rich" people in the congregation, which really isn't the case, and never consider whether they ought to be contributing something similar.

Based on what it costs to live in Glenview, a 5% of income pledge by each pledging member would be a tremendous boost to our church's budget. If a true discussion of tithing were aired,

and people really understand the basis for tithing (its Biblical roots, and how to adapt that reqv-irement to today's world), I think more people would corne up with realistic amounts for their pledge.

Right now, when tithing is mentioned, it is described as 10% of ones income to the church. I agree that the first 10% of **any income, no matter how large or small,** does not belong to us but to God. In today's world there are so many worthwhile organizations that are "doing God's work" in the world, that part of that 10% of income should go to these organizations that are caring for God's children throughout the world. The rest should go to the church. My suggestion is 5% to charities and 5% to the church. The problem with tithing is that most of the church members have not been born and raised with this concept. The reality is, if you have **never** considered the first 10% of your income to be yours, it is easy.

So, there it is - my analysis of how church giving should be framed. It may be old fashioned, but it would get the job done, and I think most people would find great joy in their generosity.

Mickey Safstrom

SENIOR MINISTER'S REPORT
To the Executive Board
January 22, 2008

Significant Advent and Christmas seasons have occurred once again at GCC. A host of volunteers along with staff and ministers contributed to the meaning of these worship seasons and helped create an atmosphere for worship and spiritual growth. In addition to preparing for and leading in Advent, Christmas Eve, and Epiphany services, I conducted memorial services for David Burrowes, Helen Miller, and Virginia Beneke. I attended the excellent Hymn Fest led by Paul Leddington Wright and a choir with participants from four area congregations. I met with PYF and responded to questions they raised including, "What goals do you have?" "How do you know what you know?" "Who made God?" "Where do swear words come from?" "Where did the idea of a pot of gold at the end of the rainbow come from?"

In late December and early January I finalized our agreement with Keith Merritt to serve as our Facility Manager and Andy Lewis as Director of Adult Choir. Keith began work on January 15 and Andy will begin on February 1. I spent extended time with Keith Merritt familiarizing him with the facility and his position description. Letters were mailed to applicants who were not selected thanking them for applying for these positions.

I met with Services and Sacraments Board and led them in a discussion of the meaning of Communion to them and how this has an impact on their serving Communion as well as on how they may help educate Confirmands and others who are willing to assist in serving. I invited the Services and Sacraments Board to accept responsibility for displaying, storing and cleaning of paraments. The anticipated plan is that a member of Services and Sacraments Board will serve as Chair of Paraments Committee. Members of the committee need not be members of the Board.

I met with the Stewardship Board and discussed follow up of our 2008 campaign. We are working together to seek interpretation and understanding from those who reduced their pledges for 2008.

I met with representatives from the Budget Committee and PMRC in formulating a balanced budget to present to the Executive Board. Through collaborative efforts with them and the Stewardship Board, the Finance Board is proposing a balanced budget for 2008.

I also met with the Planning Committee. We continue our review the constitution.

Between 175 and 200 people participated in the Congregational Forum held on January 13, 2008 demonstrated the description often given: "The members of Glenview Community Church are opinionated." Diverse opinions were expressed in the context of five topics: leadership in the church, increasing membership and member commitment, encouraging active participation in mission, inspirational programs for all ages, and vision for the future. We were guided in our conversation by a professional facilitator, Em Griffin. He provided helpful guidelines at the outset that I think we could apply in all our conversations at church, at work, and at home. 1) Speak for yourself. 2) Speak in a way that permits others to speak after you rather than implying that you have the last

word on the subject. 3) Ask a question in a way that reveals you really want an answer. How many of our conversations will improve if we keep these three guidelines in mind?

Here is a flavor of the varied opinions there were expressed. On the one hand was the comment that talking about politics and political action from the pulpit should be avoided. On the other hand was the comment that part of mission outreach is being an advocate for justice and equality and that calls for speaking about politics and political action. On the one hand concern was raised about the lack of hands on opportunities for mission involvement. On the other hand comment was made about the adult work group that went to Back Bay Mission in September and that each of the Women's Association Chapters has a social service agency with which the members work and participate in hands on involvement and support. On the one hand concern was raised that youth ministry use the latest technology with which young people are familiar such as blogging. On the other hand it was noted that the youth have a blog and it is used weekly. On the one had concern was raised regarding the congregation living within the means of its budget. On the other had it was noted that in response to interest by members of the congregation the Student Associate position was changed to a Director of Youth Ministries position with expanded hours increasing expenditures by $13,000 in 2007 but the 2007 budget was not altered to reflect this change. On the one hand was the statement that there is little or no emphasis on spiritual growth. On the other hand was the statement that spiritual growth opportunities are provided through sermons, small groups, mission opportunities, and personal interactions.

After the meeting conversations continued among people seated near each other and as members made their way out of the building. As these conversations continue may we continue to nurture an atmosphere that encourages and supports different voices expressing views about the ministry of GCC. May we use the guidelines mentioned above in conversations and in meetings. May all of us do our parts to strengthen the ministry of GCC and encourage each other to grow personally and spiritually or as Jesus was described as growing, "in wisdom and stature and in favor with God and people" (Luke 2:52).

Howard W. Roberts

Report to the Executive Board January 2008
Rev. Pam Keckler – Minister for Spiritual Formation

Worship and Lent
Assisted in worship once in January
Led the 7:30 Christmas Eve service
Working on Lenten worship services and programming

PYF – High School Youth
Please read the PYF Recap on the next page.
PYF is going very well with good attendance.
The youth have been very active and doing more future service projects
They enjoyed a conversation and ball game with Howard (the boys were afraid they would lose!)

PYFF
Next Parent/Youth event will be Feb. 24 with Lenten service for youth and families, along with parent discussion groups and games for youth

678 Club (Middle School)
Wrapped Christmas gifts in Dec. for Glenview Youth Services
Made five blankets for Polly's Place – women's shelter
Enjoyed playing soccer in gym and ping pong in youth room
February event – making birthday bags for food pantry and games

Funeral
Performed one funeral for non-member with no church affiliation

Retreats
Women's Winter Retreat went very well as 36 women learned about spiritual practices for renewal and growth. The hotel in Deerfield was excellent.
Marriage Enrichment Retreat was cancelled because only one couple signed up

Personal
This has been a difficult few weeks for me. I slipped on the ice at home in mid-December but the pain showed up on Dec. 30 when I could barely get out of bed. I have sought medical help and medication and resting and working at home the last couple of weeks. I am improving but it's a very slow process where I must be patient.

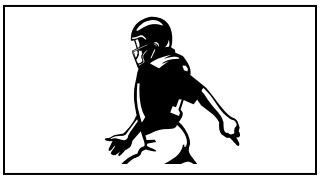
Pam

PYF Recap

January 13
Rev Howard Roberts & Knock Out
We had a great time listening to Howard answer the questions we thought of before winter break. Then we moved to the gym to play a round of super knock where Howard gave some of you a run for your money. It was a fun and tiring 40 minutes of straight hoop shooting.

January 20th – Winter Trip – No PYF

January 27th
PYF 4-6, Topic "Creativity" – We will look at creativity and what is created. We will discuss what makes art offensive and maybe take some time to create art. Also, there will be time to hang out, play pool, and ping-pong.



February 3rd PYF "Super Day" of Service at GCC – Open Youth Rm

1. **Souper Bowl** -- 9 – 11 (30 minute shifts) Before and after services come and bang soup pans to collect donations for Super Bowl Sunday a group that organizes people nation wide to raise funds for the hungry on Super Bowl Sunday
2. 2 -3:30 I would like to have 2 or 3 volunteers to come to **the 678 Club** and talk about PYF and help lead some games, we will be assembling Birthday Bags for the Northfield Food Pantry
3. **Super Bowl Party & Night Ministry Cookie Packaging**
   - We will package almost 1000 cookies for the Night Ministry Bus (a bus that provides services to the homeless)
   - **WE HAVE RECEPTION FOR CBS. IT COMES IN CLEAR ON THE BIG SCREEN (electric antenna)**
   - While we are packaging cookies we will have pizza and watch the Super Bowl. All are invited. Bring a friend.

GLENVIEW COMMUNITY CHURCH
REPORT TO THE *EXECUTIVE* BOARD
Rev. Sally Iberg, Minister for Mission and Ministry
January 22, 2008

ENGAGE MEMBERS

Worship: Worked with several readers for 4:30 Christmas Eve service. Led 4:30 service. Assisted at 11:00 Christmas Eve Service. Led 12/30 service. Preparing for Lent.

Small Group Ministries. Promoting winter small groups and preparing to facilitate three.

Center on Christian Leadership/Chicago Theological Seminary. See attached material about the Center and the program that will be offered at GCC in the spring: "Does God Grow? Ecology, Theology, and the Nature of God" with Rev. Clare Butterfield.

Pastoral Care. Provided pastoral care to dying member and family.

EXTEND MISSIONS

Missions Outreach Board: Working with Tracy Sawires to generate interest in the April 6 to 12 work in New Orleans that is organized by the Chicago Metropolitan Association under the auspices of the United Church of Christ. The accommodations are basic: driving or taking the train and sleeping in dorms in churches. The cost is very reasonable - under $300. Also scheduled to participate in the March 2 Mission Outreach Board trip to Good News Community Kitchen and the April 19 trip to the Greater Chicago Food Depository.

Chicago Metropolitan Association Council Meeting. Attended January meeting in the Loop and led devotional. Serving on Spring Meeting planning committee.

EXPAND MEMBERSHIP

Membership Board: With Linda Binaei, preparing for 2/10 New Member Orientation Meeting. Summary of major events at GCC included in Broadcaster. Planning meeting to update work of the Communications Advisory Committee. Prepared list for Board's mailing to those who haven't attended GCC in the past year.

ACHIEVE FINANCIAL STABILITY

Stewardship Board: Met with board leaders and staff to explore enhanced reporting using current data base.

The Center for Christian Leadership:
Bringing Theological Education to the People of the Church

There was a time when theological education was reserved exclusively for the pastor. That time has passed. Today, the Center for Christian Leadership stands prepared to offer exceptional theological education for the people of the church. In partnership with Chicago Theological Seminary and Chicago-area churches, the Center for Christian Leadership equips Christian leaders for church and world through a series of continuing education, enrichment and skill building courses offered in the context of practicing faith communities.

This year the Center for Christian Leadership (CCL) will be offering a number of courses at our partner churches. The courses are academically rigorous but designed for the adult learner. Courses are offered in the evenings and include an on-line component to allow for extended discussion and reflection. They are taught by Chicago Theological Seminary adjunct faculty and students will receive academic credit toward a Certificate in Christian Leadership.

The Center for Christian Leadership was founded by the Chicago Theological Seminary in partnership with the Illinois Conference of the United Church of Christ, The Union Church of Hinsdale UCC, Glenview Community Church UCC, Winnetka Congregational Church, Trinity UCC of Chicago, and the First Congregational Church of Western Springs UCC. Our courses are open to all members of those congregations as well as those churches' extended communities and the general public.

For more information, please visit our website at www.ctschicago.edulacademic/ccl.php or contact the Center's Director, Jason Coulter, at jcoulter@ctschicago.edu.

Center for Christian Leadership Course
Offerings for Winter/Spring of 2008

"Does God Grow? Ecology, Theology, and the Nature o/God"
Instructor: Rev. Clare Butterfield

This course will explore how the ways we think about God, and the ways we think about nature, are related. We will explore those connections and apply them to the way we live our lives on the planet. We'll look specifically at the biological idea called "emergence" - how complex systems create new capacities from the interaction of their parts. This implies a vast latent capacity among living things to grow, and change, and to do more than we have done. It also provides an avenue for God's activity that modem, scientifically-oriented people can believe in. Together we will explore old and new ideas about God, about nature, and about how we practice our faith in the way that we care for the Earth.

Six Monday evenings from 7:00 - 9:00 pm from April 7 - May 12
Glenview Community Church - 1000 Elm Street, Glenview IL 847-724-2210

"Descent into the Early Church"
Instructor: Professor Charles Cosgrove

This course introduces the earliest Christians and the ancient culture to which they belonged. What was it like to live in the first-century Mediterranean world? How did early Christians experience their faith? What were their deepest convictions? What did they agree on? What did they fight about? How did they worship? From food to music to religious ecstasy, we will look at the founders of our faith and discover that they are very much like us-and unlike us.

Monday Evenings from 7:00 to 9:00 pm from February 4 - March 10
Union Church of Hinsdale UCC - 137 South Garfield, Hinsdale, IL 60521 630-323-4303

"Faith in the Public Square"
Instructor: Dr. Susan Thistlethwaite
President of Chicago Theological Seminary

This course will examine how people of faith can practice and apply their deepest held convictions in the public square. We begin with a special Saturday workshop to be held at Winnetka Congregational Church and then continue the discussion through audio lectures and online discussion. If you have Saturday, February 23 free, and have access to a computer, you can do this course! Flex your faith this election year and join us in the public square.

Saturday, February 23 from 9:00 am to 3:00 pm (lunch included)
Audio lectures and online discussion for the week of February 25, March 3, March 10
Winnetka Congregational Church -725 Pine Street, Winnetka, IL 60093 847-441-3400

TO REGISTER

Please send this completed form and a check for $300 (for each course), payable to Chicago Theological Seminary, to CTS Registrar Cheryl Miller, Center for Christian Leadership, c/o Chicago Theological Seminary, 5757 South University Avenue, Chicago, IL 60637. Registration deadline is one week prior to the beginning of each course. If you have any registration related questions, please contact Cheryl Miller, CTS Registrar at cmiller@ctschicago.edu or at 773 752-5757.

Center for Christian Leadership Registration Form

Name: Phone: _____

City: _____

Address: _____

State: Zip: _____ Email: _____

Date of Birth: _____ Social Security # _____

Course Name: _____

Course Location: Course Day/Time: _____

GLENVIEW COMMUNITY CHURCH BOARD MINUTES

NAME OF BOARD: Adult Education

MEETING DATE/TIME/PLACE: Tuesday, January 8, /7:00 pm/Founders' Room

Members Present: Tom Aldrich, Chris Calandra, Kathy Chapman, Ellen Clark, Ellie Dedrick, John Miller, Julie Orr

Members Excused: Constance Filling, Dick Clark, Carol Bubnovich, Mary Lambert

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

Present members discussed the upcoming Adult Education calendar and potential speakers to fill the empty slots.

January:

13 How to Read to Children So That They Will One Day Read to You--Kathy Lifton
20 A presentation by the Open & Affirming Task Force--Gil Mergl
27 Interfaith Sunday Adult presentations coordinated by Tom Amos and to occur at 10:30 following the 9:30 family worship service

February:

3 Rev. Cally Rogers-Witte
10 No Adult Education – Mid-Winter Congregational Meeting
17 Bread of the World Presentation --Pieter Folkens
24 Bread of the World Presentation --Pieter Folkens

March:

2 The Blessed Prayer--John Miller
9 A short course based on Kerygma for the book of Revelations—Tom Aldrich
16 A short course based on Kerygma for the book of Revelations—Tom Aldrich
23 Easter – No Adult Education
30 TBA

April:

6 TBA
13 TBA
20 TBA
27 TBA

May:

4 The Paradoxes of Paul--Ron Miller
11 Mother's Day presentation TBA
18 Last Adult Education presentation

The following groups/people were discussed as potential presenters for Adult Education

a. Protestants for the Common Good
b. Hands of Peace
c. Father Sprott speaking about Lincoln
d. Jim Kenny
e. Sally Schreiner and Touchstone
f. Ellen Clark and a presentation on religious websites
g. Jim Coyl speaking about his work as a chaplain at the Hines VA hospital

Chris Calandra will contact Mary Lambert, Gretchen Grad, and Dick Clark to follow up on their leads regarding speakers. Kathy Chapman and Chris Calandra will continue to publicize events through the bulletin, Broadcaster and email notices.
Members shared their holiday stories during sharing time.

MINUTES SUBMITTED ON: Wednesday, January 9, by Chris Calandra

NEXT BOARD MEETING SCHEDULED: Tuesday, February 5, 2008 in the Founders' Room

Properties Board E-MAIL UPDATE 1/15/07. No meeting was held.
Attachements: December Meeting Minutes, Fix it list

ACTION ITEMS
Dec minutes have been approved via e-mail

Please update the attached fix it list, let us know which items board members may be working on, and if any progress has been made.

UPDATES
Maintenance Update
Heating Controls

Control between the HV AC and the computer control system has been established, and now seems to be working normally.

Boiler Inspection! heating system has been completed

The boiler room inspection has been completed, and the certificates have been issued

Facility Manager

A new facility manager has been hired, and is expected to start on 1/15. Keith Merritt has over 20 years of facility experience in a hospital setting. Scott Decker and Doug Heurich have agreed to mentor Keith, and help him get up to speed. Keith will also be working the first several Sundays, and then work one Sunday per month indefinitely.

Display Case for West Entrance

Still an open issue. No progress has been made.

Snow Removal

Kathryn has done an outstanding job of overseeing the snow removal and coordinating volunteer for a very busy time. Until Keith has been here for a couple of weeks, I believe this should continue. Thanks to everyone who has helped with during this busy time.

Energy Agreement Review

Still an open issue. No progress has been made.

Space Rental Cost Sheet

We have a request from Gary Wendt for a cost sheet for the use of the church by outside groups. As this is a large project, and would require approval by finance and executive board. I have asked Gary to meet, to clarify the specific spaces he is requesting, and to let him know about the approvals required.

Creche Takedown

Thanks to everyone who helped with this effort, it was completed on 1/5. The new tie-downs used with the figures worked to keep them from falling over.

Next meeting: 2/5/08

Prepared by Mark Sawires

GLENVIEW COMMUNITY CHURCH BOARD MINUTES
CHILDREN'S BOARD

MEETING DATE: January 8, 2008
Meeting called to order at 7:05 p.m.

MEMBERS PRESENT: Clark Bundy, Kathryn Hall, Laura Heyser, Kathy Lifton, Becky Lothian, Doug Morgan, Karen Ornduff, Patti Thompson, Dave Spaulding, Jim Yagelski

MEMBERS ABSENT: Shawn Eshoo, Michelle Langenbach, Joanne Malik, Beth-Anne Solem, Jennifer Wirtz

Opening Prayer **Becky Lothian**

Director's Report **Kathy Lifton**

- At Kathy's request, Becky distributed and explained the new attendance forms that she has created, which indicate the percentage of children attending Sunday school each week. A discussion of ways in which we could increase attendance followed, although Dave shared with us his observation that the Sunday school program is the largest it has ever been and the lack of suitable space is a serious concern. We were reminded of Scott Decker's recommendation last fall to convert the space adjoining Room 201, which once served as the office of children's ministry and is presently used as the facility manager's office, into Sunday school headquarters (office and teacher resource room). Given the hubbub of activity on Sunday mornings, Kathy agrees that there is a serious need and Scott's solution would prove highly effective. Kathy and Pam Keckler have been in communication regarding the space concern and will continue to address this issue. It was suggested that the board compose a letter stating our concerns.
- After discussing this with almost every Board, Kathy has gotten approval to keep the Sunday school offering separate, so that the children can participate in deciding to which mission their money should go.
- Dave Burrowes, father of (5th grader) Colin and (1st grader) Lindsay, passed away shortly after cancer. Kathy has spoken to Colin and Linday's mom, Jenny, about what we can do that would be helpful, and she would like her children as well as the others to feel free to talk about it in Sunday school. Kathy will do a short sermon on how she felt when her dad died, and what she did to feel better. Offering collected that day will be used to commemorate Mr. Burrowes in some way.
- January 27th is Interfaith Sunday. There will be one service, followed by three workshops for adults and three for families that are environmentally related. Whatever your faith, we are all responsible for protecting the environment. Kathy is responsible for creating and implementing the primary workshop and welcomed ideas and volunteers.
- As the children's choirs will be singing on February 10th, the Sunday schools will attend with their classes and be dismissed after the Children's minute.
- Due to some changes in circumstances among the teachers, we will need help with the first and second grade classes this spring. Kathy will try to recruit among the parents.

Chairman's Report **Karen Ornduff**

- PMRC will hold a church-wide meeting, run by a facilitator, on January 13th. It will be in the Mayflower Room after the second service. Childcare will be provided, by Doug, Patti, Kathy and hopefully others. Kathy will provide activities for the older kids.

- Karen reported that a new director of the adult choir has been hired. According to Jim, he has a very impressive musical background. A new facilities manager, who appears very capable from his resume, has also been hired.

Old Business

- The San Lucas trip on the Epiphany did not take place because the Three Kings celebration that we had hoped to witness is held in the afternoon rather than during the morning worship. In addition, the minister did not think she could comfortably accommodate a busload of guests, given that this is their best attended service. We are hopeful that we can incorporate the trip into the fourth grade church study.
- "5 Cs" Christmas Party – Board members felt that those who attended had a great time, but turnout was lower than expected—about 45 kids, perhaps because there were so many activities going on at the church that day. We discussed having the party during the last Sunday school class before Christmas next year. It was also suggested that next year's mission project could be to make cards to go with the poinsettia deliveries, which was done by the first and second grade classes this year.
- Sanctuary Tour/Bible Study - Since our present Sunday school program is an ongoing study of the Bible, Kathy's proposal to merge the sanctuary tour and fourth grade Bible study into an introductory study of GCC was approved and discussed. Our TENTATIVE syllabus is :
  February 3 - Sanctuary and facility tour coordinated by Doug, Dave, and Jim for fourth graders and their families after the 10:30 worship.
  The following 40 minute sessions will take place during the Sunday school hour:
  February 10 - A brief history of GCC led by a veteran member of the congregation and representatives from the Membership Board.
  February 17 - An overview of worship, services and sacraments led by representatives of the Services and Sacraments, Pastoral Care, and Music Boards.
  February 24 - Money and missions, led by those in the know.
  March 2 - Compilation of information and preparation for field trip to San Lucas.
  March 9 - Fourth grade family field trip to San Lucas for bilingual service followed by interview with the minister.
  After Easter break, dates and times to be announced: How the Bible Came to Be and presentation of Bibles.

New Business

- Hearty Party – The Hearty Party will take place on February 10th. We will begin with an in-class mission project of putting together coloring kits for patients at Children's Memorial Hospital, after which children will be dismissed to crafts in the gym. Kathy will arrange for the tables, and we will also need more water and some candy. We will talk about the final details next month.
- Laura suggested that Children's Board activities could be more church related if they were focused around a theme. E.g., if it were a cultural theme, we could focus the Christmas party on learning how other cultures celebrate Christmas. We will discuss this further for next year.

Meeting adjourned at 8:42 p.m. with the Lord's Prayer.

Respectfully submitted on January 11, 2008 by Kathryn Hall

GLENVIEW COMMUNITY CHURCH
JOINT BOARD MEETING

NAME OF BOARD: Fellowship and Membership

MEMBERS PRESENT: Fellowship – Marvin Lutz, Bud Kinzalow, Karin Kinzalow, Susan Johns, Peter Stettler, Diane Christiansen, Fran Oldham, Mij Kritzman, Rob Orr, Colleen MacKimm, Linda Crowder, Paul DesJardins, Ann Grant. Membership – John Clonts, Debbie Berg, Amy Davis, Amy Eccleston, Judy Fellingham, Tammy Lundal, Meg Macfadden, David Selby, Brian Wegley

MEMBER EXCUSED: Jim Shellard – Membership

STAFF PRESENT: Linda Binaei

SUMMARY OF MEETING: Fran and John welcomed us and introductions were made. Due to the joint meeting, approval of December minutes was tabled until February.

… The boards discussed the mentor program along with Linda Binaei. The group reached a consensus that new members should be offered the optional benefit of a mentor or mentor family. We also thought that the service provided should be both personal, one-on-one contact as well as some written material to inform new members about activities and timetables at GCC. The boards formed a sub-committee to address how all this should be done with a goal of reporting back at the April joint meeting and with the service in place for the June new member cohort. The sub-committee consists of Bud Kinzalow, Susan Johns and Mij Kritzman from the Fellowship Board and Tammy Lundal, Amy Davis and Meg Macfadden from the Membership Board.

…We discussed the Ice Cream Social. Based on past experience, the boards are categorically against hosting this event on July 4th. Due to other calendar conflicts, the group decided, tentatively, that the best time for the Ice Cream Social is in conjunction with Rally Day. We also formed a sub-committee to explore how to implement this. Amy Eccleston and David Selby will represent the Membership Board and Rob Orr, Linda Crowder and Karin Kinzalow will represent the Fellowship Board.

…John Clonts distributed a rough draft of a yearly church calendar. This document is meant to benefit both new and existing members by providing an overall look at activities far from the shorter horizon of the Broadcaster or bulletins.

…Related to this, the group also sees a need to provide the congregation with a one or two month "preview" document to preferably be distributed on a regular basis (probably monthly) basis via bulletins. Generally, the group also perceives a need for the pulpit to dedicate a bit of time addressing the church about upcoming events as part of the announcements during Sunday services. These announcements could be presented by a board member, chair of an event or a minister. Fran will take this forward to Howard.

…John also updated the group on plans for the church photo directory. The directory will be a 3 ring binder, making it easier to add or remove pages. Though dates for getting photos taken are not yet published, there will be 4 days in March and May when this is accomplished. In order to make the process more welcoming for members, Fellowship and Membership Board members will assist in the welcoming. The target date for hand-out of the directory is Rally Day.

The meeting adjourned at 10:35a.m. with the saying of the Lord's Prayer.

The next meeting for FELLOWSHIP BOARD is February 10, 2008, at 9:30 a.m. in the Founders Room.

The next meeting for MEMBERSHIP BOARD is February 10, 2008 at 11:45 a.m. in the Parlor.

The next JOINT meeting is Sunday, April 13, 9:30 a.m. in the Founders Room

MINUTES SUBMITTED: Monday, January 14, 2008 by:
Marvin Lutz - Fellowship Judy Fellingham - Membership

GLENVIEW COMMUNITY CHURCH
FINANCE BOARD

Meeting on January 14, 2008

Members present: Steve Morgan, Bob Kappus, Cricket Kelly, Jeff Wagner, Jane Hund, Laura Olson, and Winnie Clonts

Members absent: Scott Barnes, Scott Williams
Also Present: Rob Hevey, Char Lillquist

Meeting called to order: 7:00 PM after opening prayer led by Cricket Kelly

Summary of Meeting:

The December minutes were approved by all with no objections. We proceeded to the Treasurer's Report and the Committee reports and discussion.

Treasurer's Report:
Summarized the Year-To-Date financials and noted the following:

- Contributions – the end result was that Contributions came in under budget by $14.9k. This shortfall was composed of Pledges being under funded by approximately $95k, but both Non-Pledge and Over-Pledge revenue were ahead by $53k and $40k respectively.
- The Net Income was a loss of $23k, reversing the prior year's profit by a swing of approximately $120k. It was noted and discussed. In addition, it was noted that the Repair and Maintenance expense for 2007 was over budget.
- The report was accepted.

Insurance Committee:
It appears we are under budget on insurance and Steve Morgan will look into that and reconcile the amount paid to the financials.

Investment Committee:
Reported that the Committee had set the following objectives and reviewed the progress to date.

- Update the Investment Policy – Completed and passed by the Finance Committee in December.
- Locate and Summarize the Various Trust Documents – We believe all have been located and Don Clarke generously agreed to read and summarize them. That is underway.
- Consolidation of the Various Investments into one Custodian (currently William Blair & Company). This task is almost completed. We believe we are down to Endowment II, the Merrill Lynch fund (approximately $550k) and Prather Leadership Fund. The Finance Committee discussed whether we should keep the

Merrill Fund separate or move it into Blair and into the respective Trust/Accounts. It was decided that Char and Rob should inform Cricket of how this account breaks out by Trust and then Cricket will discuss with Dick Gottfred thoughts on investments were it to be moved to Blair. It was agreed that a portion ($200k) should be maintained at the Glenview State Bank as a working capital facility for the Church. The Committee will decide at the next Board meeting whether to move these funds to Blair, net of $200k.

- Analysis of Allocation of the Investments – Dick Gottfred has created a reporting template that assesses the allocation of those investments held at Blair. He did sell the Legg Mason and Vanguard Funds (due to lack of performance) and is reinvesting these into two international funds, to continue to work to better balance the overall portfolio. He is placing 50% of the funds in the Dodge & Cox Value Fund and 50% in the William Blair Growth Fund.
- Reconciliation of the Various Investment Statements to the Church Financial Statements – this is a work in process. We discussed open questions and how to locate the answers.
- Ongoing Management and Reporting – Discussed the need to review the management and reporting templates once the funds are finally all in one location and the need to retain a firm to professionally advise us on these investments. This would involve a fee and we plan to interview at least two firms to do so.

Nursery School Committee
No report.

PMRC Committee
No report.

Stewardship Committee
Brief review of the final results of the 2008 pledges and that lead into the Budget Report.

Budget Committee
Reviewed the major changes from our last review and discussed these and the issue of the negative trend in revenues.

- Revenues -- Adjusted the current pledge contribution and non-pledge contribution to reflect the actual results of 2007. Based on the known pledges to date, those expected and an adjustment for those pledges that Stewardship does not expect to be filled (due to move, death, or otherwise) and applying a 97% discount factor, the final budget for pledges is $975k. We are short $48k of pledge commitments to date to meet the budget. Should we not see the $48k by March 31, then we will have to revisit the expenses.
- Expenses -- Salaries were changed to reflect the final salaries as the open positions have been filled. Insurance under pastoral Expenses (line 382) really did not change materially, rather this was a reclassification. This line had included both the ministers' insurance and the insurance cost for employees that elected to participate in the program at their own cost. This cost is a deduction to their respective salary and has been moved to the appropriate salary item. As the

Contribution Revenue had been changed from $985k to $975k (a reduction of $10k of revenue), the corresponding adjustment required in expenses was allocated to all departments on a prorate basis. There was a lengthy discussion on Properties with concern expressed about the budget for maintenance and repair and potential cap ex needs. Generally, the Committee felt these items were not being budgeted for realistically. It was decided to recommend that: (a) line items 876 and 878 (Building Repair and Maintenance & Repair respectively) be combined into one line item, Maintenance & Repair, and that the outside cleaning contract be terminated and the funds for that ($8 – 10,000) be allocated to the Maintenance & Repair Account.

- Approval – With the one change noted below, the Budget was approved.

Old Business: None

New Business: None

The next meeting will be February 11, 2008.

The meeting ended at 9:00 PM with The Lord's Prayer.

Submitted by Cricket Kelly

Glenview Community Church
Missions Outreach Board minutes - January 8, 2008

Present: Diane Carroccia, Michele Monteith, Bill Ryan, Kathy Tomita, Kelly Golding, Barb Gundrum, Nancy Mullarkey, Nancy Winton, Tracy Sawires
Excused: Cindy Dailey, John Demler, Donna Peterson, Cathy Shapiro

Staff: Linda Binaei

Meeting started at 7:00 with devotional.

****Upcoming date reminders for MOB members**:
1/13 congregational forum,
1/20 MOB coffee hour – 8:30 Nancy Winton, Kathy Tomita, 10:30 Kelly Golding, Tracy Sawires, maybe Michele Monteith. **1/20** Mission Moment – Lisa Witek, Journeys from PADS to Hope-Palatine
1/27/08 – Interfaith Worship Service (seminars for adults and workshops for children/families at 10:30)
2/3/08 – Reverend Cally Rogers-Witte, UCC Wider Church Ministries/Global Ministries
2/10/08 – all congregation meeting between services
2/17/08, 2/24/08 – Peter Fockens organized Adult Ed. sessions on hunger (IL Hunger topic for 2/17/08). Diane Doherty Exec. Dir. for IL Coalition on Hunger 2/17, Global Hunger on 2/24, 3/2/08 – GNCK MOB signed up to work session (3:30 from GCC - 6:30ish return)

****Reception sign up**: Sheet was sent around and MOB members signed up to assist with receptions (staffing and cookie baking) following memorial/funeral services. List will be given to Sarah Koloms and Kay Warskow.

****Allocations discussion**: by February we should have confirmed $ amount to work with for 2008 allocations. MOB members will receive completed agency applications and completed MOB liaison reports via email. One complete paper set of documents will be brought to Feb. and March MOB meetings. All MOB members will read documents and educate themselves on all agencies before Feb. meeting.

****Work sessions scheduled or pending:**
1/12/08 – Greater Chicago Food Depository 12:30 leaving GCC and 5:30 returning
4/19/08 – Greater Chicago Food Depository 12:30 leaving GCC and 5:30 returning
Pending: two spring work sessions at Habitat for Humanity Lake County

****Update - off site outreach projects for GCC adults –** Kathy T. reported that spring 2008 work session is being planned and MOB will be updated when details are available.

****November 2007 minutes and December 2007 summary (didn't have Dec. 2007 meeting) were approved.**

**** Mission Moments for 2008**: January 20 Journeys from PADS to Hope (housing), February 17 from Pieter Fockens/Hunger, March 16 LaCasa Norte (Cindy - Housing), April 20 LEAP Learning (Nancy - Literacy/Education)

****Meeting concluded at 8:50pm with Lord's Prayer**

Completed projects on or off site Fall 2007:
GNCK ongoing (third Wed and first Sunday of each month – Betty and Sandy)
Back Bay work trip (Sept. 18 adult participants/1 week – Kathy and Susie)
Back to school kits (early Sept approx. 75 attendees incl. Sun school and 150 bags – Tracy, Bill, Donna)
October - 150 brown bag meal assembly with PYF. (PYF assembly and MOB logistical support – Elizabeth and Tracy)
November - 30 birthday bag assembly (Exec. Bd. meeting - Tracy)
December – work sessions at Northfield Food Pantry (Barb G.)
December - Mission Tree - $535 to The Night Ministry and 4 full bags of cold weather items…(Kelly Golding and Eileen Benson (chap 20))
Food collection – 1st Sunday of each month. Special collection in October (handed out bags with lists)

Reminder: to read GCC Exec. Bd. packets (www.gccucc.org, click on Resources link and pick month)
UCC web site www.ucc.org,
Chicago Metropolitan Association of UCC (GCC state association) www.cmaucc.org

GLENVIEW COMMUNITY CHURCH BOARD MINUTES

NAME OF BOARD: Music

MEETING DATE/TIME/PLACE: Tuesday, January 8, 2008 at 7 p.m. in Room 213

ATTENDANCE: Sue Newberry, Maggie Bemm, Mickey Safstrom, Gary Berkenstock, David Aki, Richard Spears. Excused: Gary Wendt, Debbie Shellard, Susan Mann, Dan Fergus, Ann Garrison, Margaret Ludemann.

Review of Music Board Financials – These were reviewed by the Board.

Executive Board Recap: The Executive Board packet was reviewed by the Board.

Staff Reports: No staff members were able to attend so there were no reports.

Old Business:

Choir Director Search Committee: has completed its work. Andrew Lewis will begin as Adult Choir Director on Feb. 1. He will conduct Jan. 31 choir rehearsal. An opportunity for the congregation to welcome Andy and his family will be given at a later date. We thank Gary Berkenstock and his committee for their fine work.

Pasta Luigi: will be announced to the congregation in the worship service bulletins of Jan. 13, 20 and 27. It will also appear in The Broadcaster Jan. 16 and 23. Tickets will be sold on Sunday, Jan.13, 20 and 27. Pasta Luigi will be Sunday, Jan. 27, 2008 at 5 p.m. in the Mayflower Room.

Music Facilities Renovation: CHOIR ROOM. A brief discussion was held. It was decided by those in attendance to table any further discussion for a later meeting.
BELL ROOM. Sue Newberry has sent a request to the Properties Board for the rehearsal room for the bell choir to be made habitable with heating and lighting.

New Business:

Reception for Any Lewis (see above).

Sign-up sheet for Simples Gifts, Pasta Luigi, and other events was circulated..

The meeting was adjourned with the Lord's Prayer at 8:10 p.m.

NEXT MEETING: February 12, 2008 at 7:00 p.m. in Room 213.

MINUTES SUBMITTED: Thursday, January 10, 2008 by Mickey Safstrom

BOARD CALENDAR

January 13	Congregational Forum	11:30 a.m.
January 22	Executive Board	7.00 p.m.
January 27	Interfaith Service	9:30 a.m.
	Pasta Luigi	5:00 p.m.
February 3	Simple Gifts concert	3:00 p.m.
February 12	Music Board	7:00 p.m.
February 16	Leadership Retreat (Susan and Sue)	All day

GLENVIEW COMMUNITY CHURCH BOARD MINUTES

E-Mail to – gccucc@gccucc.org
DUE: 9:00 a.m. Thursday before the next Executive Board Meeting

NAME OF BOARD:	Pastoral Care Board
MEETING DATE/TIME/PLACE:	January 8, 2008/7:00 p.m./Room 210 of GCC
MEMBERS PRESENT:	Mary Lou Aagaard, Karen Aeschlimann, Val Anderson, Marilyn Belleau, Mary Buchanan, Karen Christiansen, Sally Claffey, Sally Hicks, Sarah Koloms, Jane Sanderson, Kay Warskow
MEMBERS EXCUSED:	Kara Clark, Vicki Moore
MEMBERS ABSENT:	Diane Damico
DEVOTIONS:	Mary Buchanan shared a prayer that touched on God's presence in our busy lives.

SUMMARY OF MEETING:

Approval of November Minutes:
The minutes were approved.

Chair Report/Executive Board:
- Executive Board approved the new church photo directory;
- The new facilities manager, Keith Merritt, will start January 15;
- The new choir director, Andy Lewis, has been selected;
- There will be a congregational forum this Sunday to facilitate communication within the Church.

Leadership Board
- Beryl Bills has been nominated for the position of Church Clerk;
- Rob Hevey has been nominated for the position of Treasurer.

Alter Flower Delivery

Schedule is as follows:
- January 13—Kara Clark
- January 20—Mary Lou Aagaard
- January 27—Mary Lou Aagaard
- February 1—Sally Claffey

Memorial Receptions
There were well-attended memorial receptions for David Burrowes on January 4 and for Helen Miller on January 8.

60+ Luncheon
Fifty-two people attended the December 60+ luncheon. The next luncheon is January 15. Mary Buchanan, Sally Hicks and Kay Warskow will volunteer for that date.

We Care
There are no current needs for rides to church.

Labyrinth
Marilyn Belleau is in need of volunteers to help coordinate and guide the Labyrinth that will be set up the Sunday through Wednesday of Holy Week. Val Anderson and Jane Sanderson said they would help with coordination.

Mary Buchanan, Sarah Koloms and Kay Warskow said they would be available to pick up or drop off the Labyrinth.

Easter Lilies
Mary Buchanan and Karen Aeschlimann will coordinate the Easter Lilies this year. Easter Lilies will be delivered to a nursing home on Monday March 24. It was suggested that the Board consider delivering to a nursing home where the residents have fewer holiday guests and gifts.

Privileged Visitors
There are no current issues with the Privileged Visitors program.

Poinsettia Wrap Up
The poinsettia plants that were delivered were in great shape. As a result of Sally's announcement from the pulpit, 10 additional church members went with the Pastoral Care Board to deliver flowers to the Abbington.

Old Business/New Business

> **Senior Housing Fair**—Mary Lou Aagaard, Val Anderson, Karen Christiansen and Sally Hicks will coordinate the Senior Housing Fair that is scheduled for Sunday, April 6. Karen Christiansen will schedule a meeting with Kim Hand later this month.
> **Marilyn's Student**—Marilyn will have a student nurse working with her over the next several weeks. Her name is Michelle. She will be asked to assist with the Senior Housing Fair.

Open and Affirming Task Force
No report.

NEXT BOARD MEETING SCHEDULED FOR: Tuesday February 12 at 7:00 p.m. in Room 210 at GCC.

Minutes Submitted On: January 9, 2008 by Karen Christiansen

TOPICS / AGENDA—FOR NEXT MEETING:

Devotions—Karen Christiansen

GLENVIEW COMMUNITY CHURCH BOARD MINUTES

Mail to – jane.payne@gccucc.org

NAME OF BOARD: Services & Sacraments

MEETING DATE/TIME/PLACE: Tuesday, January 8, 2008 at 7 p,m, in the Youth room of the Church.

MEMBERS PRESENT: Cathy Ach, Pam Asplund, Steve Distler, Mike Davis, Jeff Lundal, Ellen McCarthy, Ralph Mueller, Carlton Olson, Bob Richter Carol Young
MEMBERS EXCUSED: Carolyn Brown, Gayle Jones,Liz Mason.
AD HOC MEMBERS PRESENT: Nina Fockens and Steve Lindell
OTHERS: Howard Roberts

Prayer was offered by Rev. Roberts

MINUTES of, 2007 meeting were approved as received.

Howard asked that we have a person or committee to change and make sure the paraments (altar cloth) are clean. This has been done by staff and recommended that our board take this duty. There will be further discussion at our next meeting.

We discussed with Howard the serving of the sacraments regarding the confirmands. The board asked Nina to discus with Pam the approval of the three confirmands who have shown committed interest in the serving of the Communion. We were also in dialogue with Howard about our concerns and feelings about Communion and were asked it these have changed over the years. It was a good discussion.

COMMITTEE REPORTS:
Ushers: All services on Christmas Eve went smoothly. There are a few replacements.
Lectors: All set.
Communion: Regular 8:30 and 10:30 on February 3.
Ash Wednesday is February 6at 6 am to 9: am. Covering are Steve Lindell starting at 6:00, Nina Fockens at 6:30 and Carol Young and Ellen McCarthy at7:30.

After the Lord's Prayer the meeting was adjourned at 8:10.

Respectfully submitted,

Ellen McCarthy

NEXT BOARD MEETING SCHEDULED FOR:
Date: **Tuesday, February 5, 2008 at 7:00 pm in** The Youth Room.

GLENVIEW COMMUNITY CHURCH – BOARD MINUTES

BOARD NAME: **STEWARDSHIP**

MEETING DATE: **January 8, 2008**

MEMBERS PRESENT: Cathie Estey, Peter Grant, Mike Loeber, Scott Smith, Larry Chandler, Glenn Kelly, Mary Ellen Johnson, Karen Patterson O'Brien and Lloyd Bettis
STAFF PRESENT: Howard Roberts
MEMBERS EXCUSED: Lori Eshoo, Jane Demler and Beth Brady
MEMBERS ABSENT:
SUMMARY OF MEETING:

The meeting was called to order by Lloyd Bettis at 7:10. Mary Ellen Johnson read the opening prayer. The minutes were approved as written. Lloyd reported that Keith Merritt is the new facility manager and begins his job on January 15th. Andrew Lewis was hired as the new choir director. Ash Wednesday is February 6th and Pam Keckler is looking for volunteers to write for the Lenton journal.
Vice Chairman Peter Grant reported that the Leadership Board is working on filling the Vice Moderator position. Board members gave him names of potential candidates for the Stewardship Board.
Lloyd reported the following for the 2008 pledge campaign to date:

158 pledges were increased
31 new pledges
189 pledges stayed the same
78 pledges were decreased

Therefore, 83% have established a new pledge, increased, or maintained their pledge. In addition, 249 have not responded; 75 of which pledged last year. A list of non-responders was distributed indicating board members assignments. Some names were reassigned. The list is divided into 3 sections; those who pledged in 07, those who pledged late and those who didn't pledge at all last year. Calls will be made ASAP and feedback will go to Glenn Kelly. The number of people who have not responded is in line with last year. Pledges were recorded all the way through May last year. We still need to explore ways to get people to respond more timely.

Reverend Howard Roberts stopped in and expressed an interest in writing a letter to those who decreased their pledge in 08. Decreased pledges are in line with last year and there are a variety of reasons, including relocation, death and financial issues. In the cases where he is not aware of the reason for the decrease, he will invite members to respond in any way, including meeting with him in person if they choose. Some concerns and questions were raised, but the board supported his effort to reach out to those who decreased their pledge to determine if there are concerns that need to be addressed.

The meeting was closed with the Lord's Prayer.

NXT BOARD MEETING SCHEDULED FOR:
February 12, 2008 in Room 7 at 7PM
Glenn Kelly will give the opening prayer.

Minutes submitted on: January 9, 2008

Glenview Community Church - Comparative Revenues

Month	2007	2006	2005	2004	2003	2002	2001
January	$ 74,594.18	$ 106,429.51	$ 122,067.18	$ 70,691.23	$ 87,871.50	$ 81,890.13	$92,767.38
February	121,014.19	72,660.20	77,523.70	77,447.10	69,717.22	69,026.34	64,278.58
March	107,626.66	121,192.76	88,782.22	99,044.62	91,531.38	104,225.02	57,328.29
April	127,591.21	130,592.35	117,440.47	125,177.01	93,994.41	66,003.07	76,778.32
May	79,834.93	102,090.47	133,720.82	110,464.01	56,528.14	145,926.63	78,719.91
June	80,857.74	70,470.20	70,942.58	74,399.77	98,079.80	100,260.75	125,688.04
July	105,520.31	96,205.06	73,692.69	85,423.69	69,153.58	63,419.69	87,656.29
August	60,077.24	67,448.52	47,410.46	69,026.46	57,739.09	45,758.87	43,597.32
September	84,025.61	130,400.60	81,005.37	61,418.36	82,507.01	82,014.14	89,495.04
October	113,894.93	114,746.48	100,506.42	99,606.58	105,962.66	104,972.10	91,270.97
November	92,347.73	99,354.96	85,391.80	61,320.78	93,377.26	68,403.91	74,454.27
December	199,794.80	173,460.38	157,802.19	108,993.97	130,495.10	130,403.62	135,020.67
Total Actual	$1,247,179.53	$ 1,285,401.49	$ 1,154,885.90	$ 1,043,013.58	$ 1,058,457.15	$ 1,062,097.27	$1,017,055.08
Budget	$ 1,253,060.00	$ 1,184,026.08	$ 1,137,000.00	$ 1,047,936.00	$ 1,108,823.00	$ 1,076,023.00	$ 1,045,298.00
Percent	~	108.6%	101.6%	99.5%	95.5%	98.7%	97.3%

Date: 1/14/2008
Time: 7:04:20 **PM**

Glenview Community Church
Analysis of Revenues **& Expenses - Summary 2007**
Month-to-date, Through December 2007

Accounts	MTDActual (This Year)	MTD Budget (This Year)	YTD Actual (This Year)	YTD Budget (This Year)	YTD Actual (Last Year)	Annual Budget (This Year)
Revenues						
Total Revenues	$199,794.80	$150,402.50	$1,247,179.53	$1,253,060.00	$1,285,051.49	$1,253,060.00
Expenses						
Pastoral Expenses	$48,225.80	$47,613.60	$577,152.84	$574,361.00	$533,677.01	$574,361.00
Missions	$19,979.10	$14,346.50	$126,442.90	$113,358.00	$117,728.19	$113,358.00
Children's Ministry	$2,524.10	$574.89	$6,649.57	$6,900.00	$3,747.39	$6,900.00
Confirmation & Youth Ministry	$1,858.62	$612.50	$7,253.09	$7,350.00	$6,811.70	$7,350.00
Pastoral Care	$77.52	$75.00	$694.54	$900.00	$736.50	$90000
Membership	$0.00	$291.63	$2,699.03	$3,500.00	$3,411.48	$3,500.00
Adult Education	$449.00	$187.50	$1,275.56	$2,250.00	$1,388.08	$2,250.00
Services & Sacraments	$0.00	$41.63	$444.95	$500.00	$683.82	$50000
Fellowship	$82.96	$54.13	$890.54	$65000	$470.99	$650.00
Music	$1,206.61	$1,412.39	$16,153.08	$16,950.00	$13,309.66	$16,950.00
General & Administrative	$26,304.27	$16,589.25	$229,030.71	$240,271.00	$238,648.30	$240,271.00
Stewardship	($374.31)	$193.75	$2,604.93	$2,325.00	$1,894.05	$2,325.00
Church Property	$21,016.98	$21,214.88	$276,962.60	$262,209.00	$249,238.37	$262,209.00
Pageant	$2,125.78	$125.00	$1,590.28	$1,500.00	$1,333.52	$1,500.00
Capital Reserve	$1,666.00	$1,666.63	$19,992.67	$20,000.00	$12,000.00	$20,000.00
Long Range Plan Funds	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Total Expenses	$125,142.43	$104,999.28	$1,269,837.29	$1,253,024.00	$1,185,079.06	$1 ,253,024.00
Net Total	$74,652.37	$45,403.22	($22,657.76)	$3600	$99,972.43	$36.00

Glenview Community Church
Analysis of Revenues & Expenses - Detail Portrait 2007

Month-to-date, Through December 2007

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)
Revenues						
9105 - Current Pledge Contributions	$130,154.13	$107,520.00	$929,353.56	$1,024,000.00	$975,687.23	$1,024,000.00
9107 - Non-Pledge Contributions	$33,631.76	$17,070.00	$137,894.81	$85,300.00	$142,897.57	$85,300.00
9108 - End of Year Gifts	$0.00	$3,750.00	$0.00	$5,000.00	$15,300.00	$5,000.00
9109 - Pledge Overage Contributions	$16,427.60	$0.00	$39,459.48	$0.00	$0.00	$0.00
91 10 - Prior Year Pledge	$0.00	$0.00	$2,655.00	$10,000.00	$13,400.14	$10,000.00
91 15 - Loose Offering	$1,980.96	$1,650.00	$9,731.25	$10,000.00	$8,233.87	$10,000.00
9124 - Church School Offering	$132.00	$60.00	$1,400.53	$1,000.00	$879.10	$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	$1,125.00	$720.00	$4,906.46	$8,000.00	$10,255.05	$8,000.00
9142 - Nursery School	$3,095.65	$3,250.00	$27,988.29	$27,010.00	$27,969.23	$27,010.00
9145 - Interest Income	$1,036.32	$1,020.00	$17,213.74	$12,100.00	$13,306.43	$12,100.00
9147 - Housing Trust Income	$0.00	$6,250.00	$22,128.26	$25,000.00	$25,000.00	$25,000.00
9155 - Endowment Income	$000	$1,610.00	$3,573.69	$6,500.00	$6,500.00	$6,500.00
9 157 - Endowment Income II	$618.78	$1,090.00	$14,789.56	$13,000.00	$14,332.39	$13,000.00
9169 - Mission Offerings	$11,782.60	$6,150.00	$28,084.90	$15,000.00	$26,154.48	$15,000.00
9170 - Neighbors In Need	($40.00)	$0.00	$0.00	$0.00	$20.00	$0.00
9175 - Thanksgiving	($50.00)	$0.00	$0.00	$0.00	($809.00)	$000
9180 - Christmas	$0.00	$0.00	$0.00	$0.00	($2,075.00)	$0.00
9 I 90 - One Great Hour of Sharing	($100.00)	$0.00	$0.00	$0.00	$0.00	$0.00
9199 - Music Income Transfer	$0.00	$262.50	$0.00	$3,150.00	$0.00	$3,150.00
Total Revenues	$199,794.80	$150,402.50	$1,247,179.53	$1,253,060.00	$1,285,051.49	$1,253,060.00
Expenses						
Pastoral Expenses						
9302 - Salaries	$26,293.54	$26,256.12	$3 I 2,858.19	$3 I 5,073.00	$292,520.37	$315,073.00
9304 - Auto Expense	$462.75	$300.00	$3,506.80	$3,600.00	$3,386.53	$3,600.00
9306 - Expense Reimbursement	$36.71	$85.87	$581.34	$1,030.00	$877.43	$1,030.00
9308 - Annuities	$2,973.58	$3,329.00	$35,572.13	$39,948.00	$34,349.30	$39,948.00
9310 - Conferences / Continuing Education	$65.00	$500.00	$9,236.50	$9,000.00	$5,518.69	$9,000.00
9312 - Senior Minister Allowance	$15.89	$8337	$648.27	$1,000.00	$374.14	$1,000.00
9314 - Housing Allowance	$10,426.53	$9,714.62	$125,118.34	$116,575.00	$120,899.04	$1 16,575.00
9316 - Assoc. Minister Allowance	$13.97	$166.63	$1,997.13	$2,000.00	$979.57	$2,000.00
9380 - Social Security	$931.31	$874.37	$10,293.61	$10,492.00	$8,336.19	$10,492.00
9382 - Insurance	$5,543.69	$4,730.87	$58,247.52	$56,770.00	$47,666.79	$56,770.00
9384 - Social Security Add On	$1,462.83	$1,572.75	$19,093.01	$18,873.00	$18,768.96	$18,873.00
Total Pastoral Expenses	$48,225.80	$47,613.60	$577,152.84	$574,36 I .00	$533,677.01	$574,361.00
Missions						
9450 - Mission Offering	$11,782.60	$6,150.00	$28,084.90	$15,000.00	$26,154.48	$15,000.00
9454 - Missions	$8,196.50	$8,196.50	$98,358.00	$98,358.00	$91,573.71	$98,358.00
Total Missions	$19,979.10	$14,346.50	$126,442.90	$113,358.00	$117,728.19	$113,358.00
Children's Ministry						
9468 - Spiritual Formation	$199.90	$141.63	$1,698.72	$1,700.00	$1,218.04	$1,700.00
9472 - Teacher Training & Appreciation	$32273	$5000	$577.43	$600.00	$321.29	$600.00
9476 - Cradle/Toddler Supplies	$405.68	$66.63	$774.08	$800.00	$269.57	$800.00
9488 - Fellowship	$867.49	$91.63	$1,014.30	$1,100.00	$520.91	$1,100.00
9490 - Education	$528.30	$15000	$1,779.09	$1,800.00	$1,364.67	$1,800.00
9494 - Mission & Outreach	$200.00	$25.00	$255.95	$300.00	$52.91	$300.00
9496 - Chi1dcare	$0.00	$50.00	$550.00	$600.00	$0.00	$600.00
Total Children's Ministry	$2,524.10	$574.89	$6,649.57	$6,900.00	$3,747.39	$6,900.00
Confirmation & Youth Ministry						

Glenview Community Church
Analysis of Revenues & Expenses - Detail Portrait 2007
Month-to-date, Through December 2007

Accounts	MTD Actual (This Year)	MTD Budget (This Year)	YTD Actual (This Year)	YTD Budget (This Year)	YTDActual (Last Year)	Annual Budget (This Year)
9530 - Jr High - Confirmation	$300.00	$166.63	$1,918.45	$2,000.00	$2,373.36	$2,000.00
9532 - Jr High - Social	$167.13	$37.50	$379.39	$450.00	$141.03	$450.00
9536 - Sr High - Education	$1,134.60	$18337	$2,149.91	$2,200.00	$2,148.73	$2,200.00
9538 - Sr High - Social	$256.89	$225.00	$2,805.34	$2,700.00	$2,148.58	$2,700.00
Total Confirmation & Youth Ministry	$1,858.62	$612.50	$7,253.09	$7,350.00	$6,811.70	$7,350.00
Pastoral Care						
9552 - Pastoral Care Board	$77.52	$75.00	$694.54	$900.00	$736.50	$900.00
Total Pastoral Care	$77.52	$75.00	$694.54	$90000	$736.50	$900.00
Membership						
9576 - Membership	$0.00	$291.63	$2,699.03	$3,500.00	$3,411.48	$3,500.00
Total Membership	$0.00	$291.63	$2,699.03	$3,500.00	$3,411.48	$3,500.00
Adult Education						
9602 - Program	$449.00	$166.63	$1,449.00	$2,000.00	$1,349.50	$2,000.00
9614 - Miscellaneous	$0.00	$8.37	($278.68)	$100.00	$24.31	$100.00
96 I 6 - Literature & Library	$0.00	$12.50	$105.24	$150.00	$14.27	$150.00
Total Adult Education	$449.00	$187.50	$1,275.56	$2,250.00	$1,388.08	$2,250.00
Services & Sacraments						
9624 - Sacred Services	$0.00	$41.63	$444.95	$500.00	$683.82	$500.00
Total Services & Sacraments	$0.00	$41.63	$444.95	$500.00	$683.82	$500.00
Fellowship						
9636 - Special Functions	$0.00	$41.63	$780.11	$500.00	$446.68	$500.00
9640 - Miscellaneous	$82.96	$12.50	$110.43	$150.00	$24.31	$150.00
Total Fellowship	$82.96	$54.13	$890.54	$650.00	$470.99	$650.00
Music						
9652 - General - Instrumentalists	$85000	$375.00	$5,025.00	$4,500.00	$3,404.32	$4,500.00
9654 - General - Organ & Piano Care	$220.00	$325.00	$5,407.50	$3,900.00	$4,087.04	$3,900.00
9656 - General - Cleaning Robes	$0.00	$16.63	$000	$200.00	$323.40	$20000
9660 - General - Sub. Organist	$0.00	$95.87	$775.00	$1,150.00	$325.00	$1,150.00
9666 - Chancel Choir - Music	$38.62	$241.63	$2,575.42	$2,900.00	$2,789.60	$2,900.00
9668 - Chancel Choir - Misc.	$15.00	$5000	$812.44	$60000	$521.16	$600.00
9670 - Organ Music	$0.00	$41.63	$19.95	$500.00	$0.00	$500.00
9772 - Bell Choir - Music	$0.00	$41.63	$589.69	$500.00	$83798	$50000
9780 - Children's Choir - Music	$82.99	$125.00	$908.96	$1,500.00	$229.00	$1,500.00
9782 - Children's Choir - Misc.	$0.00	$41.63	($363.88)	$500.00	$192.16	$500.00
9784 - Copyright Expenses	$0.00	$3337	$403.00	$400.00	$600.00	$400.00
9787 - Youth Bell Choir	$0.00	$25.00	$0.00	$300.00	$0.00	$300.00
Total Music	$1,206.61	$1,412.39	$16,153.08	$16,950.00	$13,309.66	$16,950.00
General & Administrative						
9822 - Postage (except B'dcaster)	$814.II	$666.63	$8,662.68	$8,000.00	$7,931.93	$8,000.00
9830 - Social Security	$794.48	$816.63	$9,413.74	$9,800.00	$9,540.10	$9,800.00
9832 - Office Staff Salaries	$10,385.34	$10,675.13	$122,972.16	$128,102.00	$124,917.85	$128,102.00
9834 - Payroll Service	$220.01	$172.38	$2,831.29	$2,069.00	$1,991.46	$2,069.00
9836 - Telephone	$847.74	$58337	$6,717.61	$7,000.00	$5,726.27	$7,000.00
9838 - Stationery & Supplies	$3,510.98	$1,041.63	$17,160.66	$12,500.00	$16,160.75	$12,500.00
9840 - Equip. Maintenance! Repair	$1,115.71	$1,150.00	$14,033.60	$13,800.00	$14,798.50	$13,800.00
9842 - Broadcaster	$281.94	$525.00	$4,547.71	$6,300.00	$4,401.05	$6,300.00
9844 - Financial Review	$0.00	$208.37	$0.00	$2,500.00	$2,500.00	$2,500.00
9846 - CommunicationslPromotions	$0.00	$133.37	$2,985.40	$1,600.00	$5,445.21	$1,600.00
9848 - Kitchen	$168.00	$158.37	$1,162.62	$1,900.00	$1,584.05	$1,900.00
9850 - Insurance	$5,997.75	$0.00	$33,200.74	$41,200.00	$39,178.12	$41,200.00
9852 - Miscellaneous	$716.26	$25.00	$916.93	$300.00	$14250	$300.00

Glenview Community Church
Analysis of Revenues & Expenses - Detail Portrait 2007
Month-to-date, Through December 2007

Accounts	MTDActual (This Year)	MTD Budget (This Year)	YTDActual (This Year)	YTD Budget (This Year)	YTD Actual (Last Year)	Annual Budget (This Year)
9854 . Office Equipment Purchase	$0.00	$333.37	$2,381.55	$4,000.00	$4,159.20	$4,000.00
9855 - Executive Board Expenses	$1,440.00	$100.00	$1,857.17	$1,200.00	$171.31	$1,200.00
9856 - Bank Fees	$11.95	$0.00	$186.85	$0.00	$0.00	$0.00
Total General & Administrative	$26,304.27	$16,589.25	$229,030.71	$240,271.00	$238,648.30	$240,271.00
Stewardship						
9802 - Offering Envelopes	($3.00)	$33.75	$276.54	$405.00	$403.05	$405.00
9803 - Stationery	$0.00	$52.12	$728.80	$625.00	$84825	$625.00
9804 - Postage	($371.31)	$70.38	$1,347.09	$845.00	$618.44	$845.00
9806 - Celebration	$0.00	$4.13	$0.00	$50.00	$24.31	$50.00
9810· Miscellaneous	$0.00	$33.37	$252.50	$400.00	$0.00	$400.00
Total Stewardship	($374.31)	$193.75	$2,604.93	$2,325.00	$1,894.05	$2,325.00
Church Property						
9862 - Facility Staff-Salaries	$9,532.68	$9,832.63	$126,235.27	$117,992.00	$115,892.47	$117,992.00
9864 - Social Security	$729.25	$752.50	$9,736.23	$9,030.00	$8,888.84	$9,030.00
9866 - Health & Accident Ins.	$666.00	$1,979.88	$22,605.50	$23,759.00	$18,804.02	$23,759.00
9868 - Special Non-Recurring Projects	$0.00	$0.00	$0.00	$0.00	$7,926.76	$0.00
9870 - Electricity	$2,381.79	$2,030.00	$26,431.60	$25,370.00	$22,629.83	$25,370.00
9872 - Water	$0.00	$0.00	$2,687.50	$2,575.00	$2,452.76	$2,575.00
9874 - N. I. Gas	$2,040.94	$1,805.00	$20,158.95	$25,705.00	$21,098.19	$25,705.00
9876 - Building Repair	$0.00	$1,120.87	$19,175.59	$13,450.00	$7,979.00	$13,450.00
9878 - Maintenance Supplies	$2,794.05	$1,122.37	$9,053.25	$13,468.00	$15,235.71	$13,468.00
9880 - Maintenance Contracts	$2,420.71	$1,931.25	$32,826.11	$23,175.00	$21,108.07	$23,175.00
9882 - Scavenger	$33083	$300.38	$4,031.57	$3,605.00	$4,133.18	$3,605.00
9884 - Furn., Fixt., Equip. Purchase	$120.73	$340.00	$4,021.03	$4,080.00	$1,980.20	$4,080.00
9885 - Furniture Purchases	$0.00	$0.00	$0.00	$000	$1,109.34	$0.00
Total Church Property	$21,016.98	$21,214.88	$276,962.60	$262,209.00	$249,238.37	$262,209.00
Pageant						
9912 - Pageant	$2,125.78	$125.00	$1,590.28	$1,500.00	$1,333.52	$1,500.00
Total Pageant	$2,125.78	$125.00	$1,590.28	$1,500.00	$1,333.52	$1,500.00
Capital Reserve						
9910 - Capital Reserve Expense	$1,666.00	$1,666.63	$19,992.67	$20,000.00	$12,000.00	$20,000.00
Total Capital Reserve	$1,666.00	$1,666.63	$19,992.67	$20,000.00	$12,000.00	$20,000.00
Total Expenses	$125,142.43	$104,999.28	$1,269,837.29	$1,253,024.00	$1,185,079.06	$1,253,024.00
Net Total	$74,652.37	$45,403.22	($22,657.76)	$36.00	$99,972.43	$3600

Glenview Community Church Monthly
Balance Sheet Year-to-date, Through
December 2007

Accounts

Assets

Current Assets		
Cash		
1010 - Operating Account	$138,486.01	
1200 - Special Petty Cash Fund	$625.00	
Total Cash	$139,111.01	
Investments		
1110 - Housing Trust	$467,568.85	
1120 - Merrill Lynch Govt. MF	$588,836.05	
1130 - Nursery School Vanguard	$53,284.13	
1140 - Romeiser Trust Account	$163,922.00	
1160 - Endowment	$203,862.00	
1180 - Nursery School GSB CD#323510	$28,604.34	
1185 - Endowment Fund II	$761,754.17	
1190 - Nursery School GSB CD#323512	$29,558.76	
Total Investments Prepaid	$2,297,390.30	
Expenses Prepaid Health	$22,667.24	
Insurance Total Current	$3,326.48	
Assets		$2,462,495.03
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		$8,725,773.53

Liabilities, Fund Principal, & Restricted Funds

Liabilities		
Fixed Assets		
0001 - Represented by Fixed Assets	$6,263,278.50	
Total Fixed Assets		$6,263,278.50
Total Liabilities		$6,263,278.50
Fund Principal		
0002 - Beginning Balance-General Fund	$87,520.52	
Excess Cash Received	($22,657.76)	
Total Fund Principal and Excess Cash Received		$64,862.76
Restricted Funds		
Total Temporarily Restricted Total	$799,033.53	
Permanently Restricted Total	$1,598,598.74	
Restricted Funds		$2,397,632.27
Total Liabilities, Fund Principal, & Restricted Funds		$8,725,773.53

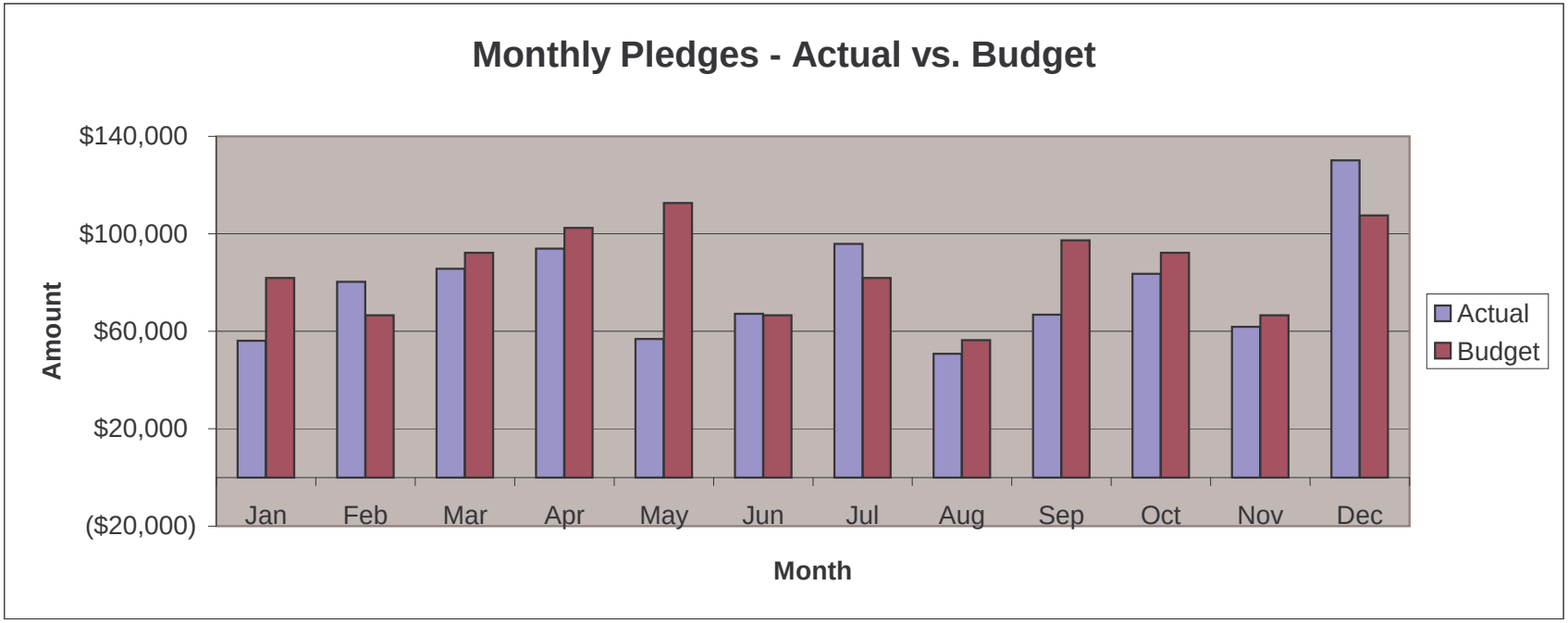
2007 PLEDGE CONTRIBUTION REPORT

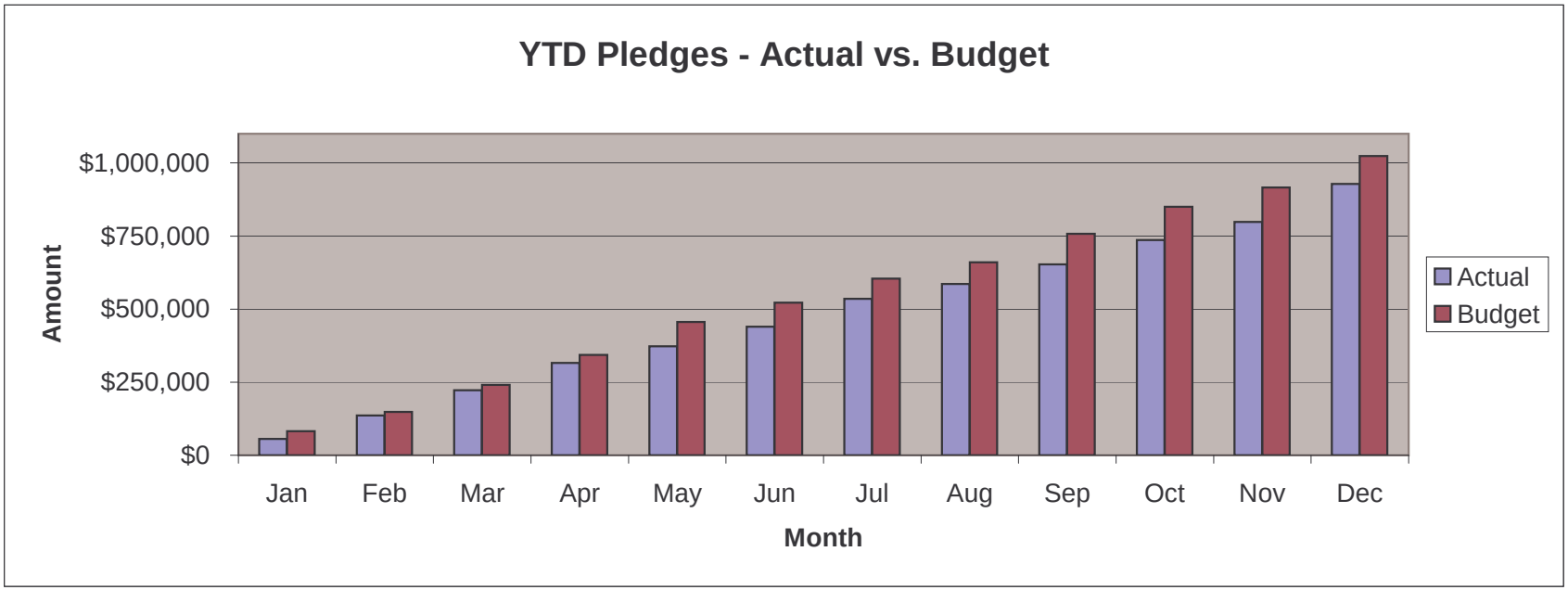
Month		Pledge Contributions
January	$	56,063.34
February		80,293.16
March		85,668.95
April		93,927.70
May		56,778.54
June		67,220.94
July		95,823.69
August		50,718.28
September		66,794.16
October		83,534.35
November		61,851.32
December		130,154.13
2007 Pledge Contributions - Actual	$	928,828,56
2007 Pledge Contributions - Budget	$	1,024,000,00
Actual % to Budget		90,7%

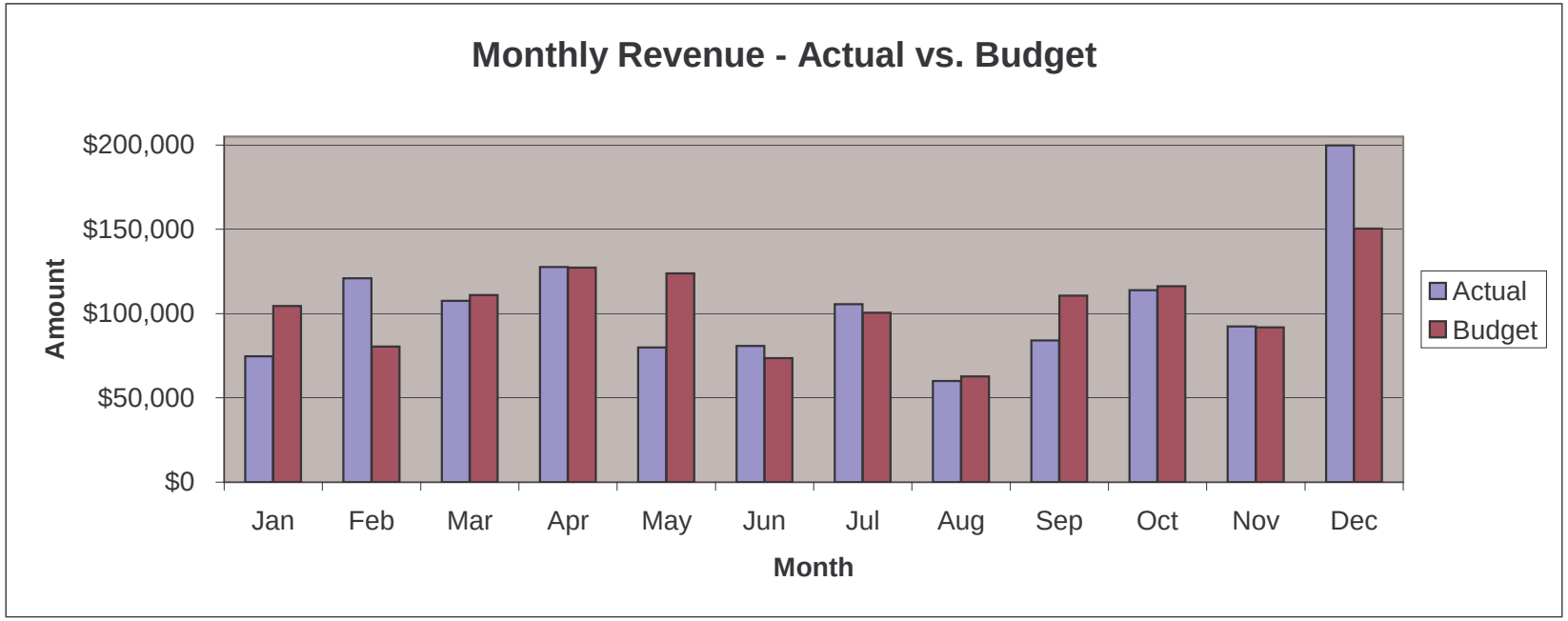
Glenview Community Church
YTD Revenue Expense Summary

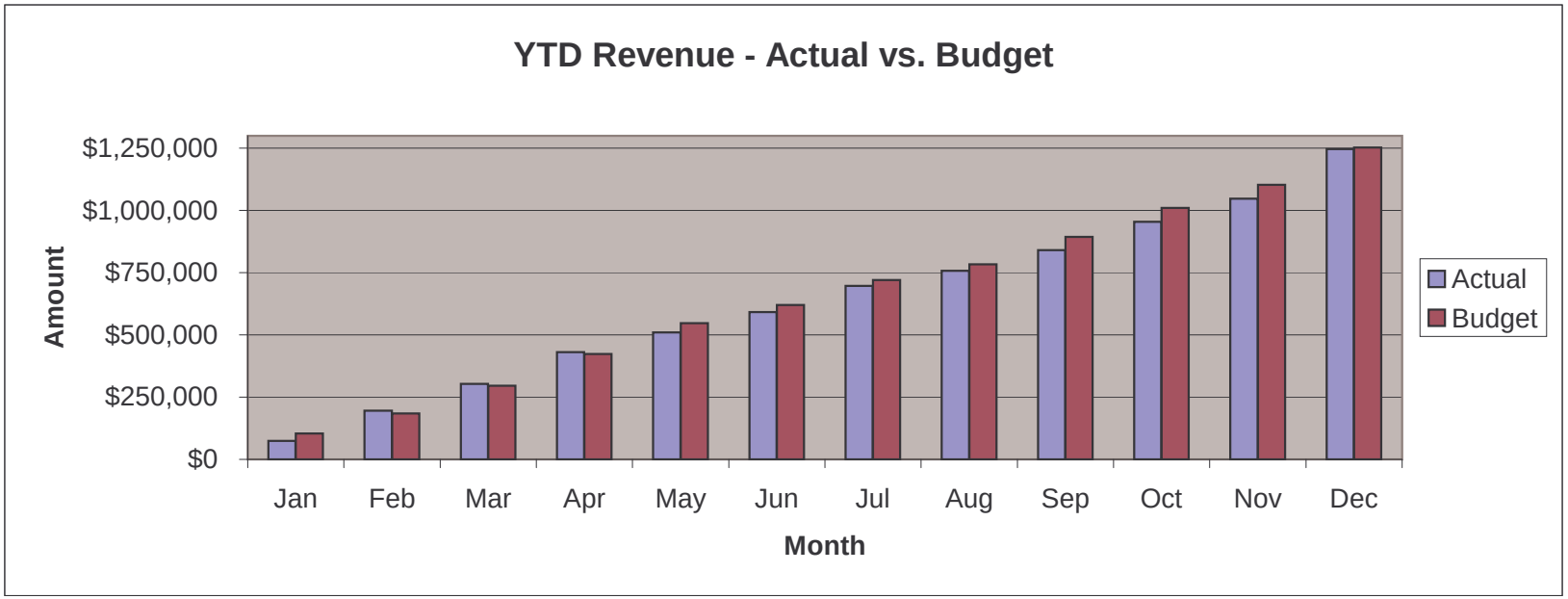
	Dec-07	YTD Actual	YTD Budget	YTD Over/(Under) Budget	Notes
					General Note: Most revenue accounts and certain expenses have been seasonally adjusted.
Revenues					
Contributions	180,213.49	1,109,362.85	1,124,300.00	(14,937.15)	YTD - Current $95k U; Prior $7k U; Non-Pledge $53k F; Over-Pledge $40k F
Loose Offerings	2,112.96	11,131.78	11,000.00	131.78	
Women's Assoc	-	8,000.00	8,000.00	-	
Fees & Nursery School	4,220.65	32,894.75	35,010.00	(2,115.25)	Building Fees YTD $3,000 U
Interest	1,036.32	17,213.74	12,100.00	5,113.74	
Housing Trust	-	22,128.26	25,000.00	(2,871.74)	
Endowment I	-	3,573.69	6,500.00	(2,926.31)	
Endowment II	618.78	14,789.56	13,000.00	1,789.56	
Mission Offering	11,782.60	28,084.90	15,000.00	13,084.90	
Special Offerings	(190.00)	-	-	-	
Music Transfer	-	-	3,150.00	(3,150.00)	
Total Revenues	199,794.80	1,247,179.53	1,253,060.00	(5,880.47)	
Expenses					
Pastoral	48,225.80	577,152.84	574,361.00	2,791.84	Insurance YTD $1,000 U; Salaries $2,000 U
Missions	19,979.10	126,442.90	113,358.00	13,084.90	
Children's Ministry	2,524.10	6,649.57	6,900.00	(250.43)	
Confirmation & Youth	1,858.62	7,253.09	7,350.00	(96.91)	
Pastoral Care	77.52	694.54	900.00	(205.46)	
Membership	-	2,699.03	3,500.00	(800.97)	
Adult Education	449.00	1,275.56	2,250.00	(974.44)	
Services & Sacraments	-	444.95	500.00	(55.05)	
Fellowship	82.96	890.54	650.00	240.54	
Music	1,206.61	16,153.08	16,950.00	(796.92)	
Stewardship	(374.31)	2,604.93	2,325.00	279.93	
General & Administrative	26,304.27	229,030.71	240,271.00	(11,240.29)	Primarily - Insurance - $8,000 F; Salaries $5,000 F
Church Property	21,016.98	276,962.60	262,209.00	14,753.60	Primarily - Building R&M $11,000 U; Salaries $8,000 U; Gas $5,000 F
Pageant	2,125.78	1,590.28	1,500.00	90.28	
Capital Reserve	1,666.00	19,992.67	20,000.00	(7.33)	
Long Range Plan Funds	-	-	-	-	
Total Expenses	125,142.43	1,269,837.29	1,253,024.00	16,813.29	
Net	74,652.37	(22,657.76)	36.00	(22,693.76)	
General Fund	64,862.76				
Capital Reserve	225,917.72				

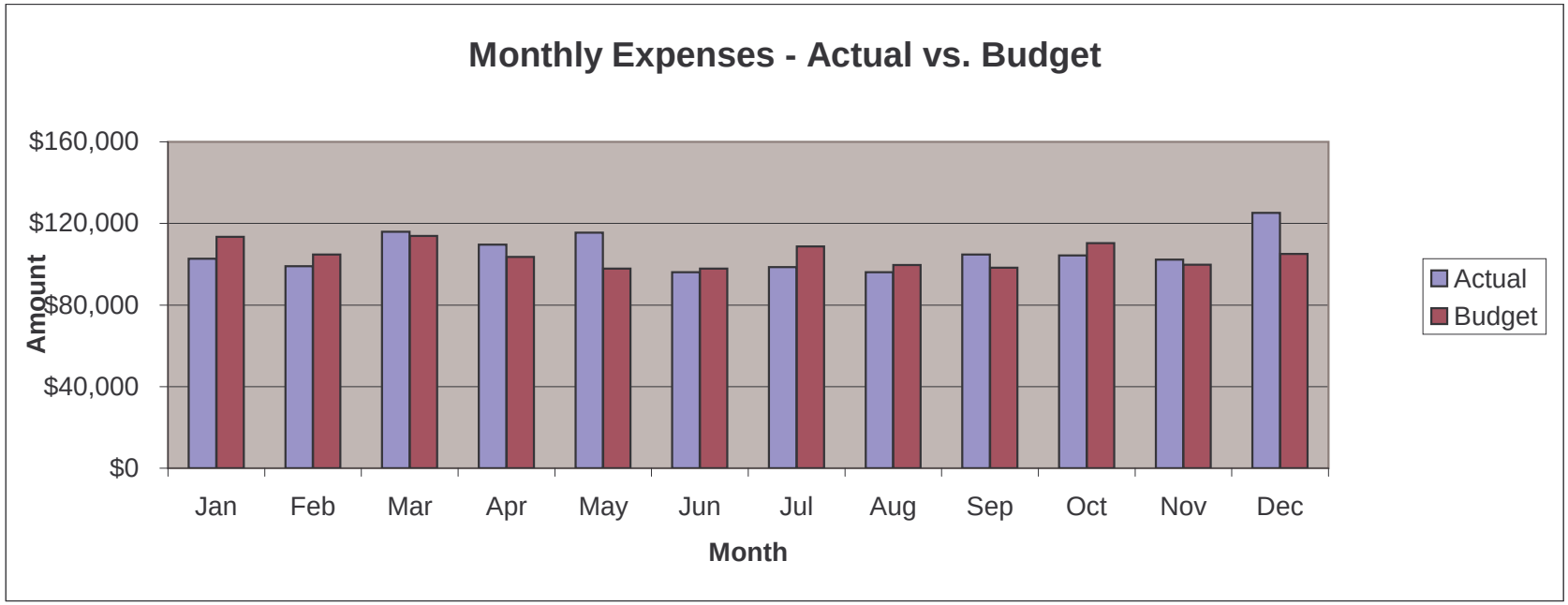
F : Favorable to Budget; U : Unfavorable to Budget

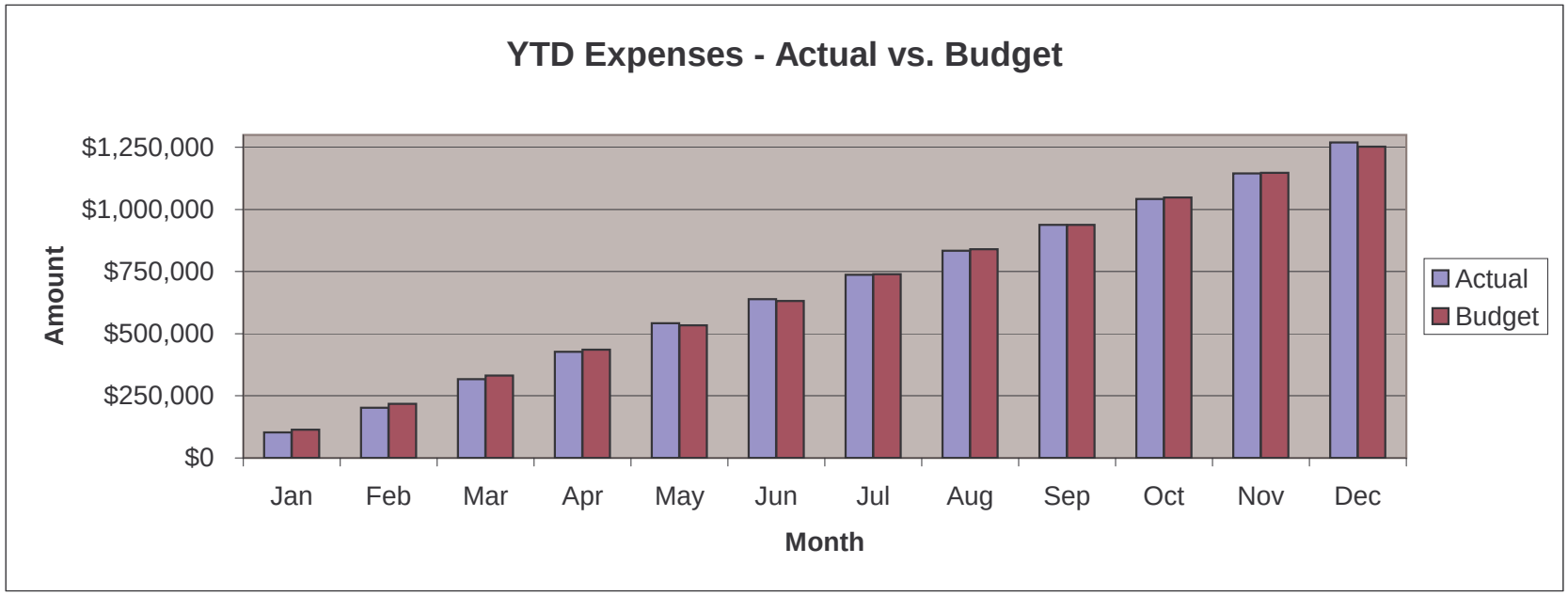

Monthly Pledges - Actual vs. Budget
$140,000
$100,000
$60,000
$20,000
($20,000)
Amount
Jan
Feb
Mar
Apr
May
Jun
Jul
Aug
Sep
Oct
Nov
Dec
Month
Actual
Budget

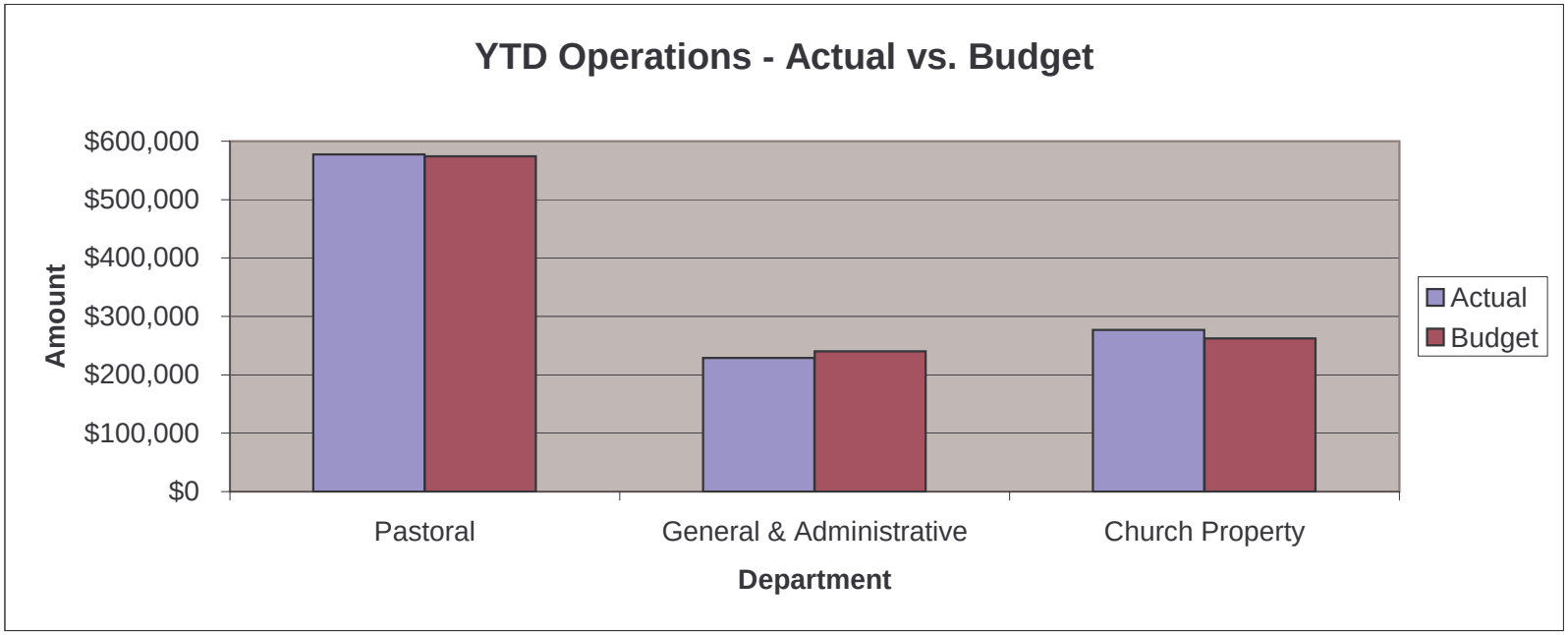

YTD Pledges - Actual vs. Budget
$1,000,000
$750,000
$500,000
$250,000
$0
Amount
Jan
Feb
Mar
Apr
May
Jun
Jul
Aug
Sep
Oct
Nov
Dec
Month
Actual
Budget

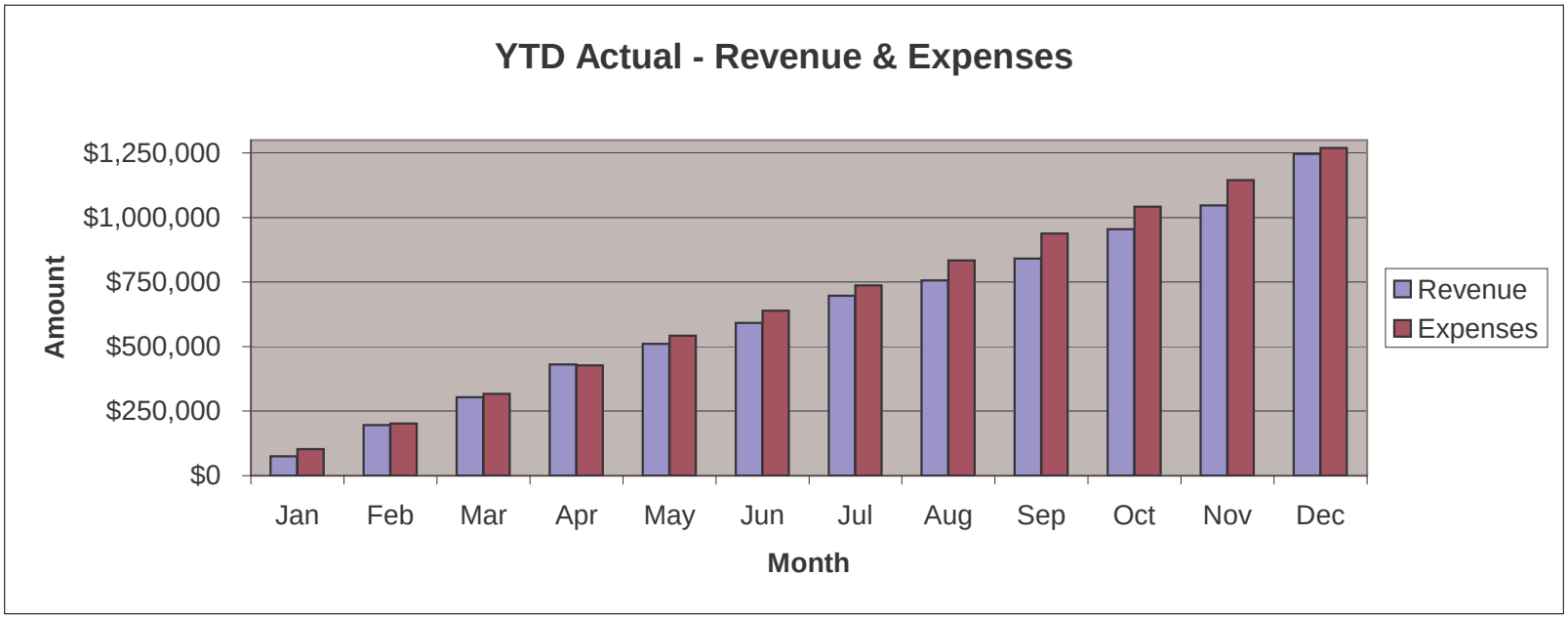

Monthly Revenue - Actual vs. Budget
$200,000
$150,000
$100,000
$50,000
$0
Amount
Jan
Feb
Mar
Apr
May
Jun
Jul
Aug
Sep
Oct
Nov
Dec
Month
Actual
Budget


YTD Revenue - Actual vs. Budget
$1,250,000
$1,000,000
$750,000
$500,000
$250,000
$0
Amount
Jan
Feb
Mar
Apr
May
Jun
Jul
Aug
Sep
Oct
Nov
Dec
Month
Actual
Budget


Monthly Expenses - Actual vs. Budget
$160,000
$120,000
$80,000
$40,000
$0
Amount
Jan
Feb
Mar
Apr
May
Jun
Jul
Aug
Sep
Oct
Nov
Dec
Month
Actual
Budget


YTD Expenses - Actual vs. Budget
$1,250,000
$1,000,000
$750,000
$500,000
$250,000
$0
Amount
Jan
Feb
Mar
Apr
May
Jun
Jul
Aug
Sep
Oct
Nov
Dec
Month
Actual
Budget


YTD Operations - Actual vs. Budget
$600,000
$500,000
$400,000
$300,000
$200,000
$100,000
$0
Amount
Pastoral
General & Administrative
Church Property
Department
Actual
Budget


YTD Actual - Revenue & Expenses
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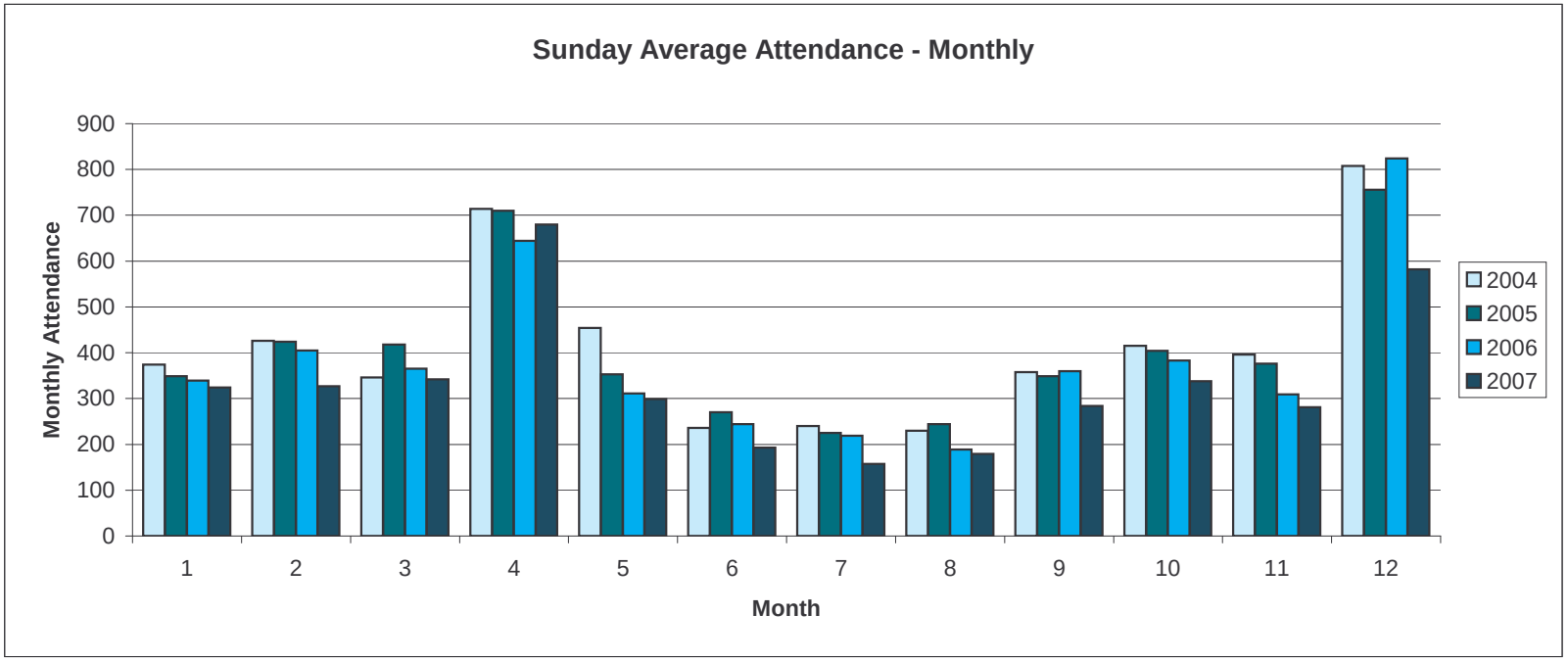
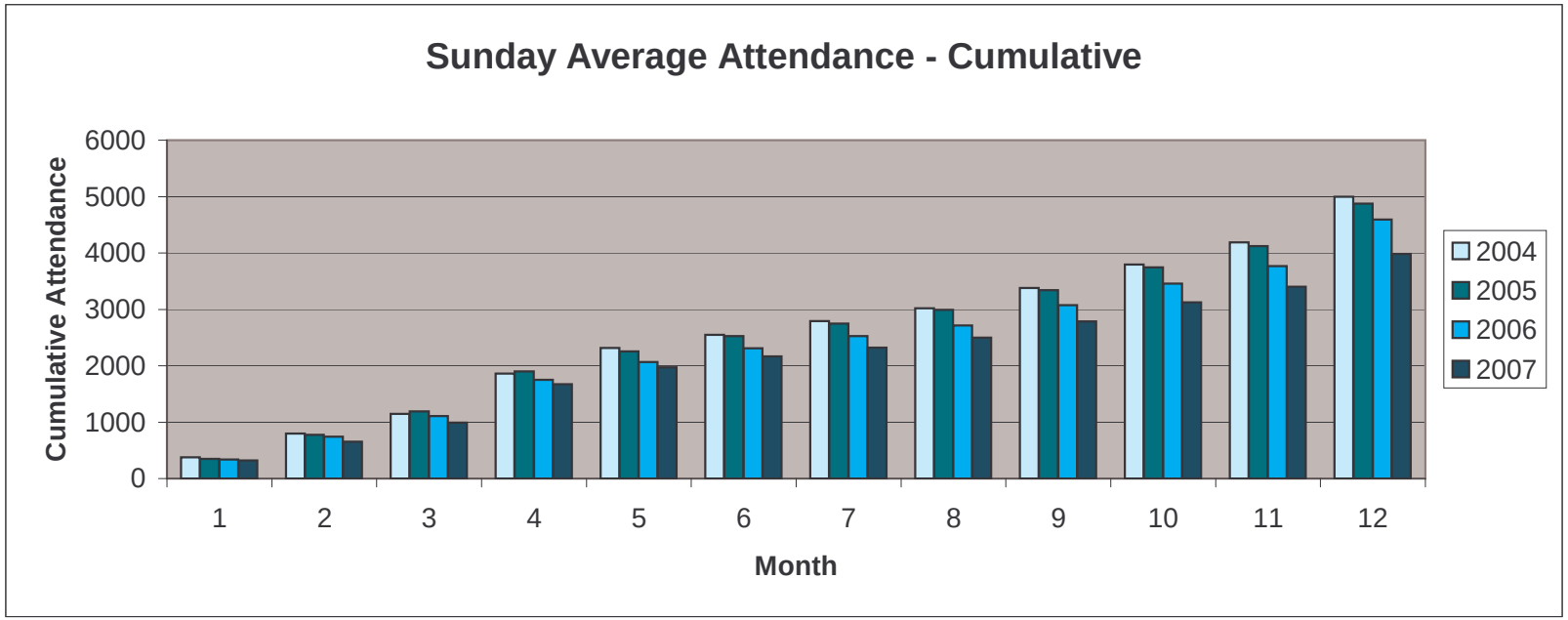
$1,000,000
$750,000
$500,000
$250,000
$0
Amount
Jan
Feb
Mar
Apr
May
Jun
Jul
Aug
Sep
Oct
Nov
Dec
Month
Revenue
Expenses


Sunday Average Attendance - Monthly
Monthly Attendance
900
800
700
600
500
400
300
200
100
0
1
2
3
4
5
6
7
8
9
10
11
12
Month
2004
2005
2006
2007


Sunday Average Attendance - Cumulative
Cumulative Attendance
6000
5000
4000
3000
2000
1000
0
1
2
3
4
5
6
7
8
9
10
11
12
Month
2004
2005
2006
2007

Glenview Community Church
Summary of Issues/Concerns Received, Actions Taken and Actions Planned
January 13, 2008

Early in 2007, the Personnel and Ministerial Relations Committee (PMRC) of the Executive Board met with individual congregants to listen to concerns they had about GCC. Ultimately three large meetings (attendance of 60 to 80) were held, with the last one publicized in the Broadcaster in order to allow those who did not hear by word of mouth to attend. While it is recognized there is an ongoing need to increase communication within the congregation to obtain input from a broader cross-section of the congregation as well as a need to continue garnering input for opportunities to improve our processes, there were several questions and concerns that were raised in these initial meetings that both PMRC and the Executive Board felt could and should be addressed right away. The table below represents some of the answers, actions taken and actions planned in addressing various questions & concerns. The *'Issues/Concerns'* column in the table below represents a brief summary of the most prevalent issues raised in the previous discussions PMRC had with individual GCC members, letters, email messages, and the larger group meetings. The *'Topic'* column represents the key areas addressed at the January 13 Congregational Forum and how each of the previously discussed issues aligns with these topics:

1 - Leadership in the Church
2 - Increasing Membership & Member Commitment
3 - Encouraging Active Participation in Mission
4 - Inspirational Programs for All Ages

It is recognized that neither PMRC nor the Executive Board has yet had the opportunity to obtain input from a full and representative sample of the congregation. In fact, one of the purposes of the Congregational Forum on January 13 and others to follow is to initiate a dialog that involves all interested members of GCC and identifies growth opportunities for GCC.

Issues/Concerns	Actions Taken	Actions Planned	Topic
• Leadership has not provided an effective forum to voice concerns • People have not been heard • The meetings early in 2007 only heard from some, not representative of the congregation • We need more open dialog on issues	• Brainstorming with the Boards initiated to allow congregation to speak directly to those making decisions in order to foster communications and seek creative new ideas and solutions • Congregational Forum initiated to begin dialog around key subjects involved in revitalizing GCC • "Conflict Transformation Skills for Churches" workshop was conducted (was planned and funded before meetings on the issues were held and was re-planned based on the input) • PMRC established comments box and email address to receive input from congregants and continues to discuss and act on input received	• Continue with Congregational Forum if it proves successful • Board meetings, including Executive Board open to congregants • "Healthy Congregations" workshop recommended for Spring 2008 • Plan for more visibility of church leadership and staff including introductions at worship services, 'Board Moments,' ongoing board hosting of coffee hours with information table	1

Glenview Community Church
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January 13, 2008

Issues/Concerns	Actions Taken	Actions Planned	Topic
• GCC is run more like a business and less like a church	• GCC had been running deficits and was taking from trust funds to finance current operations – not a sustainable financial approach • In 2006 a financial surplus was produced • Since 2006, the Executive Board has passed balanced budgets – this will continue in 2008	• While the primary purpose of GCC is to serve the needs of its members, the community and society, work will continue to ensure the financial security of GCC	1
• Some on staff lack experience and make mistakes • Staff not responsive to the needs of congregation • Web site is not functional or useful	• PMRC invited every staff member to meet individually with the committee in Spring 2007 for input/feedback of any kind, including issues brought before PMRC by congregants • Web site updated and maintained	• PMRC will meet with each staff member at least once each year • PMRC will meet with each called minister on a regular basis and will discuss staff performance as part of those meetings	1
• Current senior leaders do not have adequate managerial skills • There is a lack of leadership	• PMRC discussed the input from the meetings with the ministers to assess current practices/goals and review what is working and what is not • PMRC discussed job performance during several meetings in 2006/2007 and provided feedback • PMRC reviewed the performance of all staff members with Senior Minister	• PMRC continues to meet with called ministers and staff and continues to review individual goals and performance and provide feedback • PMRC will discuss staff member performance as part of those meetings	1
• Boards not involved in hiring decisions	• Search committees established for Organist, Interim Adult Choir Director, Adult Choir Director and Facilities Manager involving appropriate boards and congregants – hiring for both roles done with input from appropriate segments of GCC	• Broad-based search committees with input from the relevant boards and stakeholders will continue to be used	1
• GCC is a congregational church and members should be more involved in decisions • Decisions seem to be made without adequate debate and then presented as final	• Executive Board is voice of the congregation and has been and will be involved in substantive changes in policy or practice • Individual boards also represent the congregation and are charged with making decisions pertaining to their responsibilities (Services/Sacraments, Pastoral Care, Missions, Children's', etc) • Changes have been communicated in bulletin, Broadcaster, and worship services and will continue	• Executive Board agendas are available online and the Friday before each EB meeting, interested congregants are welcome to attend and comments can be made by pre-arranging with Moderator. • Planning Committee of Executive Board is in process of evaluating GCC constitution and bylaws for improvements – all changes require congregational vote approval.	1

Glenview Community Church
Summary of Issues/Concerns Received, Actions Taken and Actions Planned
January 13, 2008

Issues/Concerns	Actions Taken	Actions Planned	Topic
• Why do we need three called ministers?	• Each of the three called ministers was 'called' as a result of congregational approval. • Executive Board is working with the called ministers to evaluate staffing from a strategic perspective	• Executive Board and the called ministers will re-evaluate the needs of the church and the functions that should be provided • Final decisions will be made by Executive Board	1
• Several comments on the cleanliness of the facility	• Facilities Manager was terminated and new Facilities Manager hired • Scheduling of custodians was changed to allow more time for cleaning and for cleaning at more appropriate times • Outside services engaged to provide extra cleaning services for rest rooms	• Evaluating changes in the custodial staff scheduling • Evaluating options for volunteer staffing of office desk during Sundays and weekday evenings to free facility staff for custodial duties	1
• Scheduling of the facility is not responsive to needs of congregation	• Executive Board re-evaluated building schedule and established policy • Volunteer key holder program established Fall 2007 - selected volunteer GCC members will be provided with keys to open the church outside of pre-scheduled hours	• The new Facilities Manager will be charged with evaluating the staffing to seek opportunities to have the church open longer hours without significantly increasing costs	1
• Several comments on the contents and makeup of worship services	• Senior Minister meets regularly with Services & Sacraments Board to discuss input on worship services and will continue to do so • Adult Education Board worked with called ministers to organize the CTS classes offered at GCC in Fall 2007 • Adult Education Board explored additional spiritual growth opportunities	• Senior Minister meets with Adult Education Board to research additional educational opportunities	2
• Why was Maundy Thursday service that was used for so many years discontinued?	• Our previous Maundy Thursday Last Supper Re-enactment was discontinued in 2002 (Doug Runnels was Senior Minister at the time). Director stepped down in 2001 and no one was willing to take on the task. A number of formats have been used since then .	• Re-launching a similar event is always an option – interested congregants can bring this up either with Services/Sacraments Board, Adult Education Board, or any of the called Ministers.	2

Glenview Community Church
Summary of Issues/Concerns Received, Actions Taken and Actions Planned
January 13, 2008

Issues/Concerns	Actions Taken	Actions Planned	Topic
• Special ID required to use hearing devices during services	• This process is the typical procedure by other churches as researched by Marilyn Belleau	• The use of the ID's to use the hearing devices will continue	2
• Should do an analysis of worship and church school attendance	• PMRC with assistance of Membership Board presented Executive Board a summary of attendance and stewardship campaigns over the past 10 years • Expanded attendance and financial information provided in the Executive Board packet every month • Executive Board packet has been made available on the GCC web site every month and will continue to be made available	• Membership and Stewardship Boards will continue to analyze and make use of this data in establishing future goals and programs	2
• Financial information is kept confidential	• Extensive and expanded financial information is now included in the Executive Board packet every month and packet is posted on the GCC web site	• The Executive Board will continue to evaluate the information it needs to do its work effectively and will make the information available to congregants	2
• Lack of support for missions • Missions are just money – not hands on	• Successful GCC adult hands-on mission trip to Back Bay Mission trip held Sept 2007 – involving members of our congregation working on homes in Biloxi • 2007 – GCC Missions Board was gifted additional ~$10,000 from surplus revenue from 2006 year end	• The Mission Outreach Board will continue to evaluate hands-on mission opportunities and will sponsor more such programs in the future • The stewardship campaign will continue to reinforce the fact that those who do not pledge but do give are reducing the money available to the Mission Outreach Board as the money allocated is based on contributions received against pledges	3
• Transient interns not appropriate for strong youth ministry • Ministers do not care about youth	• Youth Director hired to replace Student Associate –a more permanent position with increased time available for high school and "middler" students • Resultant unbudgeted increase in salary ; Executive Board felt it prudent to proceed and obtain the money later	• The Confirmation & Youth Board will continue to evaluate the youth program and will continue to make improvements as needed going forward	4