

GRAND RAPIDS EVANGELICAL FREE CHURCH ANNUAL REPORT FOR 2022



January 24, 2023

GREFC 2022 Annual Meeting Agenda

January 24, 2023

1. Prayer
2. Minutes from October Quarterly Meeting
3. Elder Report - Quintin Legler
 - a. Recognizing Matt Grose & Ron Killian for Elder Service
 - b. New Elder Chairman and new Elders
4. Executive Board Reports
 - a. Chairman Overview – Quintin Legler
 - i. Change to Business Meeting formats
 - b. Financial Secretary Report – Marilyn Isaac
 - c. Treasurer Report – Lorraine Curtiss
 - d. Facilities Report – Scott Schwake
5. Sr. Pastor Report – Pastor Micah Labovitch
6. Ministry Reports
 - a. Children’s Ministries and Preschool – Sarah Schrapp
 - b. Jr. High Student Ministries – Jeff Staudahar
 - c. Sr. High Student Ministries – Kevin and Angie Geisler
 - d. Young Adult Ministries – Rebecca Nelson
 - e. Men’s Ministry – Tim Hasbargen
 - f. Women’s Ministry – Kristen Panchyshyn
 - g. Legacy Builders – Gary or Donna Bordner
 - h. Bereavement Team – Diane Legler
 - i. Connecting & Hospitality – Jim Azure
 - j. MidWeek Meal Ministry – Karla King
 - k. Missions Committee – Marilyn Isaac
 - l. Safety Team – Quintin Legler
 - m. Welcome Team – Michelle Schwake
 - n. Worship Ministry – Frank Gangi and Alicia Alleman
7. Old Business
8. New Business
 - a. 2023 Budget
 - b. Voting on New Members
 - i. Nate Lindner
 - ii. Chris Bishop
 - iii. Kelli Bishop
 - c. 2022 Ministry Summary Video
 - d. Vote Results
9. Prayer & Adjournment

**Grand Rapids Evangelical Free Church
Quarterly Business Meeting
October 25, 2022**

Matt Grose opened the meeting with prayer.

1. Lisa Myrnak made a motion to approve the agenda; it was seconded by Dan Carlson, and the motion passed.
2. Minutes of the annual business meeting held on July 19, 2022 were distributed and reviewed. Larry Curtiss made a motion to approve the minutes as written; it was seconded by Jason Green, and the motion passed.
3. Officer and Pastor Reports –
 - A. Elder Report – Larry Curtiss reported that the Elders have been busy editing the Associate Pastor job description, meeting monthly for prayer and training of new Elders, and working with the Task Force.
 - B. Executive Board Chair Report – Matt Grose reported that the Executive Board has been working on updating the staff job descriptions, Constitution and Bylaws over the past year. The Board has been carefully monitoring the 2022 budget and making decisions based on giving and expenses. A Google drive has been put in place for ease in sharing documents with the Board members as well as other church staff.
 - C. Financial Secretary Report – Marilyn Isaac reported on the following:
YTD General giving for 2022 = \$319,643.90 vs. 2021 YTD giving of \$294,769.76.
 - D. Treasurer’s Report – Lorraine Curtiss presented the 3rd quarter 2022 financial report. Copies of the report were distributed and reviewed. 2022 YTD expenses paid = \$376,159.27 vs. YTD budgeted expenses of \$370,638.74.

Bank Account Balances:	Checking	\$ 3,144.16
	Preschool Checking	6,528.77
	Cash Reserves	42,084.51
	Capital Improvements	2,151.19
	Pre-School	7,696.21
	Discretionary Savings	<u>0.00</u>
	Total Cash in Bank	\$104,408.14

Lorraine reported that \$150,000 of an anonymous donation was used to pay down the mortgage.

Lisa Myrnak made a motion to approve both the Financial Secretary and Treasurer’s reports; it was seconded by Vicki Azure, and the motion passed.

- E. Lead Pastor Report – Pastor Micah reported that he has been settling in since July and has been connecting with the North Central EFCA district in Brainerd a couple of times. He also reported on spending time building great relationships with the Elders, Executive Board and staff, implementing a new document to assist with the budgeting process, and conducting training with the Elders using great “church Elder” books.

ELDER ANNUAL REPORT 2022

The 2022 elder board consisted of Dan Carlson, Larry Curtiss, Matt Grose, Ron Killian, Quintin Legler, Pastor Steve Wick, Interim Pastor Ron Weller, the latter two before they left, and Pastor Micah Labovitch once he arrived. The elders met monthly to pray, evaluate the effectiveness of ministries, strategize, plan, and study. We continued with an extra meeting each month to devote to prayer and study. We have tried to develop greater community among the elders and have included some younger men in this time to mentor potential future elders.

We have spent much time in pray corporately or individually as needs have arisen. We do truly find it an honor to be able to do that and rejoice over many answered prayers.

The elders also managed the benevolent fund. Because of the generosity of the church, we have been able to bless many people in our church and community, helping with bills and emergency funds or supplies to help get people through a difficult time. We believe this is a great reflection on the people of our church and demonstrates well the fulfilling of our vision.

The elders have tried to help guide our church to being elder led and are continuously looking for ways to assist in the pastoral ministry. We have continued to try and be more proactive engaging with ministry leads by having elder liaisons with each ministry.

A special thanks to Matt Grose and Ron Killian for their many, many years of service, they will be missed.

Qrt. 4 Report

	General	Design	Misc.	Total	Wk Budget	Designation
10/2/2022	\$ 9,324.00	\$ 2,046.50	\$ 1,360.00	\$ 12,730.50	\$ 9,592.99	Bdg/Ben/Mi/Wed
10/9/2022	\$ 5,580.00	\$ 982.45	\$ 1,870.00	\$ 8,432.45	\$ 9,592.99	Bdg/Ben/Mi/Wed
10/16/2022	\$ 9,527.24	\$ 916.50	\$ 728.00	\$ 11,171.74	\$ 9,592.99	Bdg/Ben/Wed
10/23/2022	\$ 9,994.00	\$ 340.00		\$ 10,334.00	\$ 9,592.99	Bdg/Ben/Miss
10/30/2022	\$ 15,748.00	\$ 1,386.00	\$ 623.94	\$ 17,757.94	\$ 9,592.99	Bdg/Ben/Miss/Wed
Total	\$ 50,173.24	\$ 5,671.45	\$ 4,581.94	\$ 60,426.63	\$ 47,964.95	
	General	Design	Misc.	Total	Wk Budget	Designation
11/6/2022	\$ 14,926.00	\$ 641.00	\$ 2,228.00	\$ 17,795.00	\$ 9,592.99	Bdg/Ben/Miss/Wed
11/13/2022	\$ 7,133.54	\$ 367.00	\$ 422.68	\$ 7,923.22	\$ 9,592.99	Bdg/Ben/Wed
11/20/2022	\$ 10,243.00	\$ 941.25	\$ 188.00	\$ 11,372.25	\$ 9,592.99	Bdg/Ben/Wed
11/27/2022	\$ 7,421.00	\$ 370.00	\$ 395.00	\$ 8,186.00	\$ 9,592.99	Bdg/Ben/Miss
Total	\$ 39,723.54	\$ 2,319.25	\$ 3,233.68	\$ 45,276.47	\$ 38,371.96	
	General	Design	Misc.	Total	Wk Budget	Designation
12/4/2022	\$ 10,196.00	\$ 1,028.00	\$ 2,287.00	\$ 13,511.00	\$ 9,592.99	Bdg/Ben/Miss/Wed
12/11/2022	\$ 30,073.55	\$ 621.00	\$ 1,046.00	\$ 31,740.55	\$ 9,592.99	Bdg/Ben/Miss/Wed
12/18/2022	\$ 10,459.91	\$ 1,110.00	\$ 103.75	\$ 11,673.66	\$ 9,592.99	Bdg/Ben/Miss
12/25/2022	\$ 28,622.00	\$ 582.00	\$ 350.00	\$ 29,554.00	\$ 9,592.99	Bdg/Ben/Miss
12/31/2022	\$ 15,952.00	\$ 3,020.00	\$ 860.00	\$ 19,832.00	NA	Ben/Miss
Total	\$ 95,303.46	\$ 6,361.00	\$ 4,646.75	\$ 106,311.21	\$ 38,371.96	
Qtr 4 Total	\$ 185,200.24	\$ 14,351.70	\$ 12,462.37	\$ 212,014.31	\$124,708.87	
YTD	\$ 496,888.47	\$ 43,278.26	\$ 45,272.74	\$ 585,439.47	\$498,835.48	



General Fund Performance Through Dec 2022

Income-Expense (Net Income)

2022 Dec \$40,749.13
2022 YTD \$ 8,121.81
2021 YTD (\$25,911.78)

Expenses

2022 Dec expenses: \$ 54,115.08
2022 YTD budgeted for exp. \$500,018.35
2022 YTD expenses paid: \$497,659.40
2021 YTD expenses paid: \$435,069.80**

Giving

Dec 2022 Giving: \$ 94,864.21
2022 YTD Giving: \$505,781.21
2021 YTD Giving: \$409,158.02**

***indicates adjusted balances for comparability*

Designated Giving (Specific Funds)

2022 Building..... Dec.: \$1,255.00.....YTD: \$20,373.09
2022 Missions Dec : \$3,722.00.....YTD: \$11,612.00
2022 Benevolent Fund Dec.: \$ 980.00YTD: \$ 9,138.22

Accounts end of Dec 2022

GF Checking	\$35,831.79
Preschool Checking	\$ 6,362.73
Savings Account:	\$86,942.03
• Cash Reserves	\$22,087.33
• Capital Improvements	\$2,151.19
• Pre School	\$7,696.21
• <u>Discretionary Savings</u>	<u>\$55,007.30</u>
Total Cash Available	\$129,136.55

CIF MORTGAGE (Dec 31, 2022) \$611,331.50

CIF MARKET FUND (Dec 31, 2022) \$150,808.97

Phone 218-327-9343

E-mail: office@grefc.org - Website: www.grefc.org

Statement of Activities

General Fund

December 31, 2022

Account Shortcut and Description	YTD Actual	YTD Budget	YTD as % of Annual Budget	Annual Budget
Income				
Contributions				
40000 Tithes/Offerings	496,401.97	500,018.35	99.27	500,018.35
Other Income				
40050 Adult Ministry Donations	370.00	0.00	0.00	0.00
40060 Children's Ministry Donations	48.00	0.00	0.00	0.00
40090 Other Income	1,710.86	0.00	0.00	0.00
40070 Elder Donations	0.00	0.00	0.00	0.00
40080 Youth & Young Adult Donations	4,605.43	0.00	0.00	0.00
40100 Special Events	320.00	0.00	0.00	0.00
40110 Wednesday Night Meals Donations	2,324.95	0.00	0.00	0.00
Other Income Totals:	9,379.24	0.00	0.00	0.00
Income Totals:	505,781.21	500,018.35	101.15	500,018.35
Expense				
Adult Ministries				
50000 Community Groups	18.50	1,000.00	1.85	1,000.00
50010 Connecting & Hospitality	1,094.24	800.00	136.78	800.00
50020 Grandparenting	0.00	500.00	0.00	500.00
50030 Library	48.12	200.00	24.06	200.00
50040 Men's Ministry	542.42	1,200.00	45.20	1,200.00
50050 Welcome	0.00	500.00	0.00	500.00
50060 Women's Ministry	1,285.57	1,750.00	73.46	1,750.00
50070 Worship	2,621.03	3,600.00	72.80	3,600.00
50080 Bereavement Team	320.60	0.00	0.00	0.00
50090 Wednesday Night Meals Exp.	2,349.39	0.00	0.00	0.00
Adult Ministries Totals:	8,279.87	9,550.00	86.70	9,550.00
Children's Ministries				
51000 Camp Scholarships	100.00	400.00	25.00	400.00
51010 Kids Groups	506.67	800.00	63.33	800.00
51020 Family Nights	319.06	600.00	53.17	600.00
51030 Ministry Expense	474.84	600.00	79.14	600.00
51040 Nursery	161.73	200.00	80.86	200.00
51050 Pathfinders	2,195.86	1,900.00	115.57	1,900.00
51060 Supplies - Children's Ministry	982.27	650.00	151.11	650.00
Children's Ministries Totals:	4,740.43	5,150.00	92.05	5,150.00
Elders				
52000 Background Checks	473.25	200.00	236.62	200.00

Account Shortcut and Description	YTD Actual	YTD Budget	YTD as % of Annual Budget	Annual Budget
52010 Elder Blessing	1,038.80	1,000.00	103.88	1,000.00
52020 Elder Retreat	0.00	1,000.00	0.00	1,000.00
52030 Guest Speakers	600.00	500.00	120.00	500.00
52040 Misc. - Comm. Supplies, Sermon	1,696.27	1,750.00	96.92	1,750.00
52050 Pastoral Transition	13,011.73	2,000.00	650.58	2,000.00
52060 Training & Equipping	301.35	2,000.00	15.06	2,000.00
Elders Totals:	17,121.40	8,450.00	202.62	8,450.00
Facility				
53000 Landscaping	1,470.00	1,000.00	147.00	1,000.00
53010 Decorating	0.00	1,000.00	0.00	1,000.00
53020 Furnishings	641.83	600.00	106.97	600.00
53030 Insurance - Commercial	11,565.70	9,800.00	118.01	9,800.00
54000 Kitchen Equipment	1,705.78	750.00	227.43	750.00
54010 Kitchen Supplies	3,190.83	525.00	607.77	525.00
55000 Carpet Cleaning	183.55	2,000.00	9.17	2,000.00
55010 Cleaning Supplies	2,099.60	1,000.00	209.96	1,000.00
55020 Maintenance - General	7,461.06	3,500.00	213.17	3,500.00
55030 Snow Plowing	2,250.00	2,000.00	112.50	2,000.00
56010 Mortgage Principal	42,181.47	41,209.92	102.35	41,209.92
56011 Mortgage Interest Exp.	31,188.45	32,160.00	96.97	32,160.00
56020 Security	2,112.90	900.00	234.76	900.00
56030 Utilities	18,235.01	14,000.00	130.25	14,000.00
Facility Totals:	124,286.18	110,444.92	112.53	110,444.92
Office				
60000 Communications	1,074.89	2,300.00	46.73	2,300.00
60010 Copiers/maint/toner,etc.	3,856.80	3,500.00	110.19	3,500.00
60020 Equipment & Computers	698.46	1,500.00	46.56	1,500.00
60030 Financial Fees, Checks, Website	6,589.13	4,500.00	146.42	4,500.00
60040 General Office Supplies	1,722.00	1,200.00	143.50	1,200.00
60050 Acctg. Services	5,490.00	5,400.00	101.66	5,400.00
60060 Postage	1,118.21	800.00	139.77	800.00
60070 Technology Services	3,431.83	2,500.00	137.27	2,500.00
Office Totals:	23,981.32	21,700.00	110.51	21,700.00
Personnel				
60080 Payroll Services	2,415.00	1,000.00	241.50	1,000.00
61000 Acctg. Asst	6,732.00	6,864.00	98.07	6,864.00
61010 Admin. Assistant	13,265.10	14,508.00	91.43	14,508.00
61020 Assoc. Pastor	19,789.48	20,395.61	97.02	20,395.61
61022 Housing	31,706.26	41,000.00	77.33	41,000.00
61024 Ministry Expense	267.05	1,200.00	22.25	1,200.00
61030 Childrens Ministry Coord.	39,875.09	37,041.45	107.64	37,041.45
61040 Childrens Ministry Asst.	7,361.77	8,060.00	91.33	8,060.00
61050 Comm. Coord.	26,547.83	22,996.40	115.44	22,996.40
61060 Custodian	11,153.55	12,376.00	90.12	12,376.00
61070 Coaching/IPM	600.00	1,200.00	50.00	1,200.00
61072 Int. Pastor Housing	2,520.00	5,040.00	50.00	5,040.00

Account Shortcut and Description	YTD Actual	YTD Budget	YTD as % of Annual Budget	Annual Budget
61074 Mileage	4,701.07	9,150.00	51.37	9,150.00
61080 Sr. Pastor Salary	61,651.81	88,000.00	70.05	88,000.00
61081 Sr. Pastor Health Allow.	1,531.88	0.00	0.00	0.00
61082 Sr. Pastor Exp. Reimb.	778.75	1,500.00	51.91	1,500.00
61083 Sr. Pastor Benefits Exp.	354.48	0.00	0.00	0.00
61090 Youth Ministry Asst.	8,798.66	15,885.00	55.38	15,885.00
61300 Conferences/Cont. Ed.	1,085.87	2,500.00	43.43	2,500.00
61310 Relationship Building	788.88	1,000.00	78.88	1,000.00
61500 Employer FICA	8,799.74	9,006.97	97.69	9,006.97
Personnel Totals:	250,724.27	298,723.43	83.93	298,723.43
Young Adults Ministries				
62000 Jr. & Sr. High	5,649.29	4,000.00	141.23	4,000.00
62100 Young Adults	1,470.13	2,000.00	73.50	2,000.00
Young Adults Ministries Totals:	7,119.42	6,000.00	118.66	6,000.00
Other Income/Expense				
65000 Mission Share	61,406.51	40,000.00	153.51	40,000.00
65100 GF Transfer To Savings	0.00	0.00	0.00	0.00
Other Income/Expense Totals:	61,406.51	40,000.00	153.52	40,000.00
Expense Totals:	497,659.40	500,018.35	99.53	500,018.35
Income - Expense:	8,121.81	0.00		0.00

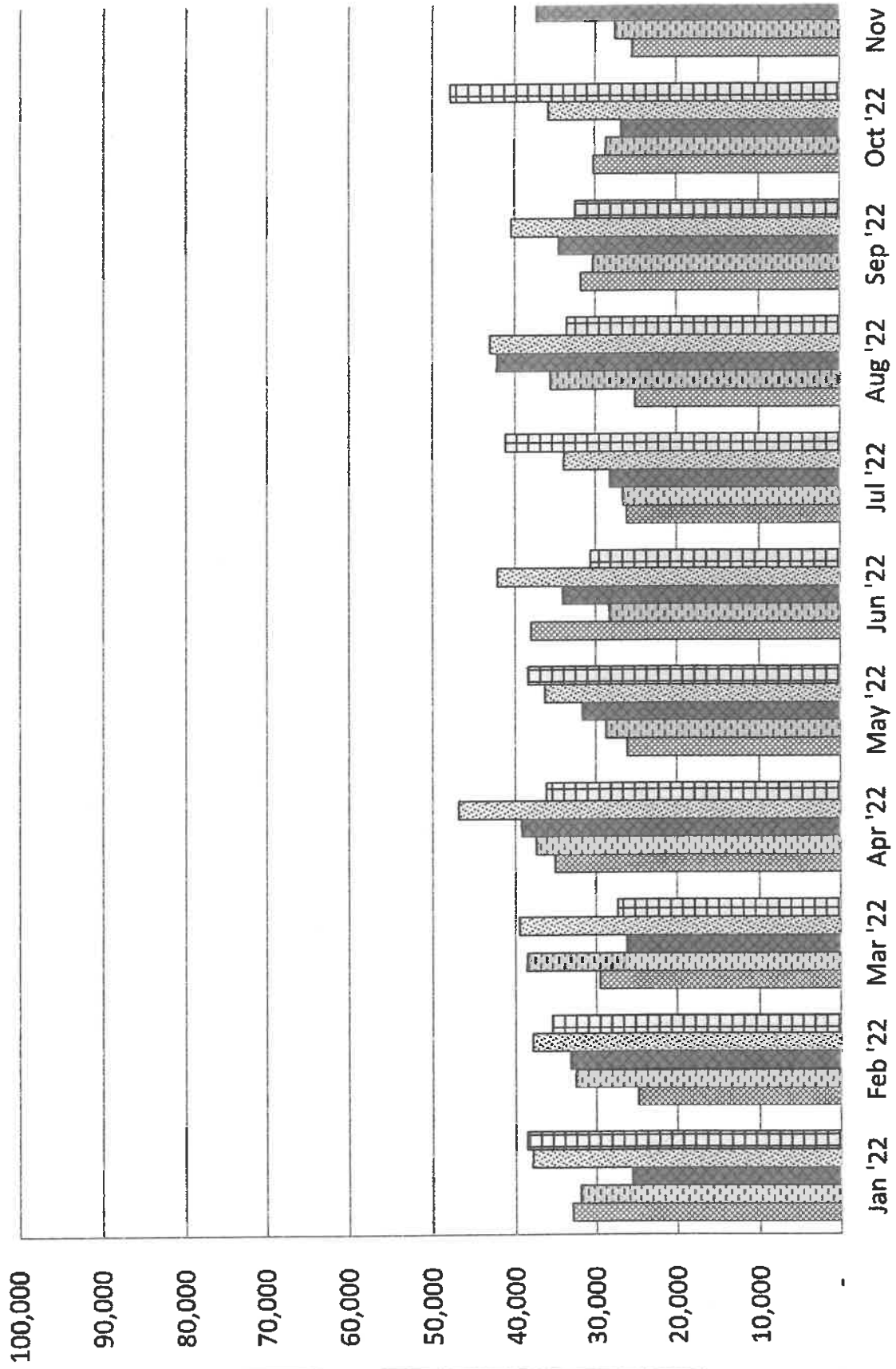
Statement of Activities

Preschool Fund

December 31, 2022

Account Shortcut and Description	YTD Actual	YTD Budget	YTD as % of Annual Budget	Annual Budget
Income				
Contributions				
46200 Preschool Tuition	37,175.00	42,780.00	86.89	42,780.00
46210 Preschool Donations	1,340.00	0.00	0.00	0.00
46220 Preschool Other Income	50.00	0.00	0.00	0.00
Contributions Totals:	38,565.00	42,780.00	90.15	42,780.00
Income Totals:	38,565.00	42,780.00	90.15	42,780.00
Expense				
Preschool Staff				
66200 Teacher - Lead	19,587.14	17,845.92	109.75	17,845.92
66210 Asst. Teacher	6,401.92	6,303.60	101.55	6,303.60
66215 Substitute Teacher	0.00	0.00	0.00	0.00
66500 Preschool ER FICA	2,011.57	1,847.43	108.88	1,847.43
66220 Preschool Director	0.00	0.00	0.00	0.00
Preschool Staff Totals:	28,000.63	25,996.95	107.71	25,996.95
PS Operating Expenses				
66300 Communications	165.00	600.00	27.50	600.00
66310 Equip/Furnishings	109.99	400.00	27.49	400.00
66320 Special Events	234.70	650.00	36.10	650.00
66330 State Fees/License	200.00	900.00	22.22	900.00
66340 Preschool Supplies	3,772.73	650.00	580.42	650.00
66350 Fund Transfer	0.00	0.00	0.00	0.00
PS Operating Expenses Totals:	4,482.42	3,200.00	140.08	3,200.00
Expense Totals:	32,483.05	29,196.95	111.25	29,196.95
Income - Expense:	6,081.95	13,583.05		13,583.05

GREFC 2022 General fund TITHES by Month



Facilities Report 2022

Facility volunteers: Cal Kangas, Doug Hanson, Kevin Geisler, Al Zachman, Christina & Sean O'Donnell, Bruce Verke, Mike Protelsch, Gary Bordner, Waldy Duester, Zac Preble, Nick Schrapp

- New AC installed in Kids Zone
- New water heater installed in janitor's closet
- Repaired emergency exit lights that weren't working
- Replaced furnace blower motor
- A-1 snowplowing for 2022-2023 season
- Doug snowplowed to reclaim parking space and maintain emergency exit path from Kids Zone emergency exit
- Sound panels for community room (in progress)
- Septic pumped
- Fall PMs on HVAC systems
- Air compressor for fire suppression system replaced
- Al Zachman – mowing and grounds maintenance
- Misc. minor maintenance, cleaning, upkeep by Facility Care Team
- Repairs to fixtures in new women's bathrooms
- Tree stumps in front ditch cut off and ground (More dead trees to take down this year)
- Cat 5 ethernet ports installed at each of kids check in computers
- Carpet cleaned
- GREFC signs on Hwy 2 are due for upgrades to meet federal requirements for reflectivity per MnDot, \$2,000 per sign to update, we opted not to renew.
- Spring yard cleanup – Lake Country Lawn Care
- Tankless water heater element replaced in youth room
- Additional keypad for security system installed in Kids Zone

Scott Schwake

Senior Pastor Annual Report 2022

Pastor Micah Labovitch

One of Paul's final urgings to Timothy in 2 Timothy 4:5 is this, "As for you, always be sober-minded, endure suffering, do the work of an evangelist, fulfill your ministry." As many of you know, the first half of this year was a strange one for all of us. As I was finishing and fulfilling my ministry in Cheyenne, Wyoming, so Pastor Ron and Pastor Steve were both finishing their time here in Grand Rapids. And as the Lord brought my family and I here officially in July, so soon after we were all saying goodbye to Pastor Ron and the Wick family. To this day, we miss them all and pray for what God is continuing to do in and through their respective ministries.

Nonetheless, here at GREFC, the Lord has been moving in tremendous fruitfulness in the ministries and prayers of His people. In August, as Pathfinders officially went on break and the whole church family gathered together for services, we began our study of 2nd Timothy. We were challenged to endure in The Faith grounded in the Word, in Christ, in the community of believers, and in Spirit of God together. Also we had 10 baptisms and our Annual Picnic at Tioga Beach as well as several ministry volunteers step up at Serve Sunday! With great excitement, Children's min., Kid Groups, Jr High, Sr High, and BRICK all launched with new leaders this fall!

Meanwhile, on Sunday mornings, we jumped into the Old Testament book of Ezra, seeing how God began the great restoration of His people in the first and second waves of returning exiles, and how it all ultimately points to the restoration we can only receive in Jesus Christ. For Advent this year, we took a deeper look at the symbolism of the Advent Candles, and how each candle represents a biblical lens that allows us to gain a greater understanding and perspective of just who Jesus really is and what God accomplished through Him in His Arrival. Also, in the fall, I joined alongside the elders, executive board, staff, and ministry leaders for a whole host of meetings, prayer gatherings, and deep conversations about the spiritual and practical leadership of GREFC. We also had several all-church prayer gatherings, re-launched Midweek Meals, had our first ever "Ministry Leader Gathering", and hosted a Staff Christmas Party at our new home. Also, in the fall, I continued my monthly practice of pursuing the Lord in prayer sabbaticals, participating in the local Pastors Prayer Fellowship, and attending the North Central District Pastor Clusters in Bemidji and Brainerd- times for me to seek the Lord in personal prayer and pastoral community here in our district of the EFCA!

And now, the Lord has moved us into 2023 and to the new things He desires to do in the leadership and lives of the believers at GREFC! In the year ahead we will continue our series in Nehemiah, and then eventually study the books of Matthew and Colossians. We seek not just to see God's Kingdom come, but to know King Jesus and to experience His kingdom life together in relational depth and biblical community better and more clearly than ever before! My hope and prayer is likewise to see God grow disciples, disciple makers, and the believers in Grand Rapids closer together through the ministry of this church in powerful, tangible ways. There are so many things ahead, it can be almost overwhelming- until we remember that it is the Lord who builds

2022 Annual Report from Children's Ministry

Kid's Ministry 2022 was a year of growth, change, blessing, and, the delight of pointing kids to Christ.

Pathfinders classes for preschool through Grade 5 continued on Sundays at the 9 am hour throughout the first part of 2022, with summer classes held for just our youngest students. This fall, we implemented a trial run of adding a preschool/kinder class, plus nursery, at the 10:30 hour. This programming was implemented as an effort to encourage more people to participate in the 10:30 hour, as the 9:00 hour often fills up most of the seats in the Worship Center! To this point, we have not observed a change in attendance at 10:30, but we will continue to evaluate how we may best coordinate schedules and programming to help kids and families in our community know Jesus.

Quarterly Family Nights (a shared meal, parent equipping, and fun for the kids) occurred in the first portion of the year but were replaced by the church-wide Wednesday night meals that began in September. The MidWeek Meal is not under the Kid's Ministry umbrella, but certainly helps fuel our Kid Groups that meet on Wednesday nights, since most Kid Groups gather immediately following the mealtime. Thanks to all those who plan, shop, cook, serve, and clean to make those meals happen!

Wednesday nights have also seen the addition of a preschool class (boys and girls together) and nursery care, along with the continuation of Kid Groups. Our Kinder-Grade 5 groups still meet in "all boy" or "all girl" settings with the specific purpose of helping kids seek God together and developing friendships where they build up one another in Christ. We know that kids need one another, now and in the years to come, as brothers and sisters in Christ as they walk the path of following Jesus. We pray that the Kid Group environment can provide a foundation for those relationships.

Stepping Stones Preschool continues to help us create strong connections in our community. We serve families with a variety of backgrounds, and we consider it a privilege to walk alongside them throughout the year, with the goal of pointing to Jesus all along the way. We also had the great delight of a Minnesota North student joining us for a couple of months as she completed coursework in early childhood education.

As we look ahead to 2023, we're looking forward to continued deepening of relationships amongst kids and groups as they grow in Christ together. We are going to dig in to deeper training and equipping opportunities for Kid's Ministry leaders and parents. We expect to continue meet more new kids and families and are prayerful that they ultimately may come to know and love Jesus more deeply than ever before.

I cannot close this report with highlighting our volunteers. Approximately 45 individuals serve in Kid's Ministry. Involvement of each volunteer ranges from weekly to an on-call substitute basis. Each person who serves impacts the kids. Those who are committed to meeting with kids each week have developed relationships and small communities in the groups and classrooms they lead. Those who so willingly jump in and sub, sometimes at the last minute (!), allow the kids to continue to meet with one another and for them to hear the truth of the Word. Thank you, volunteers!

Please continue to pray over kids and families and that the fruit of the work in 2022 will impact the Kingdom now and for generations to come.

In Christ,
Sarah Schrapp
Director of Children's Ministry and Stepping Stones Preschool

Immerse (Middle School Ministry) Annual Report 2023

2022 was a year of a lot of growth and change for our ministry. At the beginning of the year, Steve and Rachel were both on staff and leading Wednesday nights, the high school and middle school ministries were all together, and we had five adults and four high schoolers leading groups. By December, there was no one on staff for student ministries, Immerse and Infuse (high school ministry) split, and we had four brand new adults join our leaders, not including all the new leaders for the high school group. Through all of it, God has been so unbelievably good and has led us as individuals and as a team.

Last spring, we took our youth group to District Blitz, an annual youth conference. This is always a big weekend for our group, and this year in particular, we had a lot of students who made breakthroughs in their relationships with each other as well as with God. There were rooms who stayed up late in tears, finally willing to share what had been heavy on their hearts, new students welcomed in, and seminars that got students asking questions like "How do I know I'm doing what God wants?" But in particular, there was one student who had started off the year making it clear that he didn't want to be there. As the year progressed, God softened his heart and brought leaders and other students into his life until he was the one telling his group to be quiet so he could focus on what was being taught at youth group. And at Blitz, when the altar call was made, he responded! We are so rejoicing at how God has loved and pursued this student, and are praying that he spends the rest of his life loving and following Jesus.

This fall, we reached a point where we weren't sure we could have Immerse at all because there were only two adults who had stepped up to lead. But as we prayed, we trusted that God would provide more people and decided to move forward in faith. And in the eight days before youth group started God brought five leaders in! We are so thankful for a God who is reliable and provides even when it seems desperate.

Fall semester was a huge learning curve for our group as we got to know each other as leaders and built new relationships with the students, as well as transitioned into being volunteer led for the first time in years. The one constant has been that God loves these students, and has called us to love them as well. If God is stirring you to join in any way, we would welcome you! On Wednesday nights, we would appreciate another woman to lead a girls group. If you can't join on Wednesday nights, but still want to invest into 11-14 year olds, invite them to join you in your ministry! If you check the sound booth on a Sunday morning or peek into the Kid Zone, you'll find some of our students who have been lovingly welcomed into different areas of the church, trained, and given responsibilities that are transforming them. And if nothing else, join us for the Pancake Breakfast on February 5th to help fundraise for District Blitz!

We are excited to see what God does next in our group and are so thankful for how he loves these students and leads our team! Thank you for your prayers.

Jeff Staudahar

Sr. High Youth

(September – December)

In August '22, a team was formed to lead the Sr. High Youth. We began meeting to pray, plan, and prepare. It has been a privilege to be a part of this team as we continue to pray for the youth and this ministry and to be a part of what God is doing in it. It's also been a joy to get to know the students and see their desire to grow in their faith. It is our desire to show them the love of Christ and to see each of them through His eyes. We want those who may not know what it means to trust Jesus Christ as their Savior to understand the gift He offers. We want to equip and encourage each one in a personal/growing relationship with Him.

We began the year studying Genesis and are now being challenged by 1 John. We've been so encouraged by the discussions, questions and insights that the students have shared. We pray that as we study His word, through the work of the Holy Spirit, they would accept it as TRUTH, make Bible study and prayer a part of their daily lives, grow in their love and understanding of God and bear fruit.

We have also had opportunities for building relationships through activities and serving. Each month, we do a "Second Sunday Special." In September we had our Kick-off event where we shared a meal, played games, and ended with time around the campfire. October was our Scavenger Hunt which took us around town, to church member's homes, and ended up at the Labovitch's. In November we focused on Thanks, being thankful for all we have in Christ, and Giving, by filling shoeboxes for Samaritans Purse and praying over them. We also put together and delivered "Baskets of Love." In December we had a Christmas Party. These have given us a chance to get to know each other better and build friendships.

Looking forward, we hope to provide more opportunities for them to connect with the church and help them understand that they are a valuable part of it. It's great to see those who are serving in various ministries. We would love to see more of them find areas that they could plug into and by making those connections, to nurture an atmosphere of the church being their extended family.

We want to thank the parents for allowing us to spend time with your children. It is evident that you have invested well in their lives and it's our honor to come along side you. It's also been a pleasure to get to know some of you better and we always welcome your input, questions and involvement.

It's been a year of transitions and changes which can be hard, but we know that these are things our God can use. Please pray for us, that we would be faithful in seeking Him first in all that we do as we move forward. Please pray for our youth, they face so many challenges. It is our hope and prayer that God would be their firm foundation. We pray that He would continue to stir a desire in their hearts to know, and love Him more and more. Also, pray that they would have a heart for the lost and be bold for Him and as they grow in their relationship with Christ, that He would equip and prepare them to continue on in their faith after High School with a heart fully committed and surrendered to Him.

And now, just as you accepted Christ Jesus as your Lord, you must continue to follow Him. Let your roots grow down deep into Him, and let your lives be built on Him. Then your faith will grow strong in the truth you were taught, and you will overflow with thankfulness. (Colossians 2:6-7)

In Him,

Sr. High Ministry Team

Kevin Geisler Marli Gangi

Angie Geisler Jacque Frank

Austin Green Sam Nikkel

Going into 2022, we were in prayer about having more leaders to add to our leadership team, particularly more male leaders. God answered that prayer by providing one leader early on in 2022 and another at the end of summer, which we have been very grateful for. Steve and Faith Wick, who were previously a major part of the young adult ministry, have moved on to a new chapter that God has called them to. Currently, our leadership team is Matthew Grife, Trisha Ranso, Joe and Aubree Forsline, and Adrian and Rebecca Nelson. Those who were a part of the leadership team in June went to a leadership training weekend in Fargo with Elementum. In addition to our leadership team members changing, two of our leaders (Joe and Aubree) were married in October and two (Adrian and Rebecca) are expecting their first baby.

We've had new people in the area who have been a part of our young adult group. The young adult group has been smaller in size but more consistent in who has been coming in recent months. We continue to have once a month group Gatherings on Friday nights in people's homes as a chance to connect and build relationships. We also continue to have volleyball and ultimate Frisbee on Tuesday nights as a connecting point with young adults. In addition to meeting one-on-one for individual mentorship, this fall we began a ladies Bible study small group that meets every other week. We are currently studying the book of Job. We had the opportunity to host a special event at Gary and Donna Bordner's home this summer as they were generous to share their home with us. We were able to swim in the lake and grill out and were very grateful for their hospitality in allowing us to do that! We also had a few volunteering opportunities in the community assisting with some physical labor that they needed help with.

We have been brainstorming and praying about how we can get out into the community more to expand our outreach to young adults who otherwise wouldn't come to church or hear the gospel and would love your prayer alongside us with that!

Young Adult Ministry
Rebecca Nelson

2022 Men's Ministry:

Men's small group connection continue to be a primary goal for the ministry to men. To providing opportunity for an initial connection, then to deepen those connections.

The year kicked off with co-hosting the No Regrets conference with Kingdom Builders. The event was held at Triumphant Life church in Bovey. About 30 men attended the event.

Subject specific videos from this conference were presented weekly on Monday evenings spring 2022.

Smaller mentoring groups also met informally.

The spring session concluded early May where our group was able to meet and greet Micah.

The fall ministry kicked off with Beans, Bags and Brats.

A fishing night on Pokegama was also offered.

Weather was great, fish were not as cooperative to our enthusiasm.

A group study entitled Search for Significance was offered fall 2022. Other individually led mentoring efforts continued.

Spring 2023 ministry to men will kick off with co-hosting the 40th annual No Regrets men's conference, scheduled Saturday February 04, 2023.

Follow-up subject specific review and discussion will be held on subsequent Monday evenings.

Subject communication will be included in the weekly bulletin.

In addition, a small group offering Wild at Heart will be made available. This will be led by Cal Kangas.

Thank you to all who assisted in this ministry with their leadership, prayers and continued support.

Tim Hasbargen

Women's Ministry Annual Report 2022

Women's Ministry Annual Report 2022																					
Women's Ministry Team		Kristen Panchyshyn, Donna Bordner, Julie Seledic, Roxanne Zerwas, Karol Rae Rokala, Emily Lindner (joined in September) <i>(Julie Seledic ended in October 2022)</i>																			
Month	Activity	Date	Attendance																		
January				<table border="1" style="width: 100%;"> <thead> <tr> <th colspan="3" style="text-align: center;">Titus Tables</th> </tr> </thead> <tbody> <tr> <td>Started in March</td> <td>11 tables with 4-5 ladies each</td> <td rowspan="3" style="text-align: center;">Will be mixing up and starting all new tables in April 2023</td> </tr> <tr> <td>September</td> <td>dropped to 8 tables</td> </tr> <tr> <td>December</td> <td>Back up to 9 tables</td> </tr> </tbody> </table>	Titus Tables			Started in March	11 tables with 4-5 ladies each	Will be mixing up and starting all new tables in April 2023	September	dropped to 8 tables	December	Back up to 9 tables							
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September	dropped to 8 tables																				
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February	Broomball with Young Adults	26th																			
March	Titus Tables Started!! Set Apart Conference for WML	Set Apart-4th-5th	Set Apart-4 ladies																		
April	IF Gathering	1st-2nd	Around 90 ladies	<table border="1" style="width: 100%;"> <thead> <tr> <th colspan="3" style="text-align: center;">Bible Studies</th> </tr> </thead> <tbody> <tr> <td rowspan="3" style="text-align: center;">Spring Bible Studies</td> <td>BSF -- Studies Matthew</td> <td></td> </tr> <tr> <td></td> <td></td> </tr> <tr> <td></td> <td></td> </tr> <tr> <td rowspan="3" style="text-align: center;">Fall Bible Studies</td> <td>BSF --</td> <td></td> </tr> <tr> <td>Jude Jackie Hill Perry</td> <td>7-12 ladies depending on the evening. Lots of great conversation and learning</td> </tr> <tr> <td>Finding I Am Lysa Terkeurst</td> <td></td> </tr> </tbody> </table>	Bible Studies			Spring Bible Studies	BSF -- Studies Matthew						Fall Bible Studies	BSF --		Jude Jackie Hill Perry	7-12 ladies depending on the evening. Lots of great conversation and learning	Finding I Am Lysa Terkeurst	
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May																					
June	Women's Wednesday Walks Salads & Soccer	S&S 9th	S&S 14 ladies																		
July	Women's Wednesday Walks Bonfire	Bonfire 14th	16																		
August	Women's Wednesday Walks Canoe/Kayak	G/K-27th	Canceled because of weather																		
October	Co-Ed Bunco Night	28th	17																		
October	Pottery Event	10th	13																		
November	Christmas Tea	20th	120 ladies and servers																		
December																					

This year in review was a great year for the Women's Ministry. The first exciting thing was the beginning of Titus Tables. These started officially in April with 11 groups. We rounded out the year with 9 groups still going strong. We are looking forward to spreading our wings and creating new groups again in April 2023.

We brought back Fall bible studies this year with a study of the book of Jude by Jackie Hill Perry and another by Lysa Terkeurst. Both groups were well attended and had great discussion and growth. Along with this is the Thursday evening Bible Study Fellowship group. This is a very full group that attracts many from within and outside of our church family.

Another new thing this year was the joint activities between the Men's and Women's groups as well as the Young Adult group. Between broomball and Bunco, there were lots of laughs and fellowship.

Christmas Tea wrapped up our year with about 120 attendees and a focus on understanding our need for Sabbath rest. It was a beautiful evening that helped kick off our holiday season. It is an event our church ladies look forward to every year! This event also spring-boarded our spring bible study titled "Breathe" by Priscilla Shrier. Our Women's Ministry team worked through this study together this fall and are looking forward to facilitating a morning and an evening group starting February 20th.

With lots of prayer and anticipation, we are now excitedly planning our next big event, IF:Gathering 2023. This is scheduled for March 24-25, 2023.

In His Service respectfully,
Kristen Panchyshyn
Women's Ministry Leader

Legacy Builders 2022 Annual Report

We started off 2022 with a brunch on Saturday, February 12th, where we showed a thought-provoking equipping video and had a great discussion. Our Saturday, May 7th brunch, video and discussion was postponed, due to Gary & Donna contracting Covid. It was rescheduled for Sunday, May 22nd at 10:30 during second service. We opted to cancel our August picnic, due to scheduling conflicts. Our steering committee met with Pastor Micah on September 12th and he expressed his thankfulness that GREFC has a Grandparenting Ministry and he is supportive of our mission. Azures, Millers and Bordners attended and volunteered at the Legacy Coalition National Grandparenting Summit Simulcast at New Hope Church, New Hope, MN on Oct 20 & 21. There were no other attenders from GREFC. The Legacy Coalition has grown from a small national organization to an international one in just seven years. We use materials from this organization and have many resources available from them, as well. Thousands of grandparents from around the world were equipped and challenged to become more intentional about passing on their faith to the next generations at this Summit. We had a brunch on Saturday, November 19th, where we showed another encouraging video and had another great discussion. The December 10th brunch, video and discussion was cancelled due to no one signing up (during a busy month).

There are differing benchmarks people have today regarding grandparenting. There is the benchmark of what your grandparents did for you. There is the cultural view of grandparenting (sugar them up and send them home). Then there is the Biblical role that God has ordained for grandparents. Our desire is to focus on the Biblical role God has for grandparents, to consider what God's benchmark is for us at this stage in our lives and then encourage one another to finish strong. There are many obstacles and challenges grandparents face today, such as the dilemma of distance, broken relationships, and our culture, to name a few. Thankfully, some resources have become available in the past few years to help grandparents navigate these challenges. GREFC has purchased a number of these resources (books and DVDs) and these are available in the Pine Room and may be checked out.

We have been encouraged to see some new (or should we say old!) faces at our events and are always grateful for the support shown by those who attend. We hope to have even greater participation in the year ahead at our equipping events, have more people attend the National Summit and resume having a summer picnic.

Submitted by Gary and Donna Border
Legacy Builders Ministry Leaders

Bereavement Team

This past year the bereavement team was formed as a response to quite a few home goings of family and friends of this church. It was our desire to come together and come up with a specific group that could help families that were starting their journey of grief. Our goal was and is to be able to love the grieving family well in this time and to help facilitate things to go as smoothly as possible for them. We began by putting together a policy and procedure pamphlet which was not only based on church policy but on how it would be best to love the families and honor the one who had passed. This is from meeting with the family, pastor, and funeral home to plan the service, to providing a meal if desired, and everything that is required logistically for it all to happen. We do not want the family to have to worry about organizing anything.

Not long after forming our committee and finalizing our policy we were able to bless a dear family who said goodbye to one of our own, Helen Patterson. It was such a blessing to our committee to be able to do this service for their family especially since most of them lived out of town and didn't have the resource knowledge. Since then, fortunately, we have not had to provide this service again but we are ready when the call comes. In the meantime we did meet to organize memorial ornaments and a sweet treat gift for those families that had recently lost a loved one. We met to package the gifts and then hand delivered them. It is our hope to follow the families throughout the first year of loss just to let them know they are still being prayed for.

As these times arrive, it is our hope that our church family will step in to help when the call goes out from us. We may be looking for food items, servers, or a monetary gift. It's such a beautiful thing to see when we all come together to help one another.

In Christ,

Jacque Frank
Angie Geisler
Chris Giersdorf
Kasia Labovitch
Sandy Lanzo
Diane Legler
Candy Odden

CONNECTING AND HOSPITALITY

ACTIVITY REPORT 2022

2022 was an active year for the Connecting and Hospitality Team.

The crew includes Vickie and Jim Azure, Kathy and Chuck Miller, Rhonda and Dave Almundson, and Stacy and Adam Godfrey. Diane Legler and Deb and Rod Grooms joined our group as well this year. We always seem to have many volunteers but a special shout out to Angie Geisler, for her help in the kitchen for pot lucks, Tom Sjostrand and Al Zachman, our picnic cooks, and Christilee and Jason Green, our fishing guides.

Started out year with a pot luck when the Teen Challenge group performed for us in February. This was the first pot luck we have had for a few years and it was greatly enjoyed by all.

Next was the Family Fishing Day held jointly with the Men's Ministry. Despite it being a rather frigid day, Event was well attended (about 50) and everyone thoroughly enjoyed the day with many fish caught with full bellies and lots of prizes for the kids. Thanks to all the volunteers who helped. Good job Stacy!

Our group paid for the flowers given out on Mother's Day Sunday.

We had two more pot lucks last year, one to send off our temporary pastor, Ron, and one to welcome our new pastor and his family. These were very well attended and again enjoyed by all.

Biggest event of the year was the baptismal picnic at Tioga beach. We served about 200 for this event! Brats by Tom, corn on the cob by Chuck and Rob, baked beans, (cooked and donated by Jason and Christilee Greene) and of course watermelon cut into the shape of little Christmas trees by Al Zachman! Thank you for all the folks who made this work. Can't wait for summer to do it again. The Elder board will be cosponsoring this event.

We had a pie social for Thanksgiving service and treats for Christmas service.

More of the same in 2023 with the first pot luck Feb. 22 and the family fishing day the second weekend in March already on the calendar.

Many will remember the Sunday morning combined church service at Gunn Park. We are doing it again! Grandparents Ministry will be co-hosting this along with the music ministry stepping up to make this happen.

A New Years Eve Party is on the plan for this year as well.

The team has many other ideas and activities we are working on also. More on those later...

Jim Azure

Groups Ministry Annual Report

Ministry Year: 2022

The Groups Ministry has been in flux in 2022. Our goal when the year started was to launch a large and effective Groups campaign, where we encouraged the entire church to become a part of a group in one form or another. However, with the arrival of Pastor Micah and the departure of Pastor Steve, who had been leading the Groups Ministry, it became apparent that we needed to put a hold on the Groups Ministry with the understanding that we would re-visit it in 2023 and re-assess what the ministry's role would be in the future.

However, some very positive things did happen in 2022 regarding groups. Three new micro groups formed in 2022 and are continuing to this day. We were able to place a few new people into existing Community Groups. Men's Ministry very effectively launched a few small groups as a result of the No Regrets Men's Conference in February. This resulted in many more men being engaged in the Word and connecting with one another than has been for many years. Women's ministry also launched Titus Tables in April with the intent of pairing two "older/wiser" women with two "younger/learning" women. Several Titus Tables were launched and continue today.

The feedback from many of these different groups has been extremely positive with people growing in faith, sometimes very rapidly, and feeling like they have those "3 am friends" that they can call at all hours and know they will be there for them. This is one way a church becomes more unified and more family-like.

We also held a Disciple Maker's Handbook study followed by a Groups Leader Training last spring which helps people see the great need for disciple-making relationships in a smaller group format and to help them feel equipped to launch one themselves.

In 2023, I will be meeting with Pastor Micah to explore how we want to proceed with this important ministry. Please be praying for us as we navigate those next steps.

Respectfully Submitted by,

Michelle Schwake

Welcome Team Leader

Midweek Meals 2023 Update- January

I want to thank the elders and our church family for allowing us the opportunity to bring Midweek Meals back to our church community. I feel that Midweek Meals has been a wonderful testament to how much our church community was missing fellowship and sharing a meal with each other. It has been an absolute joy to watch families, especially the children, return and share a meal with members of our church congregation. It's thrilling to watch small connections become bigger connections. It allows members of the congregation to pour into others in a simple and practical way.

We are consistently feeding about 80 people each week, give or take. We are striving to reuse and repurpose as much food as possible, which has been an exciting challenge and allows for variation in the meals that we have preset. While we are doing well, we are constantly learning and trying to streamline as much as possible.

I believe what has been the single most impressive to me is that every week there are people pitching in to help in a variety of ways. Washing dishes, picking up chairs and tables, vacuuming, garbage, a million small things. Shawn has been a wonderful gift in setting up the tables and chairs each week. God is good. And He has been so good to fill the needs that we may have at any given time.

2022 GREFC Missions

The purpose of our local Missions Team is: to fulfill the Great Commission by proclaiming the Gospel of Christ, making disciples and gathering the disciples into the local congregations, while relating to the needs of the total person (spiritual, physical, emotional and social).

Short and long term planning for goals and continued financial support of our missionaries is the focus of the Missions Team. The Missions budget received \$46,000.00 in generous giving. Of this amount, 50% was given to International, 49% to Local/National and 1% to the EFCA for missions work.

The financial support of the local, national and global missions include:

Psalm 99.5 Radio	Camp Forest Springs
Youth For Christ	Short Term Mission Trips
Deeper Life Bible Camp	North Central District EFCA
REACH Global	Elementum Ministries
CRU	AIM
World Team Cambodia	Dominican Republic World Servants
Campus Outreach	Marginal Mission Network

Global Missions in France/Jordan, Latin America/Caribbean, Cambodia and the Dominican Republic.

Highlights:

- Purchased Bibles to be freely given to any church attenders;
- Commitment to the Dominican Republic for building homes (no short term trip due to COVID 19);
- Samaritan's Purse;
- Compassion International
- Short Term Mission trip for Diana Lehmborg, Jonah Panchysyn.
- Facilitated Funeral donations

Although we did not send out a mission trip to the Dominican Republic, we will continue to be committed to this mission. Funds that were raised will be sent down as the need arises. A trip is being planned for 2022.

Short and long term goals for the Missions Team are:

Missions Awareness

Assisting the Bereavement Team as they begin their ministry

Continued support of the Dominican Republic World Servants and the Building Without Borders providing houses and mission support

To come along side existing community mission programs to assist and encourage participation.

Welcome Team Annual Report

Ministry Year: 2022

Number of Volunteers: 43

The Welcome Team exists to help create a comfortable church environment so that visitors can encounter God through the worship service and sermon and to initiate engagement and connection into the GREFC Family for all ages so that they can be changed by the Holy Spirit through disciple making relationships.

We praise God that He keeps bringing new people through our doors and that we, as a team, get the chance to be some of the first people that they see. It's a huge responsibility, because people decide about whether they will come back within the first few minutes of walking through the door. One bad or even indifferent encounter can mean they won't be back and may not hear the Good News about Jesus. I am so grateful that everyone on our team takes pride in being open, warm, friendly, helpful, attentive and above all welcoming from the minute folks walk through our doors to the moment they leave.

I am also thankful that we've had such consistency in our serving positions. Everyone seems to have gotten the hang of self-scheduling, so we have far fewer absences which means far fewer last minute scrambles to find a replacement. And if there happens to be a last-minute no-show, any team members who are present that morning usually step in to fill the gap. That is one way of showing love for others with whom you serve, and the Welcome Team is great at that!

We again held training in August, which was well attended, even by those who have served for many years, which was great because that meant there was a lot of wisdom and great ideas in the room being shared! I am so thankful that it is a shared ministry, and I am not the sole decider of how we serve in our roles.

In 2023 we hope to add one more training/brainstorming event early in the year, create a leadership team with a co-leader, and we will be exploring adding a position as a Greeter in the KidZone, welcoming new families, helping families check in and answering basic questions. Anyone interested in serving in that role should come and talk with me!

I would like to say that we got together often as a team in 2022...but we didn't for many reasons. My hope is that in 2023 we can have at least one opportunity for this very large serving team to come together, all at the same time (!) to connect, laugh and learn from one another.

Respectfully Submitted by,

Michelle Schwake

Welcome Team Leader

Worship Ministry Report 2022

We had a great year in 2022, capping it off with some amazing back-to-back services for Christmas Eve and Christmas Day. This past year we had put a focus on getting back to the heart of worship, with particular attention on our song flow, transitions, and tying it all together for a consistent and meaningful time in worship to our Lord. Some other highlights include adding some new members, a night of training, updated stage layout, a slightly modified order of service, and the onboarding of Pastor Micah.

As we start the new year of 2023, the worship ministry will have a change in leadership as I am stepping down from the ministry leader position. I will continue to serve with the ministry but am leaving the overall leadership role. It has been a wonderful experience leading this ministry for so many years, and I'm so thankful for all the awesome people who faithfully serve each week and the countless hours that they dedicate to this ministry. So, a big THANK YOU to everyone that has made my time in this position so special.

With that, I'd like to welcome Alicia Alleman as the new Worship Ministry Leader as she was unanimously approved by our Elder Board. Alicia has been a member of the ministry for as long as I can remember and has a plethora of leadership experience she brings to the position. Thank you, Alicia, for taking on this role, I know God will use you in the growth of this ministry and I'm excited to see what He has in store. As Alicia officially takes the reins, she will finish out the ministry report below. -F

The vision for 2023 is worship team development and spiritual growth. Looking into the new year, the focus will be on growing each member individually, as well as, as a team. As we know, progress doesn't happen overnight but is, instead, a continual effort that requires time and attention. Growth and development will be cultivated in a variety of ways including spending time as a team studying the Word through various modalities, as well as, inviting team members to step into new roles. For example, we welcome Kim Hake into the role of Worship Leader. She brings with her prior experience, and we are excited to see how God will use her in this position.

We look forward to what God has in store for us both as individuals and as a team. We trust in His plan and are excited to see where He takes us as a ministry. -A

Respectfully submitted,

Frank M. Gangi

Frank M Gangi
Outgoing Worship Ministry Leader

Alicia Alleman

Alicia Alleman
Worship Ministry Leader

Grand Rapids Evangelical Free Church
2023 BUDGET - Prelim v9

	2021 Actual	2022 Actual (Jan-Dec)	Prorated for 12 months	2022 Budget	Prorated to Budget Difference	2023 Budget	2022 Budget Change
INCOME							
Contributions							
40000 Tithes/Offerings	-	496,401.97	496,401.97	500,018.35	(3,616.38)	435,000.00	(65,018.35)
Contribution Totals:	-	496,401.97	496,401.97	500,018.35	(3,616.38)	435,000.00	(65,018.35)
Other Income							
40050 Adult Ministry Donations	-	370.00	370.00	-	370.00	-	-
40060 Children's Ministry Donati	-	48.00	48.00	-	48.00	-	-
40090 Other Income	-	1,710.86	1,710.86	-	1,710.86	1,000.00	1,000.00
40070 Elder Donations	-	-	-	-	-	-	-
40080 Youth & Young Adult Donat	-	4,605.43	4,605.43	-	4,605.43	6,600.00	6,600.00
40100 Special Events	-	320.00	320.00	-	320.00	400.00	400.00
40110 Wednesday Night Meals Do	-	2,324.95	2,324.95	-	2,324.95	7,650.00	7,650.00
Other Income Totals:	-	9,379.24	9,379.24	-	9,379.24	15,650.00	15,650.00
Income Totals:	-	505,781.21	505,781.21	500,018.35	5,762.86	450,650.00	(49,368.35)
<i>CHECK with Budget</i>	-	-	(5,762.86)	-	-	49,368.35	49,368.35
EXPENSES							
Adult Ministries							
50000 Community Groups	-	18.50	18.50	1,000.00	(981.50)	250.00	(750.00)
50010 Connecting & Hospitality	-	1,094.24	1,094.24	800.00	294.24	1,000.00	200.00
50020 Grandparenting	-	-	-	500.00	(500.00)	500.00	-
50030 Library	-	48.12	48.12	200.00	(151.88)	-	(200.00)
50040 Men's Ministry	-	542.42	542.42	1,200.00	(657.58)	600.00	(600.00)
50050 Welcome	-	-	-	500.00	(500.00)	500.00	-
50060 Women's Ministry	-	1,285.57	1,285.57	1,750.00	(464.43)	1,019.00	(731.00)
50070 Worship	-	2,621.03	2,621.03	3,600.00	(978.97)	2,702.00	(898.00)
50080 Bereavement Team	-	320.60	320.60	-	320.60	-	-
50090 Wednesday Night Meals Exp.	-	2,349.39	2,349.39	-	2,349.39	7,650.00	7,650.00
Adult Ministries Totals:	-	8,279.87	8,279.87	9,550.00	(1,270.13)	14,221.00	4,671.00
Children's Ministries							
51000 Camp Scholarships	-	100.00	100.00	400.00	(300.00)	-	(400.00)
51010 Kids Groups	-	506.67	506.67	800.00	(293.33)	950.00	150.00
51020 Family Nights	-	319.06	319.06	600.00	(280.94)	400.00	(200.00)
51030 Ministry Expense	-	474.84	474.84	600.00	(125.16)	1,400.00	800.00
51040 Nursery	-	161.73	161.73	200.00	(38.27)	300.00	100.00
51050 Pathfinders	-	2,195.86	2,195.86	1,900.00	295.86	2,200.00	300.00
51060 Supplies - Children's Ministr	-	982.27	982.27	650.00	332.27	800.00	150.00
Children's Ministries Totals:	-	4,740.43	4,740.43	5,150.00	(409.57)	6,050.00	900.00
Elders							
52000 Background Checks	-	473.25	473.25	200.00	273.25	400.00	200.00
52010 Elder Blessing	-	1,038.80	1,038.80	1,000.00	38.80	1,000.00	-
52020 Elder Retreat	-	-	-	1,000.00	(1,000.00)	500.00	(500.00)
52030 Guest Speakers	-	600.00	600.00	500.00	100.00	-	(500.00)
52040 Misc. - Comm. Supplies, Ser	-	1,696.27	1,696.27	1,750.00	(53.73)	1,500.00	(250.00)
52050 Pastoral Transition	-	13,011.73	13,011.73	2,000.00	11,011.73	-	(2,000.00)
52060 Training & Equipping	-	301.35	301.35	2,000.00	(1,698.65)	1,000.00	(1,000.00)
Elders Totals:	-	17,121.40	17,121.40	8,450.00	8,671.40	4,400.00	(4,050.00)
Facility							
53000 Landscaping	-	1,470.00	1,470.00	1,000.00	470.00	500.00	(500.00)
53010 Decorating	-	-	-	1,000.00	(1,000.00)	-	(1,000.00)
53020 Furnishings	-	641.83	641.83	600.00	41.83	-	(600.00)

Grand Rapids Evangelical Free Church
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	2021 Actual	2022 Actual (Jan-Dec)	Prorated for 12 months	2022 Budget	Prorated to Budget Difference	2023 Budget	2022 Budget Change
53030 Insurance - Commercial	-	11,565.70	11,565.70	9,800.00	1,765.70	9,800.00	-
54000 Kitchen Equipment	-	1,705.78	1,705.78	750.00	955.78	500.00	(1,250.00)
54010 Kitchen Supplies	-	3,190.83	3,190.83	525.00	2,665.83	3,200.00	2,675.00
55000 Carpet Cleaning	-	183.55	183.55	2,000.00	(1,816.45)	2,000.00	-
55010 Cleaning Supplies	-	2,099.60	2,099.60	1,000.00	1,099.60	1,800.00	800.00
55020 Maintenance - General	-	7,461.06	7,461.06	3,500.00	3,961.06	5,000.00	1,500.00
55030 Snow Plowing	-	2,250.00	2,250.00	2,000.00	250.00	2,300.00	300.00
56010 Mortgage Principal	-	42,181.47	42,181.47	41,209.92	971.55	47,209.92	6,000.00
56011 Mortgage Interest Exp.	-	31,188.45	31,188.45	32,160.00	(971.55)	26,160.00	(6,000.00)
56020 Security	-	2,112.90	2,112.90	900.00	1,212.90	1,650.00	750.00
56023 Safety Team	-	-	-	-	-	500.00	500.00
56030 Utilities	-	18,235.01	18,235.01	14,000.00	4,235.01	20,000.00	6,000.00
Facility Totals:	-	124,286.18	124,286.18	110,444.92	13,841.26	120,619.92	10,175.00
Office							
60000 Communications	-	1,074.89	1,074.89	2,300.00	(1,225.11)	3,442.00	1,142.00
60010 Copiers/maint/toner,etc.	-	3,856.80	3,856.80	3,500.00	356.80	3,500.00	-
60020 Equipment & Computers	-	698.46	698.46	1,500.00	(801.54)	500.00	(1,000.00)
60030 Financial Fees, Checks, Web	-	6,589.13	6,589.13	4,500.00	2,089.13	6,500.00	2,000.00
60040 General Office Supplies	-	1,722.00	1,722.00	1,200.00	522.00	1,700.00	500.00
60050 Acctg. Services	-	5,490.00	5,490.00	5,400.00	90.00	5,400.00	-
60060 Postage	-	1,118.21	1,118.21	800.00	318.21	1,000.00	200.00
60070 Technology Services	-	3,431.83	3,431.83	2,500.00	931.83	2,500.00	-
Office Totals:	-	23,981.32	23,981.32	21,700.00	2,281.32	24,542.00	2,842.00
Personnel							
60080 Payroll Services	-	2,415.00	2,415.00	1,000.00	1,415.00	-	(1,000.00)
61000 Acctg. Asst	-	6,732.00	6,732.00	6,864.00	(132.00)	7,242.00	378.00
61010 Admin. Assistant	-	13,265.10	13,265.10	14,508.00	(1,242.90)	15,299.26	791.26
61020 Assoc. Pastor	-	19,789.48	19,789.48	20,395.61	6,732.00	-	(20,395.61)
61022 Housing	-	31,706.26	31,706.26	41,000.00	(9,293.74)	-	(41,000.00)
61024 Ministry Expense	-	267.05	267.05	1,200.00	(932.95)	-	(1,200.00)
61030 Childrens Ministry Coord.	-	37,041.42	37,041.42	37,041.45	(0.03)	35,921.37	(1,120.08)
61040 Childrens Ministry Asst.	-	7,361.77	7,361.77	8,060.00	(698.23)	8,496.04	436.04
61050 Comm. Coord.	-	26,547.83	26,547.83	22,996.40	3,551.43	28,280.20	5,283.80
61060 Custodian	-	11,153.55	11,153.55	12,376.00	(1,222.45)	13,966.80	1,590.80
61070 Coaching/TPM	-	600.00	600.00	1,200.00	(600.00)	-	(1,200.00)
61072 Int. Pastor Housing	-	2,520.00	2,520.00	5,040.00	(2,520.00)	-	(5,040.00)
61074 Mileage	-	4,701.07	4,701.07	9,150.00	(4,448.93)	-	(9,150.00)
61080 Sr. Pastor Salary	-	61,651.81	61,651.81	88,000.00	(26,348.19)	84,052.12	(3,947.89)
61081 Sr. Pastor Health Allow.	-	1,531.88	1,531.88	-	1,531.88	3,400.00	3,400.00
61082 SR. Pastor Exp. Reimb.	-	778.75	778.75	-	778.75	1,800.00	1,800.00
61083 Sr. Pastor Benefits Exp.	-	354.48	354.48	-	354.48	2,521.56	2,521.56
61090 Youth Ministry Asst.	-	8,798.66	8,798.66	15,885.00	(7,086.34)	-	(15,885.00)
61300 Conferences/Cont. Ed.	-	3,919.54	3,919.54	2,500.00	1,419.54	2,000.00	(500.00)
61310 Relationship Buiding	-	788.88	788.88	1,000.00	(211.12)	500.00	(500.00)
61500 Employer FICA	-	8,799.74	8,799.74	9,006.97	(207.23)	8,354.24	(652.73)
Personnel Totals:	-	250,724.27	250,724.27	297,223.43	(46,499.16)	211,833.60	(85,389.83)
Young Adults Ministries							
62000 Jr. & Sr. High	-	5,649.29	5,649.29	4,000.00	1,649.29	9,100.00	5,100.00
62100 Young Adults	-	1,470.13	1,470.13	2,000.00	(529.87)	1,320.00	(680.00)
Young Adults Ministries Totals:	-	7,119.42	7,119.42	6,000.00	1,119.42	10,420.00	4,420.00
Other Income/Expense							
65000 Mission Share	-	61,406.51	61,406.51	40,000.00	21,406.51	47,850.00	7,850.00
65100 GF Transfer To Savings	-	-	-	-	-	-	-

Grand Rapids Evangelical Free Church

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	2021 Actual	2022 Actual (Jan-Dec)	Prorated for 12 months	2022 Budget	Prorated to Budget Difference	2023 Budget	2022 Budget Change
Other Income/Expense Totals:	-	61,406.51	61,406.51	40,000.00	21,406.51	47,850.00	7,850.00
Expense Totals:	-	497,659.40	497,659.40	498,518.35	6,890.36	439,936.52	(58,581.83)
<i>CHECK #1</i>	-	-	-	-	-	-	-
<i>CHECK with Budget</i>	-	-	2,358.95	1,500.00		(439,936.52)	
Income - Expense:	-	8,121.81	8,121.81	1,500.00	(1,127.50)	10,713.48	9,213.48
<i>CHECK with Budget</i>	-	-	(8,121.81)	(1,500.00)		(10,713.48)	

STEPPING STONES PRESCHOOL
Proposed Budget for Sept. 2022 - May 2023

	Current Year Budget			Sept 2022 - May 2023		
	YTD Actual	YTD Budget	Annual Budget	Morning Class	Afternoon Class	Total
INCOME						
Contributions						
46200 Preschool Tuition	37,175.00	42,780.00	42,780.00	25,280.00	12,640.00	37,920.00
46210 Preschool Donations	1,340.00	-	-			-
46220 Preschool Other Income	50.00	-	-			-
Contributions Totals:	38,565.00	42,780.00	42,780.00			-
Income Totals:	38,565.00	42,780.00	42,780.00	25,280.00	12,640.00	37,920.00
EXPENSES						
Preschool Staff						
66200 Teacher - Lead	19,587.14	17,845.92	17,845.92	8,922.50	8,922.50	17,845.00
66210 Asst. Teacher	6,401.92	6,303.60	6,303.60	6,266.88		6,266.88
66215 Substitute Teacher	-	-	-	520.00	520.00	1,040.00
66500 Preschool ER FICA	2,011.57	1,847.43	1,847.43	1,393.02	913.60	2,306.62
66220 Preschool Director	-	-	-	1,250.00	1,250.00	2,500.00
Preschool Staff Totals:	28,000.63	25,996.95	25,996.95	18,352.40	11,606.10	29,958.50
PS Operating Expenses						
66300 Communications	165.00	600.00	600.00	600.00		600.00
66310 Equip/Furnishings	109.99	400.00	400.00	400.00		400.00
66320 Special Events	234.70	650.00	650.00	400.00	250.00	650.00
66330 State Fees/License	200.00	900.00	900.00	600.00		600.00
66340 Preschool Supplies	3,772.73	650.00	650.00	3,500.00	1,500.00	5,000.00
66350 Fund Transfer	-	-	-			-
PS Operating Expenses Totals:	4,482.42	3,200.00	3,200.00	5,500.00	1,750.00	7,250.00
Expense Totals:	32,483.05	29,196.95	29,196.95	23,852.40	13,356.10	37,208.50
NET INCOME	6,081.95	13,583.05	13,583.05	1,427.60	(716.10)	711.50

GREFC 2022 Membership Roster

<u>Member Name</u>	<u>Date Joined</u>		
		Frank Gangi.....	04/15/2003
Tammy Ranso	11/18/1987	Marlo Gangi	04/15/2003
Joel Boyd	01/18/1989	Brian Giersdorf.....	04/15/2003
Laura Boyd.....	01/18/1989	Chris Giersdorf	04/15/2003
Cal Kangas.....	01/18/1989	Candy Odden.....	04/15/2003
Bonnie Kangas	01/18/1989	Scott Bainville.....	01/18/2005
Kevin Geisler	01/15/1992	Jane Bainville.....	01/18/2005
Angie Geisler	01/15/1992	Krista Skyles	01/18/2005
Nancy Grossman.....	01/15/1992	Kari Borgman	01/18/2005
Trudy Hasbargen	01/15/1992	Jerry Mariano	01/18/2005
Gwen Geisler	05/27/1993	Jenny Mariano	01/18/2005
Dean Odden.....	11/10/1993	Doug Hanson.....	03/06/2005
Joel Hagen	04/09/1995	Nancy Hanson	03/06/2005
Linda Hagen.....	04/09/1995	Audrey Grinde.....	04/19/2005
Dan Hertle	04/09/1995	Donna Huebscher	04/19/2005
Larry Hopkins.....	04/09/1995	Richard Beckrich	10/18/2005
Carrie Hopkins	04/09/1995	Leslie Beckrich.....	10/18/2005
Ken Stapleton	04/09/1998	Matt Rajala.....	04/17/2007
Greg Tatter	11/30/1998	Matt Grose.....	08/15/2007
Ruth Tatter	11/30/1998	Jodi Grose.....	08/15/2007
Rick Seeling.....	10/19/1999	Marilyn Isaac.....	10/16/2007
Terri Seeling.....	10/19/1999	Duane Mrnak	10/16/2007
Andrea Danson	01/01/2000	Lisa Mrnak.....	10/16/2007
Quentin Legler.....	01/01/2000	Ron Killian	01/20/2009
Diane Legler.....	01/01/2000	Ann Killian	01/20/2009
Steve Mero	07/18/2000	Dean Morgan	01/20/2009
		Dinah Morgan.....	01/20/2009
		Beau Geisler.....	10/19/2010
		Larry Curtiss.....	04/17/2012
		Lorraine Curtiss.....	04/17/2012
		Ward Sutton	04/16/2013
		Brian Harling.....	04/16/2013
		Sandy Harling.....	04/16/2013
		Ryker VanDrunen	10/15/2013
		Rachel VanDrunen	10/15/2013
		Dave Gaustad	10/21/2014
		Jim Azure	01/20/2015
		Vickie Azure	01/20/2015
		Bill Carnes.....	01/20/2015
		Sharon Carnes	01/20/2015
		Paul Huttner	01/20/2015
		Ann Marie Huttner	01/20/2015
		Scott Schwake.....	01/20/2015
		Michelle Schwake.....	01/20/2015
		Steve Wick	06/14/2015
		Faith Wick.....	06/14/2015
		Cody Alleman.....	07/21/2015
		Alicia Alleman	07/21/2015
		Nick Schrapp.....	07/21/2015
		Sarah Schrapp.....	07/21/2015
		Zac Preble	10/20/2015
		Chelsea Preble	10/20/2015

GREFC 2022 Membership Roster con't

Eric Mousel.....04/19/2016	Becky Pederson..... 1/19/2021
Alaina Mousel.....04/19/2016	Roxanne Zerwas..... 1/19/2021
Brent King.....07/19/2016	Corinn Tiwari..... 7/27/2021
Karla King.....07/19/2016	Chris Brown..... 1/25/2022
Kathy Miller07/17/2017	Pam Brown..... 1/25/2022
Gary Bordner10/17/2017	Bill Grothe 1/25/2022
Donna Bordner10/17/2017	Millie Grothe 1/25/2022
Dan Carlson10/17/2017	Marge Haanpaa..... 1/25/2022
Rita Carlson.....10/17/2017	Kim Hake 7/19/2022
Rachel Staudahar.....1/16/2018	Mike Hake 7/19/2022
Gary Oja.....1/16/18	Kasia Labovitch 7/19/2022
Kim Oja1/16/2018	Micah Labovitch..... 7/19/2022
Ben Panchyshyn 7/17/2018	Diana Lehmborg..... 10/25/2022
Kristin Panchyshyn 7/17/2018	Ashley Lindner..... 10/25/2022
Neil Seledic7/17/2018	
Julie Seledic7/17/2018	
Jason Green1/22/2019	
Tim Hasbargen.....1/22/2019	
Nancy Hasbargen.....1/22/2019	
Jeff Staudahar.....7/16/2019	
Adrian Nelson.....1/21/2020	
Rebecca Nelson1/21/2020	
Mike Protelsch.....1/21/2020	
Vicki Protelsch1/21/2020	
Trisha Ranso1/21/2020	
Barry Pederson1/19/2021	

As of 01/01/2023, GREFC has 117 members.

Eleven new members were added to the membership roster in 2022: Chris & Pam Brown, Bill & Millie Grothe, Marge Haanpaa, Mike & Kim Hake, Micah & Kasia Labovitch, Diana Lehmborg, and Ashley Lindner.

Members deceased in 2022: Tom Geisler, Feb. 6, 2022

2022 Faith Statements

Four people accepted Jesus as their Lord and Savior!

11 People were baptized in 2022:

Ali Bender
Cameron Brandt
Courtney Brandt
Lisa Brandt
Michael Brandt
Holly Duester
Sanny Gangi
Annie King
Grayson King
Harrison King
Gracie Nikkel

One child was dedicated in 2022:
Elora Wick

2022 Other Events

We had two weddings among our attendees:

Jason & Kristilee Green were married June 18, 2022.
Joe & Aubree Forsline were married October 7, 2022

We had three babies born in 2022:

Astrid Rutanen born March 8, 2022
Elanor Staudahar born July 7, 2022
Maron Ashby born Aug. 9, 2022

We lost two other attenders in 2022:

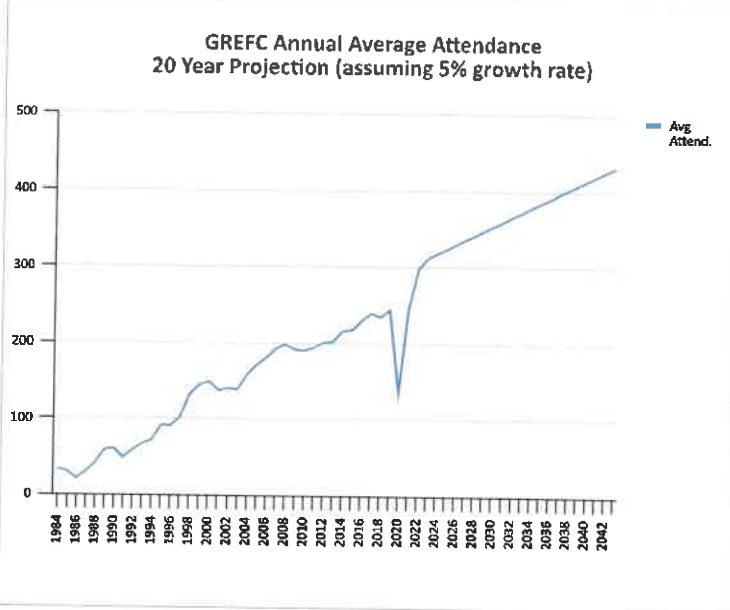
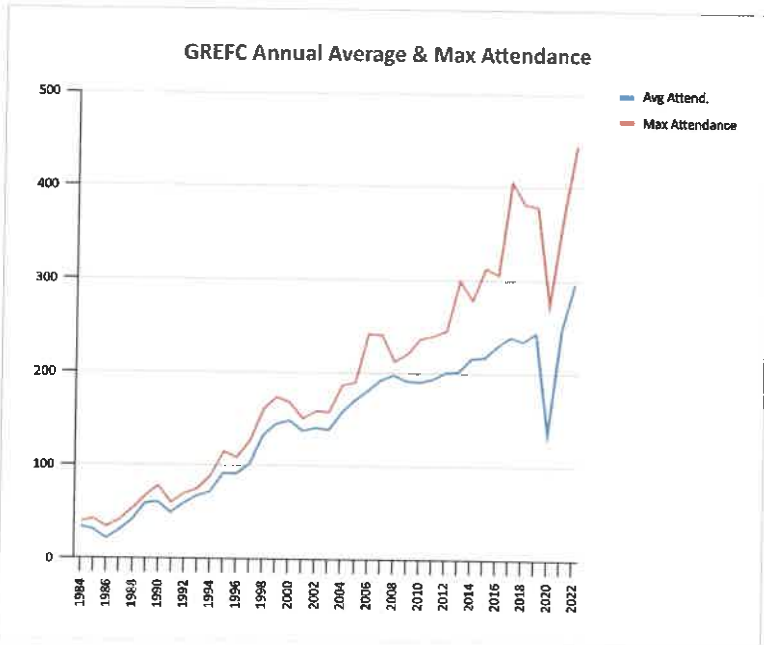
Helen Patterson died on July 3, 2022
Bill Stejskal died on Dec. 13, 2022

Average Attendance

Year	Avg Attend.	Yearly Increase/Decrease	Max Attendance
1984	34		39
1985	31	-3	42
1986	22	-10	34
1987	30	9	41
1988	41	11	53
1989	59	18	67
1990	61	1	78
1991	49	-11	60
1992	59	10	70
1993	67	8	75
1994	72	5	89
1995	92	20	115
1996	91	0	109
1997	102	11	127
1998	133	31	161
1999	145	12	174
2000	149	4	168
2001	138	-11	151
2002	141	3	159
2003	139	-2	158
2004	158	19	187
2005	171	13	190
2006	181	10	242
2007	193	12	241
2008	198	5	213
2009	192	-6	221
2010	191	-1	237
2011	194	3	240
2012	201	7	246
2013	202	1	300
2014	216	14	279
2015	218	1	313
2016	230	12	306
2017	239	10	405
2018	235	-5	382
2019	244	9	379
2020	136	-107	274
2021	247	111	367
2022	297	50	445
2023	312		
2024	318		
2025	324		
2026	330		
2027	336		
2028	342		
2029	348		
2030	354		
2031	360		
2032	366		
2033	372		
2034	378		
2035	384		
2036	390		
2037	396		
2038	402		
2039	408		
2040	414		
2041	420		
2042	426		
2043	432		

Avg. Online
26
17
12

Projected growth of 5%



Attendance by Service

Year	Avg. 1st Service	Avg. 2nd Service	Notes
2017	118	116	2017-March 2020: 9:00 am Age 3-Grade 1; 10:30 Age 3-Grade 5
2018	106	128	2017-March 2020: 9:00 am Age 3-Grade 1; 10:30 Age 3-Grade 5
2019	112	132	2017-March 2020: 9:00 am Age 3-Grade 1; 10:30 Age 3-Grade 5
2020	60	60	Closed March -Sept. then 9:00 am Nursery & Prek
2021	162	85	March added Kindergarten and 1st at 9:00 am // Sept: 9:00 am Age 3-Grade 5
2022	212	85	9:00 am Age 3-Grade 5 // Sept: 9:00 am Age 3-Grade 5, 10:30 am preK/K and Nursery
2023			