



**Quarterly Business Meeting**  
**10/17/23**  
**6:00 pm**

**Agenda**

1. Call to order and opening prayer
2. Minutes from 2<sup>nd</sup> Quarter meeting
3. Elder Report – Larry Curtis
  - a) Benevolent Discussion – Dan Carlson
4. Executive Board Reports
  - b) Chairman Overview – Quintin Legler
  - c) Financial Secretary Report – Lisa Mrnak
  - d) Treasurer Report – Lorraine Curtis
  - e) Facilities Report – Scott Schwake
5. Senior Pastor report
6. Old Business
7. New Business
  - a) Vote for new officers and nominating committee
  - b) Vote for Associate Pastor Search Team
  - c) Vote for New Members
  - d) Notice of dropped members
  - e) Discussion: Proposed change to Quarterly Business Meetings
  - f) Discussion: Proposed changes to the by-laws
    - I. Church Structure Diagram
    - II. Membership Class Leaders
    - III. Nominating Committee term
  - g) Discussion: Member Questions
8. Prayer & Adjournment

GRAND RAPIDS EVANGELICAL FREE CHURCH  
Quarterly Business Meeting  
July 18, 2023

Quintin Legler opened the meeting with prayer.

1. Previous meeting minutes – Minutes from the 4/28/23 meeting were distributed and reviewed. Jason Green made a motion to accept the minutes as written; it was seconded by Lisa Mrnak, and the motion passed.
2. Elder Report – Larry Curtiss reported on the following activities of the Elders over the last quarter:
  - Spent a great deal of time helping set the schedule and coverage for Sunday Pathfinders, Jr. and Sr. High programming, Children’s Sunday services and the Nursery.
  - A retreat in October for the Elders is being planned.
  - Focusing on core values and organization structuring
  - Monthly prayer meetings
3. Executive Board Reports
  - A. Chairman Overview – Quintin Legler reported on the following:
    - The church needs a person to assist with IT needs, hopefully a volunteer.
    - Peterson Accounting has been filling in with accounting services while Bill Grothe, the accounting assistant, has been out. Bill returned on 7/19/23.
    - The Board, with Michelle’s assistance, has been looking for an operational software, including a new website or app, to help with many different functions.
    - The balance of the CIF investment fund (from the donor) has a balance of \$152,703.05. This is being held until a decision is made of how to use it.
    - A decision by the Board and Elders has been made to budget for the Associate Pastor position in 2024, as the finances have been growing. The search team will be assembled and voted on at the next quarterly business meeting.
  - B. Financial Secretary – Lisa Mrnak reviewed the giving for the 2nd quarter, April – June 2023. General giving = \$115,497.24, designations = \$14,385.16, miscellaneous = \$12,103.26, for a total of \$180,826.66.
  - C. Treasurer – Lorraine Curtiss reported on the financial status of the church as of 6/30/23 as follows:  
2023 YTD Income = \$281,638.48; 2023 YTD expenses = \$229,741.34 vs, YTD budgeted expenses = \$221,825.99.

Bank Accounts as of 6/30/23:

Checking Account	\$ (1,321.52)
Preschool Checking Account	8,165.50
Playground Fund	22,586.00
Cash Reserves	22,087.33
Capital Improvements	2,151.19
Preschool	7,696.21
Discretionary Savings	<u>141,057.04</u>
Total Cash in Bank	\$ 202,421.75

D. Facilities Report – Scott Schwake reported on the following facility items that have been completed or on the to-do list:

- The furnace and air conditioning unit were replaced.
- Playground equipment has arrived. Doug Hanson is working on site preparation and soon the equipment can be installed.
- There currently are no CO detectors so installation of them is in progress.
- Sound bafflers for the worship center are in progress.
- Barn doors are sagging and need repair.
- The security light in the parking lot was repaired and now working.
- Leaky faucets in the women's bathroom are being fixed.
- More security cameras are needed and will be ordered.
- No smoke detectors are currently installed; this project is being bid.
- The alarm system keypads have been fixed and moved to a better location. Staff will be trained on how to disarm them.
- Yard cleanup has been contracted out.
- Reverse osmosis water tanks have arrived and will soon be installed.
- Landscaping team completed the new flower bed near the east entrance.
- Shawn O'Donnell is now doing the lawnmowing. Shawn also has been cleaning out the storage closet off the worship center.
- Jim Azure cut down 3 dead trees.
- The youth room now has a lock on the door.
- It was suggested to have sand and salt more handy for the winter months.
- It was suggested to have cameras installed on the stage in the worship center.

4. Sr. Pastor Report – Pastor Micah Labovitch reported on the following:

- He and the financial team have been working on a financial procedures manual.
- Marilyn Isaac stepped down as Financial Secretary; Lisa Mrnak has been filling in.

- 2 Executive Board positions will be ending in December: Lorraine Curtiss will be stepping down as Treasurer, and Sandy Harling's term will be expiring.
- He and the Elders have been reading and discussing the "Lead" book.
- The membership class is being revamped.
- The interview process for new members has been revamped.
- The mission, vision, and strategy was revamped in 2021, but the values (to define who we are) have not been visited since 2014 and is in process.
- He has been reading Evangelical Convictions, an EFCA book about history and values of the conference.
- Bi-annual performance reviews with the staff have been completed.
- Many new people/new Christians are coming to our church – he is prayerfully working on discipleship plans. He is looking for people to lead discipling classes, to lead people.

## 5. Ministry Reports –

- A. Children's Ministry and Preschool – Sarah Schrapp reported that many people have stepped up to continue teaching during the summer. August is a break for teachers with no classes during the Sunday services. Bible Boot Camp was held in June and was exciting and good. Discussions are in progress regarding how the fall classes/ministries will look. Laura Boyd retired as teaching assistant from the Preschool. Recruitment for her replacement is in progress.
- B. Jr. High – Rachel Staudahar reported that District Blitz was well attended and was awesome. Allies have 8 weeks of summer events for youth grades 6-12 which our church will participate with. She helped with a reading through a book of the Bible together, and was encouraged to see that students are discipling other students! For the fall Jr. and Sr. high will both meet on Sunday nights. It is being planned for kids to get involved in the community doing service projects.
- C. Sr. High - Kevin Geisler reported that Sr. High students have been involved in a lot of the same activities as the Jr. High. They are working on putting down deep roots with the students and equipping them to know Jesus. A lot of time has been spent praying for each other and others.
- D. Young Adults – Joe Forsline reported that Tuesday nights are gathering times for this group – either Ultimate frisbee, bowling or volleyball. He stated that the leaders of this group are getting older and entering new phases in their lives, so the leadership is navigating how to keep this ministry going. A men's bible study is being considered.
- E. Men's Ministry – Tim Hasbargen reported that a men's bible study is held on Monday nights. The intent is for the application of bible verses to everyday life and what is currently happening in mens' lives. Beans,

Bags and Brats event is planned for next month. 2 more men are needed for the core team.

- F. Women's Ministry – Michelle Schwake reported that 1 social event is occurring during each of the summer months. A fall Bible study(s) is being planned. October 6 is the annual Thrive conference in Rochester. There are 14 Titus Tables groups meeting currently.
- G. Legacy Builders – Kathy Miller reported that this ministry is currently partnering with the Better Together group. The Bordners will be attending the national conference in the fall, and a picnic at Tioga is being planned for September.
- H. Bereavement Team – Diane Legler reported that the team has assisted with several funerals and is fine-tuning their processes. The most recent funeral was for Sheila Dorholt. Donations to this fund would be so helpful so that families in need would not need to pay for food and supplies.
- I. Connecting and Hospitality – Jim Azure reported that 2 potlucks have been held so far and both have gone well. An ice fishing event is again being planned for the winter. Two August events are being planned – the Gunn Park outdoor service and a baptism service at Tioga Beach.
- J. Midweek Meals – Karla King reported that the first year of this ministry went great, and that the 2<sup>nd</sup> year starting in the fall is being planned. Everyone, even those without young children, is invited to attend the meals on Wednesday evenings. Several teams rotate through the season and have been wonderful to work with.
- K. Missions – Duane Mrnak reported that this committee is currently looking for more members. 11% of the weekly giving is budgeted for missions. Frank Gangi will be the new chairman beginning with the next meeting on July 30. They are in the process of revising their policies and procedures.
- L. Safety Team – Quintin reported that this committee is not doing much at this time. Many are interested in being part of the team, but no one is interested in leading. Policies and procedures need to be developed per the church's liability insurance. Unofficially this team is handling the nursery security.
- M. Welcome Team – Michelle Schwake reported that this team is a well-oiled machine. August 13 is Serve Sunday and if anyone else would like to join the team they can sign up then. A new position being sought is a Children's Ministry Greeter.
- N. Worship Team – Alicia Alleman reported that Kim Hake has stepped up to be one of the worship leaders, and that there are 2 new members to the team. They meet weekly and begin with a devotional that is focused on worship. A bereavement request form is being developed for use in assisting with funerals – music, etc. The team is working on the music for the Gunn Park service next month. Also, a strategic plan is in process. Alicia reminded everyone that the musical instruments remain on the stage and to be careful when events occur in the worship center, and to pull the curtain to protect the equipment. Currently

there are 41 members of the team, and there is always a need for additional sound and computer technicians.

6. Old Business – there was no old business presented.
7. New Business –
  - A. Voting on new members  
The Elders brought forward a recommendation for 2 individuals to be added to the membership: Clayton Linder and Emily Linder. Ballots were distributed, collected and tallied. Both individuals were unanimously voted in.
8. The meeting was adjourned. Pastor Micah closed in prayer.

Respectfully submitted,

Sandy Harling, Church Secretary



## General Fund Performance Through SEP 2023

### Income-Expense (Net Income)

2023 SEP	(\$1,803.63)
2023 YTD	\$ 61,231.41
2022 YTD	(\$56,515.37)

### Expenses

2023 SEP expenses:	\$ 37,272.73
2023 YTD budgeted for expenses	\$327,005.18
2023 YTD expenses paid:	\$340,038.69
2022 YTD expenses paid:	\$376,159.27

### Income

2023 SEP Income:	\$ 35,469.10
2023 YTD Income:	\$401,270.10 (includes ERC Payment \$43,567)
2022 YTD Income:	\$319,643.90

### Designated Giving (Specific Funds)

2023 Building.....	SEP.: \$ 1,185.00.....	YTD: \$30,675.00
2023 Missions .....	SEP.: \$ 10.00.....	YTD: \$13,971.00
2023 Benevolent Fund .....	SEP.: \$ 1,294.00.....	YTD: \$11,194.96

### Accounts end of SEP 2023

GF Checking	\$ 8,012.75
Preschool Checking	\$ 7,996.81
Playground Fund	\$ 11,757.58
Savings Account:	\$173,035.38
• Cash Reserves	\$ 22,087.33
• Capital Improvements	\$ 2,151.19
• Pre School	\$ 7,696.21
• Discretionary Savings	\$141,100.85
<b>Total Cash Available</b>	<b>\$200,802.52</b>

CIF MORTGAGE (SEP 30, 2023) \$543,085.03  
CIF MARKET FUND (SEP 30, 2023) \$153,825.32

# Statement of Activities

## General Fund

September 30, 2023

Account Shortcut and Description	YTD Actual	YTD Budget	YTD as % of Annual Budget	Annual Budget
<b>Income</b>				
<b>Contributions</b>				
40000 Tithes/Offerings	342,696.21	274,880.00	78.78	435,000.00
<b>Other Income</b>				
40050 Adult Ministry Donations	607.50	0.00	0.00	0.00
40060 Children's Ministry Donations	300.00	0.00	0.00	0.00
40090 Other Income	45,848.86	750.01	4,584.88	1,000.00
40070 Elder Donations	0.00	0.00	0.00	0.00
40080 Youth & Young Adult Donations	5,573.22	4,950.00	84.44	6,600.00
40100 Special Events	1,625.76	300.01	406.44	400.00
40110 Wednesday Night Meals Donations	4,618.55	5,737.50	60.37	7,650.00
Other Income Totals:	58,573.89	11,737.52	374.27	15,650.00
Income Totals:	401,270.10	286,617.52	89.04	450,650.00

## Expense

### Adult Ministries

50000 Community Groups	0.00	187.51	0.00	250.00
50010 Connecting & Hospitality	895.50	750.01	89.55	1,000.00
50020 Grandparenting	206.00	374.99	41.20	500.00
50030 Library	55.72	0.00	0.00	0.00
50040 Men's Ministry	328.24	450.00	54.70	600.00
50050 Welcome	174.13	374.99	34.82	500.00
50060 Women's Ministry	1,851.46	764.24	181.69	1,019.00
50070 Worship	1,615.96	2,026.49	59.80	2,702.00
50080 Bereavement Team	1,103.11	0.00	0.00	0.00
50090 Wednesday Night Meals Exp.	4,693.52	5,737.50	61.35	7,650.00
Adult Ministries Totals:	10,923.64	10,665.73	76.81	14,221.00

### Children's Ministries

51000 Camp Scholarships	0.00	0.00	0.00	0.00
51010 Kids Groups	689.14	712.49	72.54	950.00
51020 Family Nights	0.00	300.01	0.00	400.00
51030 Ministry Expense	1,210.97	1,049.99	86.49	1,400.00
51040 Nursery	89.25	225.00	29.75	300.00
51050 Pathfinders	1,400.99	1,650.01	63.68	2,200.00
51060 Supplies - Children's Ministry	462.89	599.99	57.86	800.00
Children's Ministries Totals:	3,853.24	4,537.49	63.69	6,050.00

### Elders

52000 Background Checks	23.00	300.01	5.75	400.00
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<b>Account Shortcut and Description</b>	<b>YTD Actual</b>	<b>YTD Budget</b>	<b>YTD as % of Annual Budget</b>	<b>Annual Budget</b>
52010 Elder Blessing	861.18	750.01	86.11	1,000.00
52020 Elder Retreat	0.00	374.99	0.00	500.00
52030 <i>Guest Speakers</i>	0.00	0.00	0.00	0.00
52040 Misc. - Comm. Supplies, Sermon	1,427.02	1,125.00	95.13	1,500.00
52050 Pastoral Transition	0.00	0.00	0.00	0.00
52060 Training & Equipping	795.23	750.01	79.52	1,000.00
Elders Totals:	3,106.43	3,300.02	70.60	4,400.00
<b>Facility</b>				
53000 Landscaping	207.00	374.99	41.40	500.00
53010 Decorating	82.06	0.00	0.00	0.00
53020 Furnishings	5,764.00	0.00	0.00	0.00
53030 Insurance - Commercial	11,119.70	7,350.00	113.46	9,800.00
54000 Kitchen Equipment	679.89	374.99	135.97	500.00
54010 Kitchen Supplies	2,243.75	2,399.99	70.11	3,200.00
55000 Carpet Cleaning	3,511.66	1,499.99	175.58	2,000.00
55010 Cleaning Supplies	2,328.28	1,350.00	129.34	1,800.00
55020 Maintenance - General	10,617.21	3,749.99	212.34	5,000.00
55030 Snow Plowing	3,701.25	2,300.00	160.92	2,300.00
56010 Mortgage Principal	37,571.47	35,407.44	79.58	47,209.92
56011 Mortgage Interest Exp.	17,455.97	19,620.00	66.72	26,160.00
56020 Security	1,883.49	1,237.50	114.15	1,650.00
56023 Safety Team	0.00	374.99	0.00	500.00
56030 Utilities	13,531.55	15,422.00	67.65	20,000.00
Facility Totals:	110,697.28	91,461.88	91.77	120,619.92
<b>Office</b>				
60000 Communications	142.64	2,581.51	4.14	3,442.00
60010 Copiers/maint/toner,etc.	3,185.70	2,624.99	91.02	3,500.00
60020 Equipment & Computers	0.00	374.99	0.00	500.00
60030 Financial Fees, Checks, Website	5,749.28	4,874.99	88.45	6,500.00
60040 General Office Supplies	1,389.23	1,274.99	81.71	1,700.00
60050 Acctg. Services	8,110.00	4,050.00	150.18	5,400.00
60060 Postage	411.20	750.01	41.12	1,000.00
60070 Technology Services	1,684.64	1,875.01	67.38	2,500.00
Office Totals:	20,672.69	18,406.49	84.23	24,542.00
<b>Personnel</b>				
60080 Payroll Services	0.00	0.00	0.00	0.00
61000 Acctg. Asst	4,083.40	5,292.26	56.38	7,242.00
61010 Admin. Assistant	10,291.39	11,180.26	67.26	15,299.26
61020 Assoc. Pastor	0.00	0.00	0.00	0.00
61022 Housing	0.00	0.00	0.00	0.00
61024 Ministry Expense	0.00	0.00	0.00	0.00
61030 Childrens Ministry Coord.	26,250.24	26,250.21	73.07	35,921.37
61040 Childrens Ministry Asst.	4,200.12	6,207.03	49.44	8,494.04
61050 Comm. Coord.	19,425.11	20,666.30	68.68	28,280.20
61060 Custodian	11,166.43	10,206.51	79.94	13,966.80
61074 Mileage	0.00	0.00	0.00	0.00

<b>Account Shortcut and Description</b>	<b>YTD Actual</b>	<b>YTD Budget</b>	<b>YTD as % of Annual Budget</b>	<b>Annual Budget</b>
61080 Sr. Pastor Salary	58,758.39	61,422.72	69.90	84,052.12
61081 Sr. Pastor Health Allow.	2,484.61	2,484.63	73.07	3,400.00
61082 Sr. Pastor Exp. Reimb.	1,699.46	1,350.00	94.41	1,800.00
61083 Sr. Pastor Benefits Exp.	1,762.68	1,891.17	69.90	2,521.56
61090 Youth Ministry Asst.	0.00	0.00	0.00	0.00
61300 Conferences/Cont. Ed.	1,702.39	1,499.99	85.11	2,000.00
61310 Relationship Buiding	251.86	374.99	50.37	500.00
61500 Employer FICA	5,769.26	6,104.99	69.05	8,354.24
61065 IT Associate	0.00	0.00	0.00	0.00
<b>Personnel Totals:</b>	<b>147,845.34</b>	<b>154,931.06</b>	<b>69.79</b>	<b>211,831.59</b>
<b>Young Adults Ministries</b>				
62000 Jr. & Sr. High	4,770.72	6,825.01	52.42	9,100.00
62100 Young Adults	450.76	990.00	34.14	1,320.00
<b>Young Adults Ministries Totals:</b>	<b>5,221.48</b>	<b>7,815.01</b>	<b>50.11</b>	<b>10,420.00</b>
<b>Other Income/Expense</b>				
65000 Mission Share	37,718.59	35,887.50	78.82	47,850.00
65100 GF Transfer To Savings	0.00	0.00	0.00	0.00
<b>Other Income/Expense Totals:</b>	<b>37,718.59</b>	<b>35,887.50</b>	<b>78.83</b>	<b>47,850.00</b>
<b>Expense Totals:</b>	<b>340,038.69</b>	<b>327,005.18</b>	<b>77.29</b>	<b>439,934.51</b>
<b>Income - Expense:</b>	<b>61,231.41</b>	<b>(40,387.66)</b>		<b>10,715.49</b>

# Statement of Activities

## Preschool Fund

September 30, 2023

Account Shortcut and Description	YTD Actual	YTD Budget	YTD as % of Annual Budget	Annual Budget
<b>Income</b>				
<b>Contributions</b>				
46200 Preschool Tuition	26,110.00	25,280.01	68.85	37,920.00
46210 Preschool Donations	1,000.00	0.00	0.00	0.00
46220 Preschool Other Income	20.00	0.00	0.00	0.00
Contributions Totals:	27,130.00	25,280.01	71.55	37,920.00
Income Totals:	27,130.00	25,280.01	71.55	37,920.00
<b>Expense</b>				
<b>Preschool Staff</b>				
66200 Teacher - Lead	13,669.32	11,896.66	76.60	17,845.00
66210 Asst. Teacher	4,424.75	4,177.92	70.60	6,266.88
66215 Substitute Teacher	0.00	200.01	0.00	300.00
66500 Preschool ER FICA	1,663.70	1,553.68	72.12	2,306.62
66220 Preschool Director	3,653.83	3,749.99	73.07	5,000.00
Preschool Staff Totals:	23,411.60	21,578.26	73.81	31,718.50
<b>PS Operating Expenses</b>				
66300 Communications	124.43	399.99	20.73	600.00
66310 Equip/Furnishings	238.99	266.68	59.74	400.00
66320 Special Events	166.64	433.34	25.63	650.00
66330 State Fees/License	135.95	399.99	22.65	600.00
66340 Preschool Supplies	1,418.31	3,333.32	28.36	5,000.00
66350 Fund Transfer	0.00	0.00	0.00	0.00
PS Operating Expenses Totals:	2,084.32	4,833.32	28.75	7,250.00
Expense Totals:	25,495.92	26,411.58	65.43	38,968.50
<b>Income - Expense:</b>	1,634.08	(1,131.57)		(1,048.50)

GREFC Receipts  
July - Sept., 2023

Quarter 3 Report									
Date	General	Design	Misc.	Total	Wk Budget	Designation	Amount	Misc.	Amount
7/2/2023	\$ 12,301.00	\$ 520.00	\$ -	\$ 12,821.00	\$ 8,365.39	Ben/Bldg/Miss	\$ 520.00	None	\$ -
7/9/2023	\$ 6,755.00	\$ 460.00	\$ 39.50	\$ 7,254.50	\$ 8,365.39	Ben/Bldg/Miss	\$ 460.00	Coff	\$ 39.50
7/16/2023	\$ 7,663.12	\$ 1,255.00	\$ 8.25	\$ 8,926.37	\$ 8,365.39	Ben/Bldg/Miss	\$ 1,255.00	Coff	\$ 8.25
7/23/2023	\$ 8,235.50	\$ 534.00	\$ 6.00	\$ 8,775.50	\$ 8,365.39	Ben/Bldg/Miss	\$ 534.00	Coff	\$ 6.00
7/30/2023	\$ 5,791.66	\$ 340.00	\$ 550.00	\$ 6,681.66	\$ 8,365.39	Ben/Bldg	\$ 340.00	Coff/PS	\$ 550.00
Total	\$ 40,746.28	\$ 3,109.00	\$ 603.75	\$ 44,459.03	\$ 41,826.95				
General	Design	Misc.	Total	Wk Budget	Designation	Amount	Misc.	Amount	
8/6/2023	\$ 15,281.00	\$ 490.00	\$ 1,280.85	\$ 17,051.85	\$ 8,365.39	Ben/Bldg/Miss	\$ 490.00	Coff/SP	\$ 1,280.85
8/13/2023	\$ 4,561.00	\$ 330.00	\$ 573.00	\$ 5,464.00	\$ 8,365.39	Ben/Bldg	\$ 330.00	Coff/SS/Yth	\$ 573.00
8/20/2023	\$ 5,757.00	\$ 11,418.80	\$ 540.00	\$ 17,715.80	\$ 8,365.39	Ben/Bldg/Rev	\$ 11,418.80	PS	\$ 540.00
8/27/2023	\$ 6,583.75	\$ 450.00	\$ 230.00	\$ 7,263.75	\$ 8,365.39	Ben/Bldg	\$ 450.00	PS/Ber	\$ 230.00
Total	\$ 32,182.75	\$ 12,688.80	\$ 2,623.85	\$ 47,495.40	\$ 33,461.56				
General	Design	Misc.	Total	Wk Budget	Designation	Amount	Misc.	Amount	
9/3/2023	\$ 9,228.00	\$ 430.00	\$ 1,376.00	\$ 11,034.00	\$ 8,365.39	Ben/Bldg/Miss	\$ 430.00	Coff/PS	\$ 1,376.00
9/10/2023	\$ 10,127.00	\$ 290.00	\$ 207.00	\$ 10,624.00	\$ 8,365.39	Ben/Bldg	\$ 290.00	Coff/PS	\$ 207.00
9/17/2023	\$ 7,098.00	\$ 1,758.10	\$ 188.00	\$ 9,044.10	\$ 8,365.39	Ben/Bldg/WNM	\$ 1,758.10	Coff/PS	\$ 188.00
9/24/2023	\$ 8,027.00	\$ 609.00	\$ -	\$ 8,636.00	\$ 8,365.39	Ben/Bldg/WNM	\$ 609.00	-	\$ -
Total	\$ 34,480.00	\$ 3,087.10	\$ 1,771.00	\$ 39,338.10	\$ 33,461.56				
<b>Qtr. 3 Total</b>	<b>\$ 107,409.03</b>	<b>\$ 18,884.90</b>	<b>\$ 4,998.60</b>	<b>\$ 131,292.53</b>	<b>\$ 108,750.07</b>				
<b>YTD</b>	<b>\$ 333,111.22</b>	<b>\$ 154,852.96</b>	<b>\$ 87,569.24</b>	<b>\$ 534,091.97</b>	<b>\$ 317,884.82</b>				

### 3rd Qtr Giving

<b>Fund Name</b>	<b>Amount</b>		
Building Fund	\$3,655.00		
General Fund	\$106,309.03		
Benevolent	\$3,108.00		
Wednesday Night Meals	\$628.10		
General (Non--Deductible)	\$12,038.89		
Misc - Pre School	\$4,550.00		
Misc - Coffee	\$198.60		
Missions	\$555.00		
Misc - Bereavement	\$50.00		
Misc - Children	\$200.00		
Total General Fund Giving	\$107,409.03		
Average Weekly Giving	\$8,262.23		
2023-09-24	\$1,100.00	General (Non--Deductible)	
2023-08-20	\$728.21	General (Non--Deductible)	ERC
2023-08-20	\$10,210.68	General (Non--Deductible)	ERC

## Lead Pastor 3<sup>rd</sup> Quarter Report October 17<sup>th</sup> 2023

Colossians 3:23: “Whatever you do, work heartily, as for the Lord and not for men, knowing that from the Lord you will receive the inheritance as your reward. You are serving the Lord Christ.”

It is easy in the demands of life for all of us to miss the incredible blessings of ministry that God has bestowed on us at GREFC. Baptisms, Picnics, the Gunn Park service, Serve Sunday, Leader Training Week, pre-marital counseling, visioning meetings, the launch of all ministries and programs this fall, prayer nights, staff and leadership meetings, the elder retreat, studying and preaching through the Gospel of Matthew, preparing and building up others to preach and teach in the Fall Disciple series, preparing for Advent, preparing for next years fiscal budget, praying together, partnering with the other churches of Grand Rapids in the Pastor’s Prayer Fellowship, etc. And the list can go on from there! There have been so many moments, so many things to look at and celebrate the Lord’s movement at GREFC. So many things that I am so humbled to have been a part of as I look at all the servant-hearted leaders that surround me. And it causes me to be even more excited about what the Lord God desires to do here in the people of GREFC!

First, over the next few months, we will pause our Matthew series and embark in two new sermon series: one focusing on the discipleship of the believer and one focusing on the Advent season. This Sunday, Dan Carlson will be kicking off our “disciple series” The DNA of a Disciple. This series actually came out of the congregational response during the visioning process I have been walking through with the Elders these past several months. As the responses came in from the congregation, there was a continuous theme: the things that define a disciple of Jesus Christ ought to be the things that help define *us* as a local church. So 5 of our church leaders- Dan Carlson, Tim Hasbargen, Myself, Chris Brown, and Quintin Legler- will lead us in a study of 5 of those key elements that build up disciples (and disciplemakers) in Jesus Christ! Then we will be moving into our Advent series “Christmas Songs,” in which will study songs in the scriptures *outside* of the book of Psalms that point to the anticipation of the coming of Jesus Christ.

Second, the elders, ministry leaders, staff, and executive leaders will continue to press forward with many “defining” elements into who we are as a covenant Christian Community at GREFC. Finalizing our values, changing and finalizing the 2024 budget, creating strategic plans and programs for the next year (and following), and more. Please continue to pray for Christ’s unity, indwelling, and guidance within the elders, executive board, staff, and ministry leaders ahead!

Finally, we will begin our search for the next Associate Pastor at Grand Rapids Evangelical Free Church. The Associate Pastor snapshot is on the back of this report. They will have oversight over all the ministry leaders/ directors of GREFC, including ministry staff and volunteer directors. They may serve as a temporary ministry director, until one is placed for ministries as well. The role may include opportunities to preach, teach, counsel, and lead as desired. They will be a "Shepherd of Shepherds" that will be able to prayerfully guide, advise, and support existing leadership volunteers and teams. Please pray for us as we prayerfully seek the Lord’s guidance, wisdom, and unity to find the person that God desires to bring to GREFC to serve in this role!

Christ is building His Church. And He has called us to participate in the process. May we continue to be unified and guided by His Word, His Spirit, and His Presence together as one family. Thank you GREFC Family for your prayers, encouragement, support, and servant-hearted worship.

**In Christ,**

**Pastor Micah**



GRAND RAPIDS  
**EVANGELICAL FREE CHURCH**

# Associate Pastor

## Position Preview

### Overview

Grand Rapids Evangelical Free Church is prayerfully hiring the next Associate Pastor to join their church family and leadership community! Our prayer is that this person will lovingly partner together to shepherd, oversee, and lead the Body of Believers of all ages as we pursue Jesus in His Word together in loving community, worship, discipleship, and service!

### The Big Idea



The Associate Pastor serves directly under the supervision and partnership of the Lead Pastor and in submission to Board of Elders. The main area of pastoral oversight will be over the ministry leaders of GREFC, including ministry staff, volunteer leaders, and ministry teams. We see this role as being a "Shepherd of Shepherds" that will be able to prayerfully guide, advise, and support existing leadership volunteers and teams. This also may include acting as a temporary director over key ministries until a Ministry Team Lead is prayerfully placed. There may also be opportunities for preaching or teaching as desired. This role shall align with GREFC's Marks of Maturity, Mission, Vision, and Values.

### The Church



Affiliation: EFCA (Evangelical Free Church of America)

Attendance: Weekly attendance of about 350

About: Our church is located just outside of Grand Rapids, population 12,000, in a beautiful section of northern Minnesota and in a county of 1000 lakes. God's hand of blessing and direction can be seen in the history of our church. What began as a small Bible Study with a handful of faith-filled believers has grown into a thriving congregation who are drawing closer to Jesus Christ. The church has committed leaders, a large volunteer base and a maturing body of believers, all with a vision to love God, love others and fulfill the command to make disciple makers.

### The Candidate



The ideal Associate Pastor will be a man of Godly character (1 Timothy 3), relational heart (2 Peter 1), and humble leadership (1 Peter 5). We are seeking for a man that loves God with everything and desires to lead the whole people of God closer to Jesus through leadership development and discipleship. He is a man that will partner well along other leaders, develop and release other leaders, encourage ministry to grow and thrive, and who takes seriously the joy of the Lord in his personal life, marriage, family, and ministry.

### The Location



Grand Rapids is a small town surrounded by Minnesota's nature. Though the city itself is around 12,000 people, with the surrounding communities, the population is about 20,000 people in the area. Known for its outdoor activities, lush history, and storied industry, Grand Rapids is a beautiful and engaging community in the heart of the Northland.

### The Qualifications



3-5 years of pastoral experience and agree with the GREFC and EFCA statement of faith. Preferred experiences would be over Youth, Young Adult, Discipleship, Small Group, and/or Worship Ministries. Bachelor's degree required; Master's degree preferred. A passion for Jesus Christ and His Word, teachability, and a heart to lead God's people in partnership with other Pastors, Elders, Leaders, and Staff is critical for this unique role!

### Next Steps



Please send your Cover Letter and Resume to  
Sandy Harling  
GREFC Executive Board  
office@grefc.org  
218.327.9343

# **Proposed Associate Pastor Search Team**

Joseph Forsline

Angie Geisler

Matt Grose

Sandy Harling

Pastor Micah Labovitch

Sandy Lanzo

Kathy Miller

Ben Panchyshyn



# GRAND RAPIDS EVANGELICAL FREE ORGANIZATIONAL CHART

## Jesus Christ

